

July 30, 2024

To,
BSE Limited
Dept. DSC_CRD
Phiroze Jeejeebhoy Towers,
Dalal Street
Mumbai 400 001
BSE Scrip Code: **506222**

National Stock Exchange of India Limited
Exchange Plaza,
Plot No. C/1, 'G' Block,
Bandra- Kurla Complex,
Bandra ('E')
Mumbai 400 051
NSE Symbol: **STYRENIX**

Sub.: Business Responsibility and Sustainability Report for Financial Year 2023-24

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), as amended from time to time, we hereby submit, the Business Responsibility and Sustainability Report for Financial Year 2023-24, which also forms part of the 51st Annual Report of the Company for the financial year ended March 31, 2024, as submitted to the stock exchanges earlier in the day.

We request you to kindly take the same on your record.

Thanking you.

Yours faithfully,
For **Styrenix Performance Materials Limited**

Chintan Doshi
Manager Legal & Company Secretary

Encl.: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

As a key player of the chemical industry, ESG plays a critical role for Styrenix Performance Materials Limited ("Styrenix"/ "Company"). The operations of Styrenix are subject to various environment-related regulatory compliances in a stringent manner. Further, the operations of the Company involve compliances with multiple labour laws. In view of these, Styrenix has always been striving to cater to its stakeholders, putting sustainability at its heart. With focus on 4 C's of Sustainable Development: Collaboration, Control, Communication and Commitment, the Company looks forward to walking its ESG journey in utmost committed manner.



The directors of Styrenix present the 'Business Responsibility & Sustainability Report' (BRSR) of the Company for the financial year 2023-24, pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015. The Company understands the importance of ESG and have aligned its activities & initiative with the globally accepted ESG principles like UNSDGs. The data & numbers mentioned in the Report have been rationalised wherever required.

In this report, the words - 'Styrenix', 'We', 'Our' are used interchangeably to denote Styrenix Performance Materials Limited.

SECTION A: GENERAL DISCLOSURES
I. Details of the listed entity:

1	Corporate Identity Number (CIN) of the Listed Entity	L25200GJ1973PLC002436	
2	Name of the Listed Entity	Styrenix Performance Materials Limited	
3	Year of incorporation	1973	
4	Registered office address	9 th Floor, Shiva, Sarabhai Complex, Dr. Vikram Sarabhai Marg, Vadiwadi, Vadodara - 390023	
5	Corporate address	9 th Floor, Shiva, Sarabhai Complex, Dr. Vikram Sarabhai Marg, Vadiwadi, Vadodara - 390023	
6	E-mail	secshare@styrenix.com	
7	Telephone	+91 265 2303201/02	
8	Website	www.styrenix.com	
9	Financial year for which reporting is being done	2023-24	
10	Name of the Stock Exchange(s) where shares are listed	Name of the Exchange	Stock Code
		BSE	506222
		NSE	STYRENIX
11	Paid-up Capital	INR 17,58,56,250/-	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. K. Ravishankar (Whole-time Director), Tel No. 0265-2303201 E-mail Id: secshare@styrenix.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures are made on a standalone basis for Styrenix Performance Materials Limited	
14	Name of assurance provider-	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC 2/P/CIR/2023/122 dt. 12 July, 2023	
15	Type of assurance obtained	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC 2/P/CIR/2023/122 dt. 12 July, 2023	

II. Products/services
16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing of Engineering Polymers	100

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Engineering Polymers	2013	100

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	4	7	11
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States & UTs)	20
International (No. of Countries)	0

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Not Applicable, since Styrenix is not engaged in the export of any products or services.

c. A brief on types of customers:

Styrenix is a 100% B2B Company that sells polymer granules (viz. ABS, SAN, PS etc.) to plastic processing customers that use various techniques to process it, such as blow molding, extrusion, and injection molding. Our customers generally belong to the end user application category viz.

- Automotive (two wheeler, four wheeler),
- Household (Refrigerator, AC, Washing Machine, Geyser, Juicer Mixer),
- Electrical, Electronics,
- Stationary, Packaging, Construction and Miscellaneous items.

While many OEMs have their own plastic processing equipment, many also outsource the production of plastic components from Tier 1 and Tier 2 vendors who purchase our products. In addition to providing direct supplies to these plastic processing clients, the Company also uses distributor channel partners to serve small and medium-sized clients, thereby creating a larger customer base.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	215	207	96.28	8	3.72
2	Other than Permanent (E)	15	15	100.00	0	0.00
3	Total employees (D+E)	230	222	96.52	8	3.48
WORKERS						
1	Permanent (F)	191	190	99.48	1	0.52
2	Other than Permanent (G)	63	63	100.00	0	0.00
3	Total employees (F+G)	254	253	99.61	1	0.39

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	The Company does not have any differently abled employees.				
2	Other than Permanent (E)					
3	Total differently abled employees (D+E)					
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	1	1	100.00	0	0.00
2	Other than permanent (G)	2	2	100.00	0	0.00
3	Total differently abled workers (F+G)	3	3	100.00	0	0.00

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50
Key Managerial Personnel*	6	0	0.00

* Key Managerial Personnel include: 1 Managing Director (MD), 1 Joint MD, 2 Whole time Directors, 1 Chief Financial Officer & 1 Company Secretary.

22. Turnover rate for permanent employees and workers (in percent)

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.18	22.22	18.34	9.81	0.00	9.38	13.63	0.00	13.05
Permanent Workers	9.02	0.00	8.97	4.12	0.00	4.10	19.95	66.67*	20.30

*Note-Since as per the formula prescribed, the count of female workers at the beginning of the employment were 2, out of which 1 left the employment and 1 female was employed at the end of the FY 21-22, the turnover rate comes to 66.67 percent for the FY 21-22.

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding/subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Shiva Performance Materials Private Limited	Holding	NA	No

VI. CSR Details
24.

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
(ii)	Turnover (in ₹)	INR 2,231.43 Cr
(iii)	Net worth (in ₹)	INR 722.73 Cr

VII. Transparency and Disclosures Compliances

25. Complaints/Grievance on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The Company interacts with various communities on need to need basis. However, there is no established formal mechanism for the purpose of addressing specific communities grievances.	0	0	NA	0	0	NA
Investors (other than shareholders)	Not Applicable, since all investors fall under category of shareholders.	0	0	NA	0	0	NA
Shareholders	Yes, Shareholders can directly approach the Company or its Registrar and Transfer Agent via e-mail as well as phone. The details of the Company Secretary as well RTA (e-mail as well contact no.) have been mentioned on the website of the Company for easy reference and contact. INVESTOR INFO-Styrenix Performance Materials Limited	6	0	There are no grievances of stakeholders remaining unattended / unresolved and every effort is made at all levels to immediately redress stakeholders grievances without delay.	2	0	There are no grievances of stakeholders remaining unattended / unresolved and every effort is made at all levels to immediately redress stakeholders' grievances without delay.
Employees and workers	Yes, The Code of Conduct of the company mentions the manner of reporting any grievances/ violations of the code, wherein in case of any violation the person is asked to promptly report to the manager immediately or the HR manager or Legal department. All reports are promptly investigated, and accordingly corrective actions are taken.	0	0	NA	0	0	NA

Styrenix Performance Materials Limited

(formerly known as INEOS Styrolution India Ltd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes, The initial point of contact for customers is the marketing/sales team in their respective regions. If additional support is needed, the technical team examines the matter. If necessary, after verification, trials are conducted to ensure that issue/problem is satisfactorily resolved.	187	2	The Company is expanding its business substantially and launching many new products. The complaints were regarding regular issues during product deliveries. The pending complaints shall be resolved during next delivery to customers	101	0	The complaints were regarding regular issues during product deliveries.
Value Chain Partners	Yes	0	0	The Company handles grievances from vendors / other value chain partner on case to case basis. (Tracking sheet on the confidential folder)	1	0	The complaints were regarding regular issues during product deliveries

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications.¹

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Greenhouse Gas Emissions	Risk	Styrenix is a chemical manufacturing company that manufactures SAN and ABS. Both process emissions from the chemical transformation of feed stocks and direct (Scope 1) greenhouse gas (GHG) emissions are produced by the combustion of fossil fuels in manufacturing and cogeneration processes. Operating risks and costs associated with regulatory compliance as well as GHG emissions may arise for chemical entities.	To reduce GHG emissions the Company is leading an environmental initiative in Vadodara, establishing green belts covering 29,922 square meters around its industrial estate and neighbouring villages like Katol, Nandesari, and Moxi. These green belts enhance local eco-systems and showcase a commitment to ecological stewardship. Moreover, Styrenix has implemented additional measures like cyclone separators, bag filters, and dispersion stacks to control emissions and optimize combustion in boilers and HTM burners. Transitioning from liquid fuels to natural gas further reduces environmental impact and aligns with sustainability goals. This proactive approach demonstrates Styrenix's commitment to reducing its carbon footprint and promoting cleaner energy alternatives.	Negative (There has been no negative impact in the reporting period of 23-24)
2	Air Quality	Risk	Air emissions from chemical manufacturing may also include nitrogen oxides (NOx), sulphur dioxides (SOx), and hazardous air pollutants (HAPs), in addition to greenhouse gases (GHGs). These emissions are usually caused by the burning of fuel and the processing of feedstock, just as greenhouse gases. The Chemicals business is a more substantial source of certain of these pollutants when compared to other industries.	To control air pollution, a new hydrochloric acid (HCl) scrubber has been installed by the Company for the HCl storage tank. This addition is aimed at enhancing safety measures and environmental protection standards within the facility. By investing in this scrubber installation, the Company demonstrates its commitment to ensuring the safe handling and containment of hazardous materials, aligning with regulatory requirements and best practices for industrial operations.	Negative (There has been no negative impact in the reporting period of 23-24)

¹Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB); this follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022.

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Energy Management	Risk	Energy is often consumed in chemical manufacture to run machinery, cogeneration plants, processing units, and non-manufacturing facilities. The kind of products produced determines the kind of energy utilized, how much is consumed, and energy management techniques. While purchased electricity may also account for a sizeable portion, fossil fuels like natural gas and natural gas liquids are typically the most commonly used non-feedstock energy source. Consequently, a sizeable portion of production costs could come from energy purchases.	The Company has switched to LED lights for street lighting, replacing CFL or MLL lights, resulting in greater energy efficiency, longer lifespan, and reduced maintenance costs. Transitioning from furnace oil to natural gas at Nandesari, Katol, and Dahej plants promotes a cleaner environment and enhances energy efficiency. Bio digesters installed at Katol, Nandesari, Dahej, and Moxi sites convert food waste into natural gas, used as a sustainable cooking fuel alternative to LPG or electricity.	Negative (There has been no negative impact in the reporting period of 23-24)
4	Water Management	Risk	Water is an essential component used in the manufacturing of chemicals, mainly for cooling, steam generation, and feedstock processing. The necessity of water management is demonstrated by the long-term historical increases in water scarcity and expense, as well as the forecasts of future increases due to overconsumption and decreased supply brought on by population expansion and migration, pollution, and climate change. For organizations with water-intensive operations, a lack of water may raise the risk of operational disruption and raise capital and procurement expenses.	The Company has taken several initiatives to ensure water management which includes improvement of sewage treatment plant (STP) operations which is being pursued at the Katol site. This optimization effort involves enhancing the efficiency and effectiveness of the STP processes to ensure better treatment of wastewater generated on-site. Advanced dissolved air flotation (DAF) systems and supplementary secondary clarifiers have been installed at the Nandesari site's wastewater treatment plant (WWTP). These enhancements are geared towards optimizing the treatment process for incoming effluent, particularly focusing on reducing total suspended solids (TSS) content.	Negative (There has been no negative impact in the reporting period of 23-24)
5	Hazardous Waste Management	Risk	Hazardous process waste from chemical manufacturing may contain heavy metals, catalysts, wasted acids, and sludge from wastewater treatment. When it comes to the transportation, treatment, storage, and disposal of certain wastes, there are legal and practical obstacles that entities must overcome in order to manage waste. Efficient waste management and recycling raises brand value while cutting expenses.	Advanced technologies are implemented to optimize raw material yields and minimize waste production. Complete off-line and online documentation is in place, and hazardous material is stored and disposed of in accordance with local laws (Pollution Control Boards).	Negative (There has been no negative impact in the reporting period of 23-24)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Workforce Health & Safety	Opportunity	Employees and staff at chemical manufacturing facilities are exposed to a variety of health and safety hazards, including high pressure and temperatures, hazardous compounds, and heavy machinery. Developing a strong safety culture is essential to proactively reducing safety impacts, which could otherwise have a negative financial impact and lead to increased medical expenses, legal issues, and lost productivity. Our significant manufacturing knowledge has allowed us to build a world-class safety culture. This promotes increased efficiency among our employees because the Company is confident in their workplace safety. In the long run, this improves product quality and cuts expenses.	Not Applicable	Positive
7	Safety & Environmental Stewardship of Chemicals	Risk	For companies in the chemicals sector, product safety and stewardship are vital concerns. The possibility of chemicals having negative effects on human health or the environment throughout the usage phase may alter product demand and regulatory risk, which may have an impact on revenues and raise operating, regulatory compliance, and mitigation expenses.	The Company is taking action to improve environmental impact assessments and prioritize research and development efforts to enhance process safety.	Negative (There has been no negative impact in the reporting period of 23-24)
8	Management of the Legal & Regulatory Environment	Opportunity	The Chemicals Company is bound by stringent regulations covering, among other things, process safety, air emissions, water discharge, and chemical safety. The industry must anticipate and adjust to legislative developments in the short and long terms, since they have a substantial impact on product demand, manufacturing costs, and brand value. The Company has adopted a clear regulatory management plan that connects company performance with long-term environmental results and accounts for societal externalities which has resulted in reduced regulatory uncertainty, increased brand value, and enhanced competitiveness.	Not Applicable	Positive

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Operational Safety, Emergency Preparedness & Response	Risk	The Chemicals industry faces significant health, safety, and emergency management challenges due to the use of hazardous substances like Styrene, Butadiene, and Acrylonitrile. Accidental releases of these substances can occur due to technical failure, human error, or weather. The combustible nature of these substances and high operating temperatures increase the risk of explosions, hazardous spills, and other emergencies. These events can harm workers, communities, and the environment. Therefore, strong process safety management can reduce operational downtime, mitigate costs, and improve workforce productivity.	The Company avoids these threats by regular asset care audits, risk appraisal using scientific methodologies such as HAZOP, and environmental impact assessments. Workforce training, simulated drills for disaster management engagement with the neighbourhood, and research and development to increase process safety.	Negative (There has been no negative impact in the reporting period of 23-24)
10	Community Relations	Opportunity	Chemical entities are crucial economic contributors, providing employment and capital for communities. However, environmental policy, health, and process safety issues have significant regulatory, operational, financial, and reputational implications. Long-term health impacts from air emissions and water use, and potential process safety incidents can lead to regulatory penalties and legal action. Styrenix conducts an Environmental Impact assessment to enhance community relations.	Not Applicable	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Policy and managements process									
Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Policies available at : https://styrenix.com/corporate-governance/ Policies which are internal to the Company, are available on the intranet of the Company.								
Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	No	Yes	Yes	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Head Office and all other manufacturing units of the Company are both ISO 14001:2015 and ISO 9001:2015 certified which is evidence of our dedication to providing esteemed clientele with top-notch merchandise.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In order to harness our innovative culture and create long-term value for our clients and stakeholders, our Company has redesigned our sustainability strategy. In order to provide sustainable solutions for the duration of our goods' lives, we operate in a secure, environmentally responsible, and socially sensitive manner. We have committed to provide regular training on our Code of Conduct to all of our employees and have set targets for Fair Business Practices. The business has established goals for the principle that are in line with the Sustainability Strategy, Code of Conduct, Safety, Health, and Environment (SHE), and Corporate Social Responsibility (CSR).								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Our Company regularly assesses its performance in relation to its objectives and targets and adjusts its path as needed. The Management of the Company reviews its performance on a regular basis and take appropriate decisions.								

Governance, leadership and oversight																			
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:																			
Environmental, Social, and Governance (ESG) factors are vital to Styrenix Performance Materials Limited's quest of excellence in corporate social responsibility. I'm happy to underline our dedication to tackling ESG-related issues, establishing challenging goals, and hitting important benchmarks in my capacity as the Director in charge of our BRSR. While integrating sustainable practices into our operations presented some challenges during the reporting period, we're proud of the significant progresses we've made. We've taken proactive steps to address these obstacles, fostering a culture of resilience and long-term sustainability. Our carefully planned goals demonstrate our steadfast commitment to going above and beyond industry norms and legal obligations. Especially, our accomplishments in reducing our impact on the environment, encouraging diversity and inclusion, and improving governance structures demonstrate our dedication to ethical business practices. Although our BRSR allows for flexibility where information is placed, we reassure stakeholders that our dedication to transparency is unwavering, as expressed in the statement that precedes this report. We're not going to give up on sustainability and our mission to build lasting value for all parties involved. Mr. Ravishankar Kompalli, Whole-time Director																			
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).										Mr. K. Ravishankar, Whole-time Director Tel. no. : 0265-2303201 E-mail: secshare@styrenix.com									
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.										To ensure the alignment with ISO standards, our Company conduct annual assessments. They guarantee that sustainability objectives are in coherence with the organization's mission and principles, track advancement towards these goals. Management review in line with these requirements is conducted on an annual basis which is pivotal in routing the entity's sustainability efforts, ensuring adherence to standards, and fostering openness in its operations.									
10. Details of Review of NGRBCs by the Company:																			
Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action		The director, department heads, and other important staff members have reviewed these policies, evaluated how well they are being followed, and noted areas that need improvement that will be put into practice soon. The Company complies with applicable regulations and maintains a high level of compliance with them.									Annually or on Need Basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		The director, department heads, and other important staff members. The Company maintains strict compliance with all statutory standards and follows the rules.									Annually or on Need Basis.								
						P1	P2	P3	P4	P5	P6	P7	P8	P9					
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.						Yes, Dhir & Dhir Associates, an eminent Law Firm, assessed the adequacy and effectiveness of policies. Various department heads and business heads periodically review and update policies, with final approval from management or the board. The processes and compliance measures may undergo scrutiny from internal auditors and regulatory bodies, where applicable.													

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.



Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	4	Training Imparted: • Business sustainability principles • The circular economy model • The Company's future business landscape • Risk assessment methodologies and mitigation strategies Impact: • Analyse and suggest risk mitigation strategies. • Enhance their understanding of industry level issues such as sustainability and circular economy with reference to Company's business outlook.	100.00
Key Managerial Personnel	7	Employees participated in various safety trainings (like safety and health principles). These sessions covered preventing Office Organomics, Slip, Trip, Fall, Distracted Walking (Use of mobiles), Emergency preparedness and response.	100.00
Employees other than BoD and KMPs	60	Training & Awareness for SHE conducted. Major trainings included as follows: • SHE Fundamentals: Aligns with Section 111A (General Safety & PSM) regulations. • Emergency Response: Covers first aid, line of fire, hand safety, and emergency preparedness & response. • Safe Work Practices: Emphasizes work permit & LOTO procedures, working at heights, lifting & rigging techniques, and spill control. • Environmental Awareness: Educates on EMS (Environmental Management System) practices. • Personal Protection: Ensures proper use of PPE (Personal Protective Equipment). • Continuous Improvement: Integrates MOC (Management of Change) and ISO Internal Auditor training. • Sharing & Learning: Utilizes incident sharing for continuous awareness building	100.00

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Workers	76	Training & Awareness for SHE conducted under Major trainings included as follows: • SHE Fundamentals: Aligns with Section 111A (General Safety & PSM) regulations. • Emergency Response: Covers first aid, line of fire, hand safety, and emergency preparedness & response. • Safe Work Practices: Emphasizes work permit & LOTO procedures, working at heights, lifting & rigging techniques, and spill control. • Environmental Awareness: Educates on EMS (Environmental Management System) practices. • Personal Protection: Ensures proper use of PPE (Personal Protective Equipment).	100.00

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	National Stock Exchange of India Limited and BSE Limited	NSE - Rs. 3,24,500 BSE - Rs. 3,38,660	The Company received communications from NSE, the designated stock exchange as well as BSE, in respect of delay in compliance of Regulation 17(1) and Regulation 18(1) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('LODR') for the quarter ended 31 st December, 2022. Thereafter, the Company made representation to NSE, the designated stock exchange vide its letter dated 23 rd February, 2023 in the regard for waiver. However, the same was not considered favorably by NSE.	Not Applicable

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
				Accordingly, NSE imposed a fine of Rs. 3,24,500 (including GST of Rs. 49,500 @ 18%) in respect of violation of Regulation 17 of LODR only (i.e. no penalty on Regulation 18 of LODR). BSE, however imposed a fine of Rs. 3,38,660 (including GST of Rs. 51660 @ 18%), in respect of violation of Regulation 17 and 18 of LODR. Nonetheless, the default had already been made good by the Company and relevant fines imposed by both the stock exchanges have been duly paid.	
Settlement	NIL				
Compounding Fee					
Non-Monetary					
Imprisonment	NIL				
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has a robust Code of Conduct (CoC) that is available on the Intranet which prohibits bribery and corruption in all forms. This prohibits offering or accepting bribes, kickbacks, or any other undue advantage to government officials, suppliers, or customers, whether directly or indirectly.

Recognizing the potential legal risks associated with third-party partnerships, the Company prioritizes strict adherence to anti-corruption laws. This commitment is reflected in their comprehensive Code of Conduct The Company remains proactive in keeping its policies and procedures up-to-date with evolving anti-corruption regulations.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
Not Applicable, as no such cases / incidences occurred during the reporting period.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payables	54	49

9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a.Purchases from Trading houses as % of total purchases	4.61	1.46
	b.Number of trading houses where purchases are made from	33	13
	c.Purchases from top 10 trading houses as % of total purchases from trading houses	83.00	99.00
Concentration of Sales	a.Sales to dealers/distributors as % of total sales	All the sales of the Company are on principal to principal basis. The modus operandi of the Company is based on buy and sell principle of its product; hence any sale is counted as customer sale.	
	b.Number of dealers/distributors to whom sales are made		
	c.Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
Share of RPTs in	a.Purchases (Purchases with related parties/Total Purchases)	0.63	9.67
	b.Sales (Sales to related parties/Total Sales)	0.34	0.04
	c.Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.00	0.00
	d. Investments (Investments in related parties/Total Investments made)	0.00	0.00

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
1	(i) IR compliance: Awareness regarding PF, ESI Compliance, Documents required from the contractors to check the compliances like payment challan, salary payment proof, etc. (ii) Vehicle entry documentation: Training is provided to understand the requirements of our internal guidelines related to vehicle entry inside the plants.	10.00

Note: The Company supplies products to OEM/Tier 1/Tier 2 as a B2B model. Thus, apart from the above no such specific training/awareness programs were organized. Additionally, being Tier-1 entities, we follow a specific code of conduct which is abided by all suppliers.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If yes, provide details of the same.

Styrenix Performance Materials Limited has a Code of Conduct that outlines the Company's approach to managing conflicts of interest. The Board members & senior officials are expected to refrain from engaging in any activity, business, or association that may compromise the Company's interests. The policy states that whenever a conflict arise, full disclosure to the Board is mandatory, with approval sought prior to engagement. Acceptance of gifts from colleagues or business affiliates with potential to influence decision-making is strictly prohibited, and any exceptions necessitate Board approval.

Weblink: https://styrenix.com/wp-content/uploads/2023/02/Styrenix_CoC-for-Directors-and-Senior-Management_2023.pdf

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe



Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	2023-24	2022-23	Details of Improvements in environmental and social impacts
R&D	The Company invests, on a regular basis, in various projects in R&D (capex as well as on regular improvement projects) which include projects towards improvement in environmental and social impact of products and processes. However, currently, there are no specific details maintained with reference to the improvement in environmental and social impact of products and processes. The details of expenditure made towards R&D are provided in Annexure V to the Board's Report.		
Capex			

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
 Yes, the entity has procedures in place for sustainable sourcing. The Company verifies if the supplier has its own sustainable program/initiatives, and they are also assessed by external agencies for the same. Based on this, we evaluate their suitability.
- b. If yes, what percentage of inputs were sourced sustainably?**
 The Company adheres to corporate guidelines aimed at sourcing all input materials in alignment with sustainability principles. Our commitment to sustainability is reflected in the fact that over 90% of our input materials are responsibly and sustainably sourced.
3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**
 - (a) Plastics (including packaging)**
 Styrenix is categorized as a “Brand Owner” and “Importer” under the Plastic Waste Management Rules, 2016, which entails specific responsibilities for plastic waste management. To comply, the Company has registered under the Extended Producer Responsibility (EPR) framework, ensuring proper collection, recycling, and disposal of plastic waste. The Company files regular online returns on the EPR portal to demonstrate compliance. Additionally, Styrenix has partnered with an authorized plastic recycler to ensure responsible processing of their plastic waste, contributing to sustainable waste management and environmental conservation.
 - (b) E-waste**
 All of the E-waste materials that the Company sends out are recycled by agencies that have the necessary paperwork and are approved by the GPCB and/or CPCB. Products nearing their end of life are disposed away as e-waste. To ensure that no data is left on the devices, they are securely deleted before being disposed of. The Company providing the e-waste collection hires an authorized recycler from GPCB. For the sake of compliance, e-waste records are kept.
 - (c) Hazardous waste**
 By implementing CPCB and/or GPCB guidelines, the Company has developed a procedure for removing all hazardous material and transferring it to authorized recyclers. The Hazardous Waste Management Rules authorization and consents to operate, govern the Company's production sites. In accordance with these guidelines, the business has disclosed all of its waste, including packaging made of plastic. All generated wastes are turned over to waste disposal companies approved by the State Pollution Control Board. By doing this, the waste is disposed of correctly. Plastic containers are provided to processors approved for recycling by the state pollution control board by the Company out of responsibility.
 - (d) Other waste**
 Other waste generated by Styrenix includes non-hazardous materials such as glass, wood, and scrap. These materials are managed and disposed of in strict compliance with all applicable legal requirements.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Styrenix is categorized as a “Brand Owner” and “Importer” under the Plastic Waste Management Rules, 2016, which entails specific responsibilities for plastic waste management. To comply, the company has registered under the Extended Producer Responsibility (EPR) framework, ensuring proper collection, recycling, and disposal of plastic waste. The Company files regular online returns on the EPR portal to demonstrate compliance. Additionally, Styrenix has partnered with an authorized plastic recycler to ensure responsible processing of their plastic waste, contributing to sustainable waste management and environmental conservation.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Currently the Company does not conduct LCA, but have made the decision to conduct Life Cycle Assessments (LCA) wherein we will be analysing the environmental impact of our products from their initial creation all the way through their use and eventual disposal (cradle to grave).					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/ concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
1. Jumbo Bags/Big Bags	0.01	0.005
2. Reprocessed Extrudes	0.70	0.00

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Indicate input material	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	7	0	0	6	0
E-waste	0	0	0	0	0	0
Hazardous Waste	0	0	0	0	0	0
Other waste (Paper)	0	0	0	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
NIL	

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains



Essential Indicators

1. a. Details of measures for the well-being of employees:

% of employees covered by											
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	207	207	100.00	207	100.00	0	0.00	0	0.00	0	0.00
Female	8	8	100.00	8	100.00	8	100.00	0	0.00	0	0.00
Total	215	215	100.00	215	100.00	8	3.73	0	0.00	0	0.00
Other than Permanent Employees											
Male	15	15	100.00	15	100.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	15	15	100.00	15	100.00	0	0.00	0	0.00	0	0.00

b. Details of measures for the well-being of workers:

% of workers covered by											
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	190	190	100.00	190	100.00	0	0.00	0	0.00	0	0.00
Female	1	1	100.00	1	100.00	1	100.00	0	0.00	0	0.00
Total	191	191	100.00	191	100.00	1	0.53	0	0.00	0	0.00
Other than Permanent Workers											
Male	63	1	1.58	63	100.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	63	1*	1.58	63	100.00	0	0.00	0	0.00	0	0.00

*Health insurance is not included for other than permanent workers except for 1.

Since these workers are employed for only a fixed term basis, they are covered in the Accident Insurance. Additionally, they are covered under the ESI Act.

C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.11	0.11

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI	0.00	20.00	Y	0.00	20.00	Y

Note: The employees/workers not covered under ESI are either covered under Company's Medical Insurance Scheme or provided fixed amount towards reimbursement towards Annual Medical Insurance premium.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

At Styrenix Performance Materials Limited, we prioritize inclusivity and accessibility for all employees and workers, including those with disabilities. All our premises and offices are designed to be in compliance with the requirements outlined in the Rights of Persons with Disabilities Act, 2016. This ensures that everyone within our organization can work comfortably and effectively.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company adopts a supportive work environment through various initiatives. These include regular training programs to enhance employee skillsets, wellness programs promoting employee well-being, and a culture that encourages open communication and collaboration.

Recognizing the value of a diverse and adaptable workforce, the Company actively seeks out and embraces different perspectives and ideas. The aspects regarding equal employment opportunity forms a part of the Code of Conduct of the Company hence governed accordingly.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	No parental leave taken in the reporting period/Previous year by any of the employees or workers, hence this element is not applicable.			
Female				
Total				

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, The Company benefits from a well-established grievance redressal mechanism. This system allows workers to voice concerns through their recognized union, which then channels them to the HR department for a fair resolution.
Other than Permanent Workers	Yes, The Company has a system in place to handle complaints from other than permanent workers. These complaints go through their contractor/agency to the HR department for resolution.
Permanent Employees	Yes, The Company has a well-established channel for raising concerns of permanent employees. They can discuss their issues with their department heads, who will then work with HR to find a solution.
Other than Permanent Employees	Yes, The Company has an established system for handling concerns raised by Other than Permanent Employees. These concerns are directed through their department managers to the HR department for resolution.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association (s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or Union (D)	% (D / C)
Total Permanent Employees	215	0	0.00	210	0	0
Male	207	0	0.00	198	0	0
Female	8	0	0.00	12	0	0
Total Permanent Workers	191	191	100.00	191	191	100
Male	190	190	100.00	190	190	100
Female	1	1	100.00	1	1	100

8. Details of training given to employees and workers:

	FY 2023-2024					FY 2022-2023				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	222	177	79.72	133	59.90	201	158	78.60	134	66.66
Female	8	6	75.00	3	37.50	10	7	70.00	4	40.00
Total	230	183	79.57	136	59.13	211	165	78.19	138	65.40
Workers										
Male	253	201	79.44	194	76.67	246	190	77.23	190	77.23
Female	1	1	100.00	1	100.00	1	1	100.00	1	100.00
Total	254	202	79.52	195	76.77	247	191	77.33	191	77.32

9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	222	222	100.00	201	201	100.00
Female	8	8	100.00	10	10	100.00
Total	230	230	100.00	211	211	100.00
Workers						
Male	253	0	0.00	246	0	0.00
Female	1	0	0.00	1	0	0.00
Total	254	0	0.00	247	0	0.00

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

The Company adheres to an occupational health & safety management system that follows the PDCA (Plan Do Check Act) cycle of ISO standards. Adequate resources are provided at each site to manage Safety, Health & Environment at site.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company applies a rigorous and documented process of Hazard Identification and Risk Assessment (HIRA) for both routine and non-routine activities, with a comprehensive Permit to Work system. Job Safety Analysis (JSA) is a prerequisite for all non-routine works before execution. HAZOP studies are performed on all processes and risks are identified, evaluated and mitigated to acceptable levels. Accident Incident Management System is established, and employees are required to report all accidents, incidents, near misses and even unsafe conditions/acts at workplace. All such cases are thoroughly investigated, and preventive/corrective actions are taken. Training of all categories of employees is a vital component of our safety system. Best practices such as Risk assessment, Workplace exposure measurement, regular medical check-ups, accident/incident reporting etc., along with process safety practices such as Safety Health and Environment reviews and Pre Safety Start up Reviews (PSSR) ensure the safety and health of our employees at workplace. Adequate emergency preparedness is also implemented to cope with any unforeseen situations.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

The Company has established a detailed procedure for reporting and investigating unsafe conditions, incidents and near misses, as well as managing and reviewing corrective and preventive actions. Moreover, the Company has implemented the BBSO (Behaviour Based Safety Observation) program to address and reduce behavioral risk factors. Additionally sites have Safety Health & Environmental committee, where issues are raised by stakeholders and actions are taken for prevention.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the employees/workers of the entity have access to non-occupational medical and healthcare services.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	133.18	0
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

- a) **Management Priority:** Safety, health, and environment are top priorities for the Company.
- b) **SHE Management System:** A comprehensive system with policies, manuals, procedures, and work instructions guides SHE practices.
- c) **Risk Management:**
 - Proactive approach: Well-defined hazard identification and risk assessment for routine and non-routine activities.
 - Permit to Work system ensures proper procedures are followed.
 - HAZOP studies (Hazard and Operability Studies) are mandatory for all processes and regularly reviewed.
- d) **Incident Reporting:** A robust system encourages employees to report accidents, incidents, near misses, unsafe conditions, and unsafe acts. All reports are investigated, and corrective/preventive actions are taken.
- e) **Employee Training:** Comprehensive training program includes induction, periodic refreshers, and job-specific training before starting new tasks.
- f) **Safety Best Practices:**
 - Risk assessments, workplace exposure measurements, regular medical checkups, and accident/incident reporting are used to keep employees safe.
 - Process safety practices like SHE reviews and Pre-Startup Safety Reviews (PSSR) are implemented.
- g) **Emergency Preparedness:** Adequate plans are in place to handle unforeseen situations.
- h) **Legal Compliance:** A strong system ensures adherence to all relevant regulations and full accountability to authorities. The Company is ISO 14001:2015 certified, with Occupational Health and Safety elements included in audits.
- i) **Behavioural Safety:** A BBS (Behaviour Based Safety Observation) program tackles behavioural risks and promotes a culture of safety.
- j) **Performance Monitoring:** Regular operational and process safety audits ensure continuous improvement in SHE performance.

13. Number of Complaints on the following made by employees and workers:

	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

An incident at the Dahej Facility in 2023-24 driven a comprehensive investigation by a cross-functional team. This investigation led to corrective and preventative actions, including prioritizing improvements to engineering and administrative controls. Moreover, risk assessments were conducted to proactively identify and address potential issues in other areas.

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

At Styrenix Performance Materials Limited, we prioritize the well-being of our employees and workers. In the unfortunate event of death, we provide comprehensive support through a term insurance policy. This policy extends a compensatory package equivalent to 50 months' salary, ensuring financial security for the bereaved families of both employees and workers. This commitment reflects our dedication to caring for our workforce and their loved ones during challenging times.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

With regard to GST, PF, ESI, Employee Compensation, and other legislative regulations, Styrenix Performance Materials Ltd. has a well-defined procedure in place to guarantee that all value chain participants abide to them. Routine confirmation from vendors/contractors is taken to ensure that all statutory payments have been made.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-2024	FY 2022-2023	FY 2023-2024	FY 2022-2023
Employees	0	0	0	0
Workers	0	0	0	0

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**
Yes, Company believes in supporting and handholding its employees who are close to retirement. For instance, it provides retired employees with Retainership Programs based on the needs of the business and the retiree's skill set.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	50.00
Working Conditions	50.00

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partner**

- To ensure safety, we avoid transporting hazardous materials by tanker at night.
- Finished goods are insured to minimize risk in case of theft, fire, or other unexpected events.
- Similarly, all plant equipment is insured to protect against fire or unforeseen circumstances. These measures underline our dedication to safe and secure operations.

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders



Essential Indicators

1. **Describe the processes for identifying key stakeholder groups of the entity.**
To identify the institutions or stakeholder groups that support and/or have an impact on the medium and long-term business performance, the Company uses an internal procedure. The Company has recognized stakeholder groups that have mutual effects on the business, including workers, shareholders, investors, customers, suppliers, and communities.
2. **List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/Half yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and workers	No	Notice board, Email, and website of the Company and through Meetings/Discussions	Annually, half yearly, quarterly, and on need basis as well.	Key topics and concerns of engagement include safety, business plans, wellness, grievance redressal, etc.
Shareholders/ Investors	No	Annual General Meeting (AGM), Notice board, Email, and website of the Company and through stock exchange websites as well.	Annually, half yearly, quarterly, and on need basis as well.	To stay well informed of all developments and plans of the Company

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/Half yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Direct interactions, Website, Multiple channels – in person meetings and digital platforms	Need Based	Future business strategies for engagement and quality, also for seeing feedback
Communities	Yes	Interactions through NGOs and direct interactions through CSR initiatives	Project based	Support socially high impact projects which include projects as a part of the Company's CSR initiatives

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

Styrenix prioritizes open communication and collaboration with stakeholders, actively engaging in investor calls to address economic performance, environmental stewardship, and social responsibility.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

The Company identifies and manages its environmental and social impacts by assessing the needs of its stakeholders. However, consultation is currently not being taken. The Company will try to incorporate the mechanism in the upcoming year on need basis.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Styrenix actively engages with and addresses the concerns of vulnerable and marginalized stakeholder groups through various CSR initiatives. Here are some instances of our engagement and actions taken:

- **Notebook Distribution Initiative:** Our focus lies in fostering education through the distribution of notebooks to schools, thereby bolstering educational endeavours.
- **Educational and Healthcare Endeavours:** We are committed to executing projects that revolve around education and healthcare, including facilities for providing safe drinking water, encompassing special education to individual with disabilities.
- **Rayaka Village Primary School Infrastructure Enhancement:** Our efforts extend to improving school infrastructure, encompassing the construction of multi-purpose shed and the renovation of classrooms, aimed at fostering education and creating conducive learning environments.
- **Backing Mobile Health Units:** We lend our support to healthcare initiatives by furnishing resources for mobile health units, with a primary focus on preventive healthcare and sanitation.
- **Empowering Specially Abled Children:** Our initiatives are geared towards promoting education and employment avenues for differently-abled children, while also honing their vocational skills.
- **Upholding the Underprivileged:** We strive to provide educational and employment opportunities, with a particular emphasis on enhancing vocational skills, for marginalized segments of society.
- **Safeguarding Art and Culture:** Actively involved in the preservation of art and culture, we undertake various initiatives aimed at safeguarding traditional arts and handicrafts.
- **Art Galleries and Studios Project:** We extend support towards establishing art galleries, studios, and requisite infrastructure to foster the protection and promotion of art, thereby contributing to cultural preservation.

Through these initiatives, Styrenix Performance Materials Limited strives to create positive impacts on vulnerable and marginalized communities while fostering the preservation and promotion of art and culture.

PRINCIPLE 5

Businesses should respect and promote human rights



Essentials Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	215	50	23.25	208	21	10.09
Other than permanent	15	14	93.33	3	3	100.00
Total Employees	230	64	27.82	211	24	11.37
Workers						
Permanent	191	12	6.28	191	8	4.18
Other than permanent	63	11	17.4	56	7	12.50
Total Workers	254	23	9.05	247	15	6.07

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-2024					FY 2022-2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	215	0	0.00	215	100.00	210	0	0.00	210	100.00
Male	207	0	0.00	207	100.00	198	0	0.00	198	100.00
Female	8	0	0.00	8	100.00	12	0	0.00	12	100.00
Other than Permanent	15	0	0.00	15	100.00	3	0	0.00	3	100.00
Male	15	0	0.00	15	100.00	3	0	0.00	3	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	191	0	0.00	191	100.00	191	0	0.00	191	100.00
Male	190	0	0.00	190	100.00	190	0	0.00	190	100.00
Female	1	0	0.00	1	100.00	1	0	0.00	1	100.00
Other than Permanent	63	0	0.00	63	100.00	56	0	0.00	56	100.00
Male	63	0	0.00	63	100.00	56	0	0.00	56	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00

3. Details of remuneration/salary/wages, in the following format:
a. Median remuneration/wages: (INR/month)

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	7*	2306916	1	375000*
Key Managerial Personnel	6*	833334	0	0
Employees other than BoD and KMP	203	83651	8	90212
Workers	252	53336	1	65893

* Note 1: The Board of Directors of the Company comprises of eight Directors drawn from diverse fields. It has an optimum combination of independent directors, woman director, and executive as well as non-executive directors.

* Note 2: In accordance with the definition u/s 203 of Companies Act, 2013, the Key Managerial Personnel comprise of 2 Whole-time Directors (drawing remuneration), a Managing Director (drawing remuneration), a Joint Managing Director (Not drawing remuneration), a Chief Financial Officer and a Company Secretary.

*Note 3: During the year, there has been a change in the CFO as well as the CS. The details of the officials as on 31.03.2024 have been considered for providing relevant data.

*Note 4: Independent Directors, including Women Independent Director, are paid quarterly remuneration / commission. The median for woman director has been calculated accordingly.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	1.74	1.53

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Ensuring adherence to human rights norms as delineated in the equal opportunity policy and code of conduct is the responsibility of the Head of Human Resources, in conjunction with the Site HR Managers and the Legal Department.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues

Internal processes are established to address human rights concerns through equal opportunity policies and codes of conduct. Grievances regarding human rights issues are managed by HR and legal departments upon submission through different channels.

6. Number of Complaints on the following made by employees and workers:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No complaints have been filed in any of the reporting period					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No complaints have been filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in any of the reporting period	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Styrenix is committed to a safe and respectful work environment, with a robust code of conduct policy prohibiting reprisal against individuals reporting breaches or participating in discrimination and harassment inquiries. The Company fosters a culture of accountability and support, empowering team members to speak up without fear of negative consequences.

9. Do human rights requirements form part of your business agreements and contracts?

Styrenix prioritizes human rights in their business agreements and contracts, demonstrating their commitment to ethical and responsible practices. By embedding human rights requirements into their agreements, they uphold the dignity and well-being of all individuals affected by their operations, demonstrating their dedication to upholding human rights.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100.00
Forced/involuntary labour	100.00
Sexual Harassment	100.00
Discrimination at workplace	100.00
Wages	100.00

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not Applicable, since no significant risks/concerns occurred. Though, processes and mechanisms are available to mitigate the risks, if any arising in future.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints

Open-door policy is implemented for employees and stakeholders, facilitating the immediate resolution of any issues that arise.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

No human rights due diligence was conducted in the reporting year. Hence, this is not applicable.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The entity's premises are accessible to visitors with disabilities, adhering to the standards set forth in the Rights of Persons with Disabilities Act, 2016. Key accessibility features comprise lifts located at the head office, faucet taps, and well-lit corridors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	50.00
Discrimination at workplace	50.00
Child Labour	50.00
Forced Labour / Involuntary Labour	50.00
Wages	50.00

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No significant issues emerged during the reporting period. Nonetheless, there are established processes and mechanisms in place to address any potential risks that may arise in the future.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment



Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (Giga Joules)	FY 2022-23 (Giga Joules)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B) - PNG	1,99,634.54	2,25,969.69
Energy consumption through other sources (C)	0	0
Total Energy consumption from renewable sources (A+B+C)	1,99,634.54	2,25,969.69
From non-renewable sources		
Total electricity consumption (D)	2,19,416.4	1,97,422
Total fuel consumption (E)	3035.32	3231.31
Energy consumption through other sources (F)	0	0
Total Energy consumption from non-renewable sources (D+E+F)	2,22,451.72	2,00,653.31
Total energy consumed (A+B+C+D+E+F)	4,22,086.26	4,26,623
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) - GJ/crores	0.000019	0.000018
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00043	0.00040
Energy intensity in terms of physical output	2.51	2.88
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Our Company undergoes an annual environmental audit administered by auditors appointed by the Gujarat Pollution Control Board (GPCB) across all our sites. Furthermore, our manufacturing facilities hold ISO 14001 certification from the DQS Certification body, which rigorously evaluates our environmental management systems. In addition to these internal assessments, third-party evaluations of our Environmental Management System are conducted at each manufacturing site by external auditors ensuring comprehensive scrutiny and adherence to environmental standards.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

Our facilities, are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India. This means that our sites are not subject to the regulations and requirements set forth by the PAT Scheme, allowing us flexibility in our operations while ensuring compliance with relevant energy efficiency and conservation standards.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	68,575	57,975
(iii) Third party water	3,61,566	3,33,462
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,30,141	3,91,437
Total volume of water consumption (in kilolitres)	2,70,379	2,53,875
Water intensity per rupee of turnover (Water consumed/Revenue from operations) - KI/crores	0.000012	0.00001
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00027	0.00024
Water intensity in terms of physical output	2.56	2.64
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Our Company undergoes an annual environmental audit conducted by auditors appointed by the Gujarat Pollution Control Board (GPCB) across all our sites. Furthermore, our manufacturing facilities hold ISO 14001 certification from the DQS Certification body, which rigorously evaluates our environmental management systems. In addition to these internal assessments, third-party evaluations of our Environmental Management System are conducted at each manufacturing site by external auditors, ensuring comprehensive scrutiny and adherence to environmental standards.

4. Provide the following details related to water discharged

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	1,59,762	1,37,562
- No treatment	0	0
- With treatment (Treated in WWTP with primary, secondary, and tertiary treatment)	1,59,762	1,37,562
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	1,59,762	1,37,562

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Our Company undergoes an annual environmental audit conducted by auditors appointed by the Gujarat Pollution Control Board (GPCB) across all our sites. Furthermore, our manufacturing facilities hold ISO 14001 certification from the DQS Certification body, which rigorously evaluates our environmental management systems. In addition to these internal assessments, third-party evaluations of our Environmental Management System are conducted at each manufacturing site by external auditors, ensuring comprehensive scrutiny and adherence to environmental standards.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The effluent from Katol, Dahej and Moxi site are treated at site effluent treatment plant (primary, secondary & tertiary treatment) and reused for gardening, green belt, as per consent conditions.

In the wastewater treatment process, effluents from various streams are collected and treated systematically. Initially, streams 1, 2, 3, and 7, which include process effluents, common facility, and lab wash, are gathered in Pit No. 1 and transferred to the Effluent Treatment Plant (ETP). Before mixing with other effluent streams in the Equalization Tank (ET), a specialized oil separator with a belt type oil skimmer removes free-floating oil from the process effluent.

Following this, all effluents except those from streams 6 (DM plant waste) and 10 (Sanitary waste) are directed to the Equalization Tank (ET) area. This tank is equipped with a diffused aeration grid at the bottom to ensure proper mixing and prevent solid settling. After equalization, the wastewater is pumped to the Flash Mixer (FM), where coagulation occurs with the addition of alum. Subsequently, in the Flocculator (FL), polyelectrolyte is dosed to aid flocculation. The coagulated wastewater then undergoes settling in the Plate Settling Tank (PST) to improve settling efficiency, with resulting sludge collected in a sludge holding tank.

In the Aeration Tank (AT), biological treatment takes place, with effluent mixed with sanitary waste for biological oxidation. The aerated effluent moves to the Secondary Clarifier (SCL), where mechanical sludge scrapping occurs. The primary and biological sludge are collected in the Sludge Holding Tank (SHT) and pumped back to the Aeration Tank for maintaining microbial concentration. Excess sludge undergoes mechanical dewatering in a Bag type centrifuge (CFG), with filtrate returned to the Equalization Tank and dewatered sludge stored on-site.

The clear supernatant from the Secondary Clarifier is collected in the Secondary Treated Effluent Tank (STET) and mixed with neutralized DM Plant regeneration waste for further treatment in the Multi-Grain Filter (MGF) and Activated Carbon Filter (ACF). NaOCl dosing is conducted for oxidation and disinfection. The treated effluent from the Treated Effluent Tank (TET), meeting regulatory standards, is utilized for gardening and plantation purposes.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Nox	mg/NM3	288.49	239.92
SOx	mg/NM3	392.79	347.77
Particulate matter (PM)	mg/NM3	1,027.00	867.39
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others - please specify	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Our Company undergoes an annual environmental audit conducted by auditors appointed by the Gujarat Pollution Control Board (GPCB) across all our sites. Furthermore, our manufacturing facilities hold ISO 14001 certification from the DQS Certification body, which rigorously evaluates our environmental management systems. In addition to these internal assessments, third-party evaluations of our Environmental Management System are conducted at each manufacturing site by external auditors, ensuring comprehensive scrutiny and adherence to environmental standards.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12,068.11	13598.75
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	49,368.69	44419.95
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric Tonnes of CO ₂ equivalent/ crores	0.0000028	0.0000024
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		0.00006	0.00005
Total Scope 1 and Scope 2 emissions intensity in terms of physical output		12068.403	13599.05
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

Note: For the calculation of Scope 1, Fuel combustion, Refrigerant data, and data on fire extinguishers was considered for FY 23-24 hence there is substantial increase in the emission figures.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Our Company undergoes an annual environmental audit conducted by auditors appointed by the Gujarat Pollution Control Board (GPCB) across all our sites. Furthermore, our manufacturing facilities hold ISO 14001 certification from the DQS Certification body, which rigorously evaluates our environmental management systems. In addition to these internal assessments, third-party evaluations of our Environmental Management System are conducted at each manufacturing site by external auditors, ensuring comprehensive scrutiny and adherence to environmental standards.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Styrenix has undertaken a significant environmental initiative by establishing green belts in various locations surrounding its industrial estate, adjacent villages, and along the external and internal boundaries of its facilities in Vadodara, including Katol, Nandesari, and Moxi. These green belts encompass a total area of 29,922 square meters, contributing to the enhancement of local ecosystems and promoting environmental sustainability. Through this endeavor, Styrenix demonstrates its commitment to ecological stewardship and community well-being.

Additional specific measures have been implemented beyond the existing protocols, which include measures such as cyclone separators, bag filters, dispersion stacks for emissions, and optimization of boiler and HTM burner tunings to prevent incomplete combustion. These established procedures are designed to ensure effective mitigation of environmental impacts and uphold regulatory compliance standards.

The sites have transitioned to utilize natural gas in lieu of liquid fuels such as furnace oil. This strategic shift not only reduces emissions but also aligns with sustainability objectives by significantly mitigating environmental impact. By opting for natural gas, the sites demonstrate a proactive approach towards environmental responsibility and contribute to the collective effort to minimize carbon footprint and promote cleaner energy alternatives.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	369.31	396.13
E-waste (B)	0	0.14
Bio-medical waste (C)	0.0032	0.0039
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G)	2,522.4	2,054.82
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	321.67	433.72
Total (A+B + C + D + E + F + G + H)	3,213.38	2,884.81
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)- Metric Tonnes/crores	0.00000014	0.00000012
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000032	0.0000027
Waste intensity in terms of physical output	0.019	0.019
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (Oil and Plastic)	527.88	529.57
(ii) Re-used	0	0
(iii) Other recovery operations	229.04	254.6
Total	756.92	784.17
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	394.82	217.18
(ii) Landfilling	1,743	1,449.74
(iii) Other disposal operations	321.67	433.72
Total	2,459.49	2,100.64

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Our Company undergoes an annual environmental audit conducted by auditors appointed by the Gujarat Pollution Control Board (GPCB) across all our sites. Furthermore, our manufacturing facilities hold ISO 14001 certification from the DQS Certification body, which rigorously evaluates our environmental management systems. In addition to these internal assessments, third-party evaluations of our Environmental Management System are conducted at each manufacturing site by external auditors, ensuring comprehensive scrutiny and adherence to environmental standards

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes

As a conscientious organization, our Company diligently manages its waste in accordance with both legal mandates and sustainable practices. Each site operates within the parameters established by its Consent to Operate or Hazardous Waste authorization. Our approach encompasses the principles of Reduce, Reuse, Recycle, Recovery, and Disposal, with a commitment to continually refine and optimize processes. Through ongoing enhancements in

manufacturing processes, technological advancements, and operational procedures, we strive to minimize the generation of hazardous waste on our premises. Additionally, we actively seek opportunities to substitute hazardous chemicals with safer alternatives. Waste with a high calorific value is directed towards coprocessing, further aligning with our sustainability objectives.

11. **If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the Company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the Company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.			

12. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable In accordance with the Ministry of Environment, Forest & Climate Change (MoEF) guidelines, the industry/operations are exempt from the requirement to furnish environmental clearance or undergo an Environmental Impact Assessment (EIA).					

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Certainly, the Company adheres to all relevant environmental laws and regulations.				

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
For each facility / plant located in areas of water stress, provide the following information:
 (i) **Name of the area:** NIL
 (ii) **Nature of operations:** Not Applicable
 (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Our plants are situated in regions where water stress is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Our plants are situated in regions where water stress is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater		
- No treatment		
-With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		Not assessed for both financial years
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the Company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the Company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Elimination of waste incineration	The sludge from the Environmental Treatment Plant (ETP) undergoes pre-processing before being utilized as an alternative fuel source for energy recovery in cement manufacturing through co-incineration.	The outcome resulting from the strategies and actions described above is the decrease in greenhouse gas emissions.
2	Reuse of treated effluent	All the effluent treated at the Dahej and Katol sites, along with the domestic wastewater treated at the Moxi site, undergoes recycling for gardening purposes.	This entails utilizing the treated effluent and wastewater as a sustainable water source for nurturing plants and green spaces, contributing to water conservation efforts and promoting eco-friendly practices within these areas.
3	Alternate Fuel usage	The transition from using furnace oil to natural gas as fuel has been successfully carried out at the Nandesari, Katol, and Dahej plants. This strategic shift aims to promote a cleaner environment and enhance energy efficiency within these facilities. Bio digesters have been installed across multiple locations including Katol, Nandesari, Dahej, and Moxi sites with the purpose of transforming domestic food waste into natural gas through a biological process. This natural gas is subsequently utilized as a cooking fuel, serving as a sustainable and eco-friendly alternative to traditional cooking fuels such as LPG or electricity.	By utilizing natural gas, which is a cleaner-burning fuel compared to furnace oil, the plants can significantly reduce their emissions of pollutants and greenhouse gases. This transition not only aligns with environmental sustainability goals but also improves operational efficiency and contributes to a more sustainable and responsible approach to industrial production. The implementation of bio digesters not only facilitates the effective management of organic waste but also promotes the generation of renewable energy, contributing to the reduction of greenhouse gas emissions and fostering a more environmentally conscious approach to waste management and energy utilization.
4	Solid spill reduction	A spill identification and control program, known as Operation Clean Sweep, has been initiated to mitigate the risk of pellet and power loss to soil. This proactive program involves the systematic identification and management of potential spillage points throughout the operational processes.	Decrease in the spillage of pellets and powder onto the ground is aimed at preventing both soil and marine pollution. This initiative involves implementing measures to minimize accidental discharge or leakage of materials during handling, storage, and transportation processes. By reducing spillage, the risk of environmental contamination is mitigated, thereby preserving soil quality and preventing adverse effects on marine ecosystems.
5	Energy Reduction	LED lights have been adopted as the primary source of illumination for street lighting, replacing conventional CFL or MLL lights. This transition to LED technology offers several advantages, including greater energy efficiency, longer lifespan, and reduced maintenance costs.	LED lights consume significantly less energy compared to CFL or MLL lights, resulting in lower electricity consumption and greenhouse gas emissions. Additionally, their longer lifespan reduces the frequency of replacements, leading to cost savings and reduced waste generation. By choosing LED lights for street lighting, not only is energy efficiency enhanced, but the overall environmental impact is minimized, contributing to sustainable urban development initiatives.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	Water consumption reduction	Improvement of sewage treatment plant (STP) operations is being pursued at the Katol site. This optimization effort involves enhancing the efficiency and effectiveness of the STP processes to ensure better treatment of wastewater generated on-site.	By optimizing STP operations, the aim is to achieve higher levels of pollutant removal and overall wastewater treatment performance. This may include implementing advanced treatment technologies, optimizing chemical dosing, enhancing monitoring and control systems, and improving maintenance practices.
7	Air Pollution control	A new hydrochloric acid (HCl) scrubber has been installed for the HCl storage tank. This addition is aimed at enhancing safety measures and environmental protection standards within the facility.	The HCl scrubber functions to remove potentially harmful HCl vapors from the air, thereby reducing the risk of atmospheric pollution and potential health hazards to nearby personnel. By investing in this scrubber installation, the Company demonstrates its commitment to ensuring the safe handling and containment of hazardous materials, aligning with regulatory requirements and best practices for industrial operations.
8	Wastewater Treatment Plant revamping - Use of DAF systems and additional Secondary clarifiers.	Advanced dissolved air flotation (DAF) systems and supplementary secondary clarifiers have been installed at the Nandesari site's wastewater treatment plant (WWTP). These enhancements are geared towards optimizing the treatment process for incoming effluent, particularly focusing on reducing total suspended solids (TSS) content.	By integrating these enhancements, the objective is to substantially decrease the level of suspended solids present in the treated water, consequently boosting the overall efficiency of the treatment process. This leads to a further enhancement in the quality of wastewater, particularly in terms of reducing the TSS discharged and lessening the environmental pollution load.
9	Energy Reduction, Emission Reduction	The Nandesari site has initiated a program to utilize common utility services, particularly steam, sourced from the Gujarat Industrial Development Corporation (GIDC), rather than operating individual site boilers. This strategic move involves discontinuing the operation of boilers on-site.	Utilizing the steam outsourcing opportunity facilitated by GIDC, the site endeavors to enhance its energy efficiency and operational performance, consequently leading to a decrease in Scope 1 and Scope 2 emissions at the site.
10	Energy Reduction	The Nandesari site's wastewater treatment plant has upgraded its sludge dewatering process by installing a highly efficient screw press (volute type) and discontinuing the operation of the RVBF (Rotary Vacuum Belt Filter).	This upgrade enhances the dewatering process, ensuring more effective removal of water from the sludge before disposal. By adopting the screw press technology, the site improves its operational efficiency and reduces energy consumption compared to the previous method. Additionally, discontinuing the RVBF operation streamlines the treatment process, potentially reducing maintenance requirements and operational costs associated with the previous dewatering method.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		At the Katol site, a canned pump within the hot oil unit circuit has been replaced with an air-cooled centrifugal pump.	This upgrade involves substituting the existing pump technology with a more efficient and reliable air-cooled centrifugal pump. Unlike canned pumps, which rely on external cooling systems, air-cooled centrifugal pumps utilize ambient air for cooling, simplifying maintenance and reducing energy consumption. This replacement enhances the reliability and performance of the hot oil unit circuit, contributing to improved operational efficiency and reduced downtime. Additionally, the adoption of air-cooled centrifugal pumps aligns with the site's commitment to modernizing equipment for enhanced reliability and sustainability.
		Efforts have been made to optimize the operations of boilers and steam consumption at the Katol site. This optimization initiative involves fine-tuning the processes and procedures related to boiler operations to achieve maximum efficiency and effectiveness.	By carefully managing steam consumption, the site aims to minimize energy wastage and improve overall operational performance. This optimization not only reduces operational costs but also contributes to environmental sustainability by conserving energy resources and reducing greenhouse gas emissions associated with steam production. Additionally, enhancing boiler operations ensures reliable and uninterrupted steam supply, supporting the site's production needs while maintaining a focus on efficiency and sustainability.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company maintains a robust Emergency Management System and plan to effectively address any unforeseen events. This system encompasses organizational structures and provides clear guidance to management, facilitating the efficient management of incidents or crises. The primary objective is to minimize the overall negative impact of such situations and expedite a return to normal operations. The Incident and Emergency Management System is designed to address events that could potentially disrupt business operations, damage credibility, or pose risks to economic, environmental, safety, health, security, or legal aspects. Moreover, it accounts for scenarios that may require significant regional or global resources to manage effectively. Regular simulations of emergency plans are conducted to assess the preparedness and response capabilities, as well as to identify and mitigate any potential gaps in the system. This proactive approach ensures that the Company remains vigilant and well-prepared to handle emergencies, thereby safeguarding its operations and stakeholders.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

The operations of the plant have minimal environmental impact. We have implemented Air Pollution Control Measures at various pollution sources across our manufacturing sites, ensuring that emissions remain well below the limits set by regulatory bodies such as the Gujarat Pollution Control Board (GPCB) and the Central Pollution Control Board (CPCB).

To verify the effectiveness of these controls, we conduct periodic monitoring through both the State Pollution Control Board and laboratories approved by the National Accreditation Board for Testing and Calibration Laboratories (NABL). This systematic approach ensures that we maintain compliance with environmental standards and continuously improve our pollution mitigation efforts. Furthermore, we prioritize transportation and distribution safety through well-developed management systems and adherence to safe procedures. By implementing rigorous safety protocols, we aim to prevent accidents and minimize risks associated with the transportation and distribution of our products, thus ensuring the safety of both our employees and the surrounding communities.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Company has not undertaken any mitigation or adaptation measures as of yet.

PRINCIPLE 7

Businesses, When Engaging In Influencing Public And Regulatory Policy, Should Do So In A Manner That Is Responsible And Transparent



Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company is associated with 4 (Four) trade and industry chambers/ associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Chemical and Petrochemical Manufacturing Association (CPMA)	National
2	Polystrene Producers' Association	State
3	Plastic Export Promotion Council	State
4	Federation of Gujarat Industries	State

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities

Name of authority	Brief of the case	Corrective active taken
Not Applicable		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others - please specify)	Web Link, If available
Through a number of industry associations, the Company takes part in issues that promote the public interest and the industry's growth. The Company maintains a Code of Conduct Policy to make sure that, when interacting with the aforementioned trade groups and industry bodies, the highest standards of corporate conduct are upheld.					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development



Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and Brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Social Impact Assessment is not applicable to the Company as there has been no direct or indirect impact to the community as well as the environment by any of their operations. The Company remain committed to adhering to applicable laws and regulations while ensuring positive social outcomes in all our endeavours.					

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Sr.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (in INR)
Not Applicable There are no ongoing projects requiring Rehabilitation and Resettlement (R&R) efforts by the entity.						

- Describe the mechanisms to receive and redress grievances of the community.**
Styrenix prioritizes open communication and proactive resolution of community grievances. Local Community approaches the Site HR Team if they have any grievances. The Site HR and Admin Department handle community concerns, working closely with management. They aim to foster a culture of transparency and responsiveness, strengthening their relationship with the community and upholding their commitment to corporate responsibility.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	6.00	7.00
Sourced directly from within India	27.00	18.00

For FY 23-24 Styrenix has procured some of the raw materials within India (including traders who import and store materials) instead of importing directly.

- Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2023-24	FY 2022-23
Rural	0.00	0.02
Semi-Urban	65.81	50.75
Urban	25.90	36.63
Metropolitan	8.29	12.60

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount spent (In INR)
The Company has not yet embarked on CSR projects in designated aspirational districts as identified by government bodies. However, we remain open to opportunities for meaningful engagement and positive contributions in these areas in the future.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Our commitment to diversity and inclusion in our procurement procedures does not change, even though Styrenix Performance Materials Limited does not currently have a preferential procurement policy that particularly targets suppliers from marginalised or vulnerable groups. Through our sourcing decisions, we continually assess possibilities to benefit under represented groups and encourage supplier diversity. In order to enable all suppliers to prosper and contribute to a more just and sustainable business ecosystem, we want to cultivate an inclusive supply chain.

- (b) From which marginalized /vulnerable groups do you procure?

Not applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Considering the nature of operations and business activities of the Company, this element is Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective Action taken
Considering the nature of operations and business activities of the Company, this element is Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Notebook Distribution	3290	100.00
2	Education and Healthcare Related projects (including facilities for special children)	360	100.00
3	Infrastructure upgradation in Rayaka Primary School	175 students	100.00

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
4	Support for Mobile Health Unit	Not quantifiable. CSR contribution was used to buy health related equipment's benefiting the people of nearby villages wherever the Mobile Health Unit went.	100.00
5	Support for specially abled children	105	100.00
6	Support towards Open Scholarship Program for underprivileged through Mahavir Foundation Trust	35	100.00
7	Prostate Cancer Diagnostic Camps for financially underprivileged patients	182	100.00
8	Project for art galleries, studios and infrastructure for protection of art	Not Quantifiable	NA

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner



Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Styrenix employs Non-Conformance Management (NCM) technology to manage client complaints, following a thorough process involving observation, analysis, registration, sampling, corrective action, and resolution phases. To address customer complaints effectively, a dedicated Technical Service team within the marketing department has been assigned.

As a B2B industry, the Company also maintains direct touch and one-on-one communication with its distributors to guarantee appropriate feedback and the resolution of any issues that may arise.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

3. Number of consumer complaints in respect of the following:

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber-security	0	0	NIL	0	0	NIL
Delivery of essential services	0	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other (Logistics)	187	2	The Company is expanding its business substantially and launching many new products. The complaints were regarding regular issues during product deliveries. The pending complaints shall be resolved during next delivery to customers	101	0	The complaints were regarding regular issues related to logistics.

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes, it is part of Information Technology Cyber Security policy.

The Company is dedicated to improving the safeguards on a regular basis to handle emerging cyber risks and data privacy concerns. We constantly examine and update our policies as part of our proactive strategy to make sure they meet the most recent company needs and industry standards. This constant commitment guarantees that our Company will be able to protect confidential data and maintain the confidence of our stakeholders.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**
No complaints have been reported hence this is not applicable.
7. **Provide the following information relating to data breaches:**
 - a. **Number of instances of data breaches:** NIL
 - b. **Percentage of data breaches involving personally identifiable information of customers:** NIL
 - c. **Impact, if any, of the data breaches:** NIL

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
The details of the products manufactured and sold by the Company are available on its website www.styrenix.com. For comprehensive details, we have dedicated tab on the website which specifically provides access to detailed information regarding the products and services.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
Consumers are informed and educated about the safe and responsible usage of our products and services through various measures. These include clear labelling on product packaging bags, which outline usage instructions and safety precautions. Additionally, each production lot is accompanied by a Test Certificate, explicitly stating that the product is not intended for use in banned applications. These efforts ensure that consumers are equipped with the necessary information to use our products responsibly and safely.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
While our business operations do not classify as essential services, we maintain a proactive approach. In the event of any disruptions in our manufacturing processes or plant operations, we promptly notify the stock exchanges where the Company is listed, as per statutory requirements. This demonstrates our commitment to ensuring compliance with disclosure regulations for the benefit of the public, including our valued customers.

Our Marketing Team is dispersed throughout India with regional offices, so in the event of any disruption or discontinuation of other services, each sales manager will notify his customers of the product's discontinuance.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
Yes- the Company ensures that product details and government-mandated information, like the BIS number, are prominently displayed on the packaging for identification and appropriate use. Additionally, as an ISO-certified company, we conduct regular customer satisfaction surveys using a standardized format. These surveys are conducted annually, gathering feedback from randomly selected customers to improve our services.





INITIATIVES ALIGNED WITH THE UNSDG'S



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NO POVERTY

The Company, through various CSR projects engages with the vulnerable/marginalised groups to provide them with the basic necessities, education etc. thereby ensuring their upliftment in the society.



GOOD HEALTH AND WELL-BEING



Initiatives on improving employee engagement have been implemented with primary focus on employee health and welfare by enhancing the medical and term insurance facilities. The Company conducted off-site Mock Drill during the safety week. Under its CSR initiative, the Company extended financial support towards the operation of and for medical equipment used in a Mobile Health Unit which travelled across villages near Vadodara. For children with special needs, the Company supported towards development of sensory room for Autistic children along with Montessori & Rehabilitation material and equipment along with teacher training program. Extension of financial support for conduct of Prostate Cancer Diagnostic Camps for financially underprivileged patients.



QUALITY EDUCATION



Building educational infrastructure: this includes construction as well as repair and upgradation of existing infrastructure in Rayka Primary School and providing school supplies. The Company, as part of its CSR initiatives assisted underprivileged students by supporting their education, through Mahavir Foundation Trust wherein 35 students were provided scholarships under their Open Scholarship Program. At another primary school, the Company contributed through its CSR initiative, towards development of a Smart Balwadi Centre for children, for education through interactive sessions. The Company also addressed the needs of an Industrial Technical Institute (ITI), through an NGO named United way of Baroda, by providing them with Desktop Computer systems along with Lab furniture to facilitate their training.



Styrenix Performance Materials Limited

(formerly known as INEOS Styrolution India Ltd.)

6 CLEAN WATER AND SANITATION



CLEAN WATER AND SANITATION

The Company has installed STP at Moxi, where treated water from STP is used for gardening purpose resulting in decrease in freshwater consumption. Installed clean and safe Drinking Water facility at Narmadaben Khushalchand Government Primary School as part of their CSR initiatives. The Company has initiated Spill identification and control program (Operation Clean Sweep) to reduce Solid spill reduction which further will prevent Pellet and power loss to soil. The Company in furtherance of improving water quality by reducing pollution has revamped its Waste Water Treatment Plant by installing efficient DAF systems and additional Secondary clarifiers at Nandesari site. WWTP to treat the incoming effluent for total Suspended Solids (TSS), reducing the same in treated water and also for better treatment. The Company in its belief for reuse and recycle has adopted practices of reuse of all the treated effluent at Dahej and Katol site and domestic waste water treated at Moxi site for gardening.



7 AFFORDABLE AND CLEAN ENERGY



AFFORDABLE AND CLEAN ENERGY

The Company has initiated efforts to improve overall equipment efficiency at all plants. The Company has maintained high Power factor throughout the year by proper monitoring of the capacitor banks. The Company has been engaged in recycling of steam condensate from dryer section at Nandesari which has been resulting in the reduction of fuel and boiler feed water. The Company has installed screw air compressor with variable frequency drive to reduce power consumption. Changeover from CFL/MLL to LED lights for street lights which has resulted in energy savings at Dahej, Nandesari, Katol & Moxi plants. Sludge treatment has been optimized in Nandesari plant, resulting in energy savings. Optimization in utility booster pump from Aglo reactor in Nandesari plant resulting in energy savings. Cooling tower fan optimization in Nandesari plant resulting in energy savings. Premium efficiency motors installed resulting in energy saving, as a part of Moxi 100 project. Biogas plant installed at Dahej facility, converting food waste to energy. Installation of AVR Panel for Lighting resulting in energy saving, in Katol site. The Company has adopted alternate fuel usage switching over from furnace oil to natural gas at Nandesari, Katol and Dahej plant resulting in implementation for cleaner environment and better energy efficiency. The Company has taken initiative to use the Common utility (steam) for operations, from the GIDC at their Nandesari site. Operation of site boilers has been stopped.



8 DECENT WORK AND ECONOMIC GROWTH



DECENT WORK AND ECONOMIC GROWTH

The Company has taken talent management initiatives encouraging job rotation to enhance employee engagement. Evolution of performance-based compensation packages to attract and retain talent within the organization. Development of comprehensive training programs to impart and continuously upgrade the industry / function specific skills, etc. Other initiatives include an improvement of the working environment, the automation of HR processes including the outsourcing of the payroll processor and the implementation of new Human Resource Management System have been initiated. The Company conducted off-site Mock Drill during the safety week.





INDUSTRY, INNOVATION AND INFRASTRUCTURE

The Company, through its CSR activities with through Uttarayan Art Foundation, engage in contributing towards the protection of art and culture including restoration of building and works of art whilst promoting the traditional arts and handicrafts.



RESPONSIBLE CONSUMPTION AND PRODUCTION

The Company has recognized the need for sustainable solutions and have been at the forefront of developing environmentally friendly polymer resins. The tireless research and development efforts have led to the creation of revolutionary materials that minimize waste, reduce carbon footprints, and contribute to a circular economy. The Company in furthering its aim for energy reduction has taken initiatives for waste water treatment plant at Nandesari site by installing efficient Screw press (volute type) and has stopped RVBF operation for sludge dewatering. Replacement of canned pump in hot oil unit circuit with air cooled centrifugal pump, at Katol site. Optimization of boiler operations and steam consumption at Katol site. The Company has recognised the usage of alternate fuel energy and has adopted practices of elimination of waste incineration by using ETP sludge for co-incineration in cement manufacturing. (Pre-processing)



CLIMATE ACTION

All of the Company's manufacturing facilities are ISO 14001:2015 certified. The Company has adopted a comprehensive EHS policy. The Company supports activities and projects that help to conserve and improve environment in and around the communities near our plants. The Company participates in cleanliness drives, plantation, eco-awareness activities and more. The Company in order to reduce greenhouse gas emissions has installed new Hcl scrubber to Hcl storage tank.



LIFE BELOW WATER

The Company has initiated Spill identification and control program (Operation Clean Sweep) to reduce Solid spill reduction which further will prevent Pellet and power loss to soil and would subsequently reduce soil and marine pollution.

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LIFE ON LAND

The Company's employees on Environment Day, initiated a tree plantation drive by planting trees in and around the premises of various plant locations of the Company.



PEACE AND JUSTICE STRONG INSTITUTIONS

Various Policies: To ensure integrity, transparency, independence and accountability in dealing with all stakeholders, the Company has adopted various codes and policies to carry out business in an ethical manner.



PARTNERSHIPS FOR THE GOALS

The Company is associated with various industry chambers and associations which includes:

- Chemical and Petrochemical Manufacturing Association (CPMA)
- Polystyrene Producers' Association
- Plastics Export Promotion Council
- Federation of Gujarat Industries