

Parinee Crescenzo, "A" Wing, 1102, 11th Floor,
"G" Block, Plot No. C38 & C39,
Behind MCA, Bandra Kurla Complex,
Bandra (E), Mumbai - 400 051, India.
Phone : 91-22-6124 0444 / 6124 0428
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E-mail : vinati@vinatiorganics.com
Website : www.vinatiorganics.com
CIN : L24116MH1989PLC052224



September 2, 2025

BSE Limited
(Listing Department)
P. J. Towers, 1st Floor,
Dalal Street, Mumbai – 400 001.

National Stock Exchange of India Ltd.
Listing Department,
Exchange Plaza, Plot No. C/1, 'G' Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai – 400 051.

Scrip Code: 524200

NSE Symbol: VINATIORGA / Series: EQ

Dear Sir/Madam,

Sub: Notice of Thirty-Sixth Annual General Meeting, Annual Report FY 2024-25 and the Business Responsibility and Sustainability Report

This is further to our Letter dated August 28, 2025, conveying that the Thirty Sixth Annual General Meeting ("AGM") of the Members of the Company will be held on Friday, September 26, 2025, at 11.00 a.m. (IST) through Video Conferencing (VC)/other Audio-Visual Means (OAVM).

Pursuant to Regulation 34(1) and Regulation 30(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Annual Report of the Company for the financial year 2024-25 including the Business Responsibility and Sustainability Report, along with the Notice of AGM, which are being sent through electronic mode to the Members of the Company, whose email IDs are registered with Depositories/ Company/ Registrar and Share Transfer Agent.

The Annual Report and Notice of AGM are also available on the website of the Company at www.vinatiorganics.com under "Financial Information" tab under "Investors" Section.

The Notice of AGM of the Company inter alia indicates the process and manner of remote e-voting/ evoting at the AGM and instructions for participation at the AGM through VC/OAVM.

This is for your information and records.

Thanking you,

Yours faithfully,
For **Vinati Organics Limited**

Milind Wagh
Company Secretary/Compliance Officer

Encl: As above

Lote Works : Plot No. A-20, MIDC Industrial Area, Lote Parashuram 415 722 Tal. Khed, Dist. Ratnagiri, Maharashtra, India.
Phone : (02356) 273032 - 33 • **Fax**: 91-2356-272448 • **E-mail**: vinlote@vinatiorganics.com
Regd. Office & Mahad Works : B-12 & B-13/1, MIDC Industrial Area, Mahad 402 309, Dist. Raigad, Maharashtra, India.
Phone : (02145) 232013/14 • **Fax** : 91-2145-232010 • **E-mail**: vinmhd@vinatiorganics.com



Business Responsibility & Sustainability Report [BRSR] ANNEXURE H

VINATI ORGANICS LIMITED

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24116MH1989PLC052224
2	Name of the Listed Entity	Vinati Organics Limited (VOL)
3	Year of incorporation	1989
4	Registered office a. ddress	B-12 & B-13/1, MIDC Industrial Area, Raigad, Mahad, Maharashtra, 402 309
5	Corporate address	Parinee Crescenzo, 1102, 11th Floor, Plot No. C38 & C39, G Block, Behind MCA, Bandra-Kurla Complex, Bandra(E), Mumbai - 400 051
6	E-mail	shares@vinatiorganics.com
7	Telephone	022-61240444/428
8	Website	www.vinatiorganics.com
9	The financial year for which reporting is being done	1 April 2024 – 31 March 2025
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	₹ 10.37 crores
		Contact Person
12	Name of the Person	Mr. Milind Wagh
	Telephone	022-61240402
	Email address	shares@vinatiorganics.com
		Reporting Boundary
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).	Standalone-Basis Reporting
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Product/Services

16	Details of business activities (accounting for 90% of the turnover)	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Chemical and Chemical Products	100

17	Products/Services sold by the entity (accounting for 90% of the turnover)	S. No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Manufacturing of organic and inorganic chemical compounds	2019	100



Business Responsibility & Sustainability Report [BRSR] (Contd.)

III. Operations

18	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	3	1	4
		International	0	0	0
19	Market served by the entity	Locations	Numbers		
	• No. of Locations	National (No. of States)	18		
		International (No. of Countries)	41		
	• What is the contribution of exports as a percentage of the total turnover of the entity?	56%			
	• A brief on types of customers	Specialty chemical products manufactured by Vinati Organics Limited are used by diverse industrial sectors including pharmaceuticals, Personal Care, Polymers, Construction, Agriculture chemicals, etc. Some of their customers are BASF, NALCO, and DOW, having both national and international market presence.			

IV. Employees

20. Details as of the end of the Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently-abled)						
Employees						
1	Permanent (D)	1,283	1236	96%	47	4%
2	Other than Permanent (E)	52	50	96%	2	4%
3	Total Employees (D+E)	1,335	1286	96%	49	4%
Workers						
4	Permanent (F)	0	0	NA	0	NA
5	Other than Permanent (G)	632	631	100%	1	0
6	Total Workers (F+G)	632	631	100%	1	0
b. Differently abled employees and workers						
Differently abled Employees						
1	Permanent (D)	4	4	100%	0	0
2	Other than Permanent (E)	0	0	NA	0	NA
3	Total Differently Abled Employees (D+E)	4	4	100%	0	0
Differently abled Workers						
4	Permanent (F)	0	0	NA	0	NA
5	Other than Permanent (G)	0	0	NA	0	NA
6	Total Differently Abled Workers (F+G)	0	0	NA	0	NA

21. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	4	50%
2	Key Management Personnel (excluding BOD)	2	0	0%



Business Responsibility & Sustainability Report [BRSR] (Contd.)

22. Turnover rate for permanent employees and workers

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.5%	0.6%	16.1%	10.4%	0.1%	10.5%	12.5%	0	12.5%
Permanent Workers*	Nil								

*Note - The Company doesn't have any permanent workers.

V. Holding, Subsidiary, and Associate Companies (including joint ventures)

23	Names of holding/ subsidiary / associate companies / joint ventures	S. No	Name of the holding/ subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
		1.	Veeral Organics Private Limited	Subsidiary	100%	No
		2.	Vinati Organics USA Inc.	Subsidiary	100%	No

VI. CSR Details

24	a. Whether CSR is applicable as per section 135 of the Companies Act, 2013:	Yes
	Turnover (in ₹)	₹ 2,248 crores
	Net worth (in ₹)	₹ 2,807 crores

VII. Transparency and Disclosure Compliances

25	Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for the grievance redress policy	FY 2024-25			FY 2023-24		
					Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
		Communities	Yes	The Company has adopted the Grievance Addressing & Handling Policy and Whistle Blower Policy web-link https://vinatiorganics.com/wp-content/uploads/2021/05/Whistle-Blower-Policy.pdf	0	0	NA	0	0	NA
		Investors (other than shareholders)	Yes		0	0	NA	0	0	NA
		Shareholders	Yes		22	0	NA	19	0	NA
		Employees and workers	Yes		0	0	NA	0	0	NA
		Customers	Yes		0	0	NA	0	0	NA
		Value Chain Partners	Yes		0	0	NA	0	0	NA



Business Responsibility & Sustainability Report [BRSR] (Contd.)

26. Overview of the entity’s material responsible business conduct issues

S. No	Material issue identified	Indicate whether risk or opportunity	The 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.	Climate Change Management	Risk	The environmental impact of chemical manufacturing necessitates climate-resilient operations. Reputation in global markets must also be safeguarded.	Business practices are aligned with international climate goals, supported by certifications like ISO 14001, ISO 45001, Responsible Care, and EcoVadis Gold rating.	Initial costs arise from climate action investments. Long-term benefits include reduced operational expenditure and climate risk mitigation.
2.	Energy Management	Risk/Opportunity	High reliance on coal generates harmful emissions and growing energy demand amplifies this exposure.	We have commissioned 33 MW of Solar Power Plants which ensure efficient use of resources and transition toward renewable energy. Currently 58% of electricity requirement is met through renewable sources.	Capital investment is required initially for shift to renewables. Long-term financial upside is derived from energy security and reduced operating costs.
3.	Materials	Risk	Usage of key raw materials (e.g., Toluene, Acrylonitrile, water, coal, etc) risks natural resource depletion and climate-related supply chain disruption.	A sustainable procurement policy and focus on circularity through optimized inputs and process efficiency help mitigate environmental strain.	Cost savings are achieved by using efficient, recycled, and optimized materials.
4.	Waste Management	Risk	Inadequate waste handling poses regulatory, health, and environmental risks.	Zero Liquid Discharge (ZLD) systems and Effluent Treatment Plants (ETPs) are installed. Hazardous waste is responsibly managed through Treatment, Storage, and Disposal Facility. Fly ash is also sent for co-processing to produce bricks.	Financial costs are incurred for infrastructure and operations. Long-term gains include improved yields and compliance-driven productivity.
5.	Water Stewardship	Risk	Industrial water use leads to depletion of natural resources and affects communities and ecosystems.	Rainwater harvesting and reverse osmosis (RO) systems are deployed to ensure efficient water usage and recharge water tables.	Investment is required for water-efficient systems; however, it reduces future risks and supports environmental sustainability.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

S. No	Material issue identified	Indicate whether risk or opportunity	The 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.	Customer Relationship	Opportunity / Risk	Export operations depend on timely deliveries and product quality. Both are key to customer retention and satisfaction.	Account managers address client queries, while structured feedback mechanisms enhance service and customer experience.	Positive financial return driven by market expansion and stronger customer relationships.
7.	Human Capital Management - Equal Opportunity, Diversity & Inclusion, Retention Strategy & Training	Risk	Competent human capital is essential for chemical manufacturing, safety and equipment handling.	Company policies promote equal opportunity and zero discrimination. Regular EHS training also is provided to employees.	Training and HR policy implementation incur costs, but yield higher productivity and retention.
8.	Human Rights	Risk	Human rights violations in chemical industry operations may harm workforce and reputation.	Strict zero-tolerance policies are enforced across labor practices, harassment prevention, and stakeholder engagement. No grievances were reported during FY 2024-25.	Financial impact stems from compliance and policy enforcement but protects corporate integrity and workforce welfare.
9.	Local Community Engagement	Opportunity/Risk	Chemical processes can harm nearby communities; engaging with them builds trust and goodwill.	Local engagement includes hiring, rural development, clean water projects, solar pumps, and women's education. Local contractors are prioritized.	Inclusive growth and positive reputation create long-term value.
10.	Occupational Health and Safety	Risk	Manufacturing hazardous chemicals increases occupational health risks for workers.	ISO 45001:2018 certification and Responsible Care status underline safety efforts. EHS training is regularly conducted to safeguard employees.	Safety-related operational costs rise, including protective equipment and training. Benefits include legal compliance and workforce well-being.
11.	Stakeholder Engagement	Opportunity	Strong stakeholder relations reduce conflict and boost transparency and productivity.	Engagement through reports, media, regulator collaboration, and whistleblower policies ensure accountability.	Financial gains are derived through better reputation, trust, and improved employee morale.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

S. No	Material issue identified	Indicate whether risk or opportunity	The 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)
12.	Business Continuity Planning	Risk	Climate risks and disasters threaten operational continuity.	Robust IT systems are backed up on cloud platforms to maintain digital continuity.	Setup costs apply for infrastructure but they minimize disruption and improve resilience.
13.	Compliance (Environment & Regulatory)	Risk	Regulatory changes pose risk to compliance and business continuity.	Comprehensive environmental and social responsibility are aligned with global commitments and sustainable business practices.	Investments are required for compliance frameworks, but protect reputation and ensure uninterrupted business operations.
14.	Data Privacy & Cyber Security	Risk	Potential cyberattacks threaten sensitive data, business operations, and company reputation.	The organization implements strong cybersecurity and data privacy protocols across all systems, and also has a Business Continuity Policy in place.	Hardware/software investments needed for data protection but avoid major financial and reputational harm.
15.	Economic Performance	Opportunity	Expanding global demand for specialty chemicals presents a growth opportunity.	The Company's operations encompass a diversified portfolio of specialty chemicals manufacturing with exports accounting for over 55% of the total sales. Notably, the Company holds the distinction of being the world's largest producer of IBB and ATBS.	Market growth boosts financial performance and reinforces leadership status.
16.	Ethical Business Conduct	Risk	Unethical business practices can lead to penalties, sanctions, and reputation loss.	Comprehensive Code of Conduct, whistleblower policies, and training programs ensure compliance with ethical norms. Annual declarations by directors and KMPs reinforce independence and transparency.	Compliance systems involve cost but improve brand trust, governance, and customer loyalty.
17.	Intellectual Capital - R&D & Innovation	Opportunity	Innovation is key to product relevance and competitive advantage.	Dedicated R&D teams focus on new product development and existing product refinement to improve quality and operational efficiency.	Financially beneficial due to market-ready innovations and sustained leadership.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

S. No	Material issue identified	Indicate whether risk or opportunity	The 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)
18.	Procurement and Supply Chain	Risk	Poor procurement impacts product quality, supply reliability, and environmental footprint.	Sustainable procurement policy and daily review mechanisms ensure safe material handling and storage.	Expenses linked to safe transport, supplier planning, and training are incurred, but prevent disruptions and enhance product safety.
19.	Risk Management	Risk/Opportunity	Identifying risks and opportunities early improves business resilience and strategic growth.	A Board-level Risk Management Committee monitors and mitigates business risks to ensure alignment with strategic objectives.	Value generated through risk preparedness and strategic diversification.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://vinatiorganics.com/corporate-governance/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company ensures that its suppliers are required to comply with all the applicable Company policies								
4	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO 9001:2015 (Quality Management System) • ISO 14001:2015 (Environmental Management System) • ISO 45001:2018 (Occupational Health & Safety) • Responsible Care • Gold rating by Ecovadis 								
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The Company has started publishing the BRSR from 2022-23 onwards and it will focus on improving and disclosing its ESG goals and commitments in subsequent years (s).								
6	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	The Company has started publishing the BRSR from 2022-23 onwards and it will be assessing and reporting its performance against the ESG goals and commitments in subsequent years (s).								
Governance, Leadership and Oversight										
7	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements.	<p>Vinati Organics, guided by its visionary outlook, aspires to be a global leader in the production of specialized niche products while championing eco-friendly technologies. The Company operates collaboratively with all stakeholders across its value chain, steadfastly adhering to principles of responsible business conduct.</p> <ul style="list-style-type: none"> • Environmental Commitment: Vinati Organics places paramount importance on environmental stewardship. All its manufacturing facilities are Responsible Care and ISO 14001 certified. Rigorous waste management procedures minimize effluent generation at the source. We are GOLD rated by EcoVadis. • Renewable Energy: Demonstrating its dedication to sustainability, the Company meets 58% of its electricity consumption through renewable sources which is achieved through 33MW of Solar Power Plants. • Community Development: As part of its Corporate Social Responsibility (CSR) initiatives, Vinati Organics actively engages in projects that uplift communities. These include education, rural development, employment generation, healthcare, hygiene standards, and access to clean drinking water. We ensure that our CSR initiatives are in line with sustainable development goals. • Employee Well-being: The Company maintains high standards for employee health and safety. Its manufacturing facilities hold ISO 45001 certification, ensuring a secure work environment. • Ethical Business Practices: Vinati Organics upholds ethical conduct by adopting relevant standards. 								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Name: Mr. Vinod Saraf Designation: Chairman DIN: 00076708</p> <p>under the guidance of the Board of Directors and its Committees responsible for implementation and oversight of the Business Responsibility policies.</p>								



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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.	<p>Yes,</p> <p>Vinati Organics Ltd. has constituted various Board-level Committees to oversee key sustainability and governance areas. The Business Responsibility and Sustainability Reporting (BRSR) Committee monitors the Company's ESG performance and ensures effective implementation of sustainability-related policies and disclosures. The Corporate Social Responsibility (CSR) Committee formulates and recommends the CSR policy, oversees its implementation, and monitors CSR initiatives and expenditure. The Risk Management Committee assists the Board in identifying and mitigating strategic, operational, financial, and ESG-Related risks, including compliance and cyber security.</p>
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against the above policies and follow-up action	All corporate policies along with ESG policy are integrated into the day-to-day business operations of the Company and implemented by management at all levels.									The Board reviews the policies periodically as deemed necessary and updated if required.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all statutory requirements related to BRSR principles.									Annually								
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The policies are reviewed internally by the relevant departments of the Company subject to updates if required.																	



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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 programs 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	% age of persons in a respective category covered by the awareness programs
Board of Directors	1	The Company has conducted a familiarization program to train them regarding the nature of the industry and business, operations, regulatory environment, roles & responsibilities, and code of conduct adopted by the Company.	100%
Key Management personnel (other than Executive Directors)	2	The directors and key management personnel (KMP) of the Company underwent comprehensive training on various critical aspects, including the whistle policy, code of conduct, anti-bribery measures, environmental awareness, diversity and inclusion, talent retention, risk management, cybersecurity, innovation, health and safety, CSR strategy, and the ESG framework. Additionally, they received prevention of sexual harassment (POSH) training.	100%
Employees other than BODs and KMPs	102	The topics covered under the training include aspects, namely, health and safety & wellness, fire-fighting, environment awareness, Code of Conduct, communication and interpersonal skills, team building systems and processes and Responsible Care.	90%
Other Than Permanent Workers*	28	Safety, Chemical Handling, Scaffolding, EHS, Siren Operation, Fire Extinguisher, CPR, Hygiene, Housekeeping, Labour Welfare, LOTO, Security Role, Work Permit, Height Working.	100%

*Note - The Company doesn't have any permanent workers.

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, in the following format.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement/agencies / judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty /Fine	NIL	NIL	NIL	NIL	NA
Settlement	NIL	NIL	NIL	NIL	NA
Compounding Fees	NIL	NIL	NIL	NIL	NA



Business Responsibility & Sustainability Report [BRSR] (Contd.)

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement/agencies / judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NA
Punishment	NIL	NIL	NIL	NA

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

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.

Yes. The Company has adopted an Anti-corruption and Anti-bribery policy which is internally available on its intranet for employees. The Company has zero tolerance against corruption and bribery and has taken steps towards prohibiting any such activities. It has implemented a stringent monitoring system to ensure compliance with the policy. The Company handles any such cases with the utmost fair and transparent procedures at all levels. The Company has outlined step-wise procedures for reporting such incidents and has identified responsible officers to resolve issues and maintain the effectiveness of the policy. The Anti-corruption and Anti-bribery policy is available at <https://vinatiorganics.com/wp-content/uploads/2023/07/VOL-Anti-Bribery-Policy.pdf>

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

6. Details of complaints about conflict of interest: Nil

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

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

FY 2024-25	FY 2023-24
37	41

9. Openness 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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%



Business Responsibility & Sustainability Report [BRSR] (Contd.)

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	1.02%	0.98%
	b. Number of dealers/distributors to whom sales are made	3	3
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.24%	0.60%
	b. Sales (Sales to related parties / Total Sales)	0.00%	0.00%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investments made)	66.53%	72.70%

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	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes

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

Yes. The Company has established clear procedures to identify and manage conflicts of interest involving members of the Board, as outlined in its Code of Conduct document. This document is publicly available at the following link: <https://vinatiorganics.com/wpcontent/uploads/2021/05/CODE-OF-CONDUCT-OF-THE-BOARD-SENIOR-MANAGEMENTPERSONNEL.pdf>. It is the fundamental duty of all directors, particularly independent directors, to avoid any situation in which they may have direct or indirect interests that conflicts or may potentially conflict, with the interests of the Company. Directors are expected to disclose any such interests and recuse themselves from related deliberations and decision- making process.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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 products and processes to total R&D and capex investments made by the entity, respectively.

Type	FY 2024-25	FY 2023-24	Details of improvement in social and environmental aspects
Research & Development (R&D)	100%	100%	<ul style="list-style-type: none"> • Installation of renewable power capacity through Solar Power Plant • Effluent Treatment Plant followed by Multi Effect Evaporator (MEE) and Reverse Osmosis (RO) • Other energy conservation and emission reduction initiatives. • Yield improvement • Zero Liquid Discharge • Air emission reduction
Capital Expenditure (CAPEX)	100%	100%	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, the Company has a robust mechanism in place to sustainably procure raw materials from different suppliers considering availability, transportation, requirements of factories, etc. As per the Sustainable Procurement Policy of the Company, procurement of goods and services is done with due consideration of its effect on health, safety, environment, and strain on natural resources. The Company has also established a Supplier Code of Conduct (COC) which includes guidelines on environment management, pollution prevention, and waste management. The Supplier COC applies to both domestic and global suppliers as well as the employees, agents, and contractors hired by the suppliers. It emphasizes on below points:

- **Human Resources** – The supplier shall ensure freely chosen employment, equal opportunity, compliance concerning working hours & minimum wages, anti-trafficking laws across supply chains including freedom of association to their employees and workers
- **Health & Safety** – The supplier shall ensure the provision of a healthy & safe working environment, provide adequate training, and safe, clean, and secure accommodations (if applicable) to their employees & workers
- **Environment Management** – The supplier shall ensure that optimal processes are there for natural resource conservation, pollution prevention, and waste management along with initiatives to encourage environment-friendly processes and climate change mitigation
- **Governance** – The supplier shall adhere to VOL policy, not offer or accept bribes to/from their business partners, provide grievance redressal mechanisms to their employees and workers, and ensure the protection of IP-related rights of their employees and business partners
- **Subcontracting** – The supplier shall not use any subcontractor for carrying out business activities with VOL unless the subcontractor abides by the same conditions as put forth by VOL.

c. If yes, what percentage of inputs were sourced sustainably?

The Company works with suppliers who diligently follow sustainable procurement practices. In subsequent years, necessary action will be taken to account for the percentage of inputs sourced sustainably.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposal at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste, and (d) other waste.

The Company does not reclaim any products for reusing, recycling, and disposing at the end of life of plastics, e-waste, hazardous, and other wastes, as it does not apply to its business operations.

4. Whether Extended Producer Responsibility (EPR) applies 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.

Yes

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.

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

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 2024-25	FY 2023-24

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:

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other Waste						

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 % of total products sold in respective category

Business Responsibility & Sustainability Report [BRSR] (Contd.)
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:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1,236	1,236	100%	1,236	100%	NIL	NA	NIL	NA	NIL	NA
Female	47	47	100%	47	100%	47	100%	NIL	NA	NIL	NA
Total	1,283	1,283	100%	1,283	100%	47	100%	NIL	NA	NIL	NA
Other than Permanent Employees											
Male	50	50	100%	50	100%	NIL	NA	NIL	NA	NIL	NA
Female	2	2	100%	2	100%	NIL	NA	NIL	NA	NIL	NA
Total	52	52	100%	52	100%	NIL	NA	NIL	NA	NIL	NA

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	0	0	NA	0	NA	0	NA	0	NA	0	NA
Other than Permanent Workers											
Male	631	631	100%	0	NA	0	NA	0	NA	0	NA
Female	1	1	100%	0	NA	0	NA	0	NA	0	NA
Total	632	632	100%	0	NA	0	NA	0	NA	0	NA

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.07%	0.14%

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

Sr. No.	Benefits	FY 2024-25			FY 2023-24		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Y	100	100	Y
2	Gratuity	100	100	Y	100	100	Y
3	ESI	24	0	Y	4	0	Y
4	NPS	9		Y	13		Y



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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 the entity is taking any steps in this regard.

Yes, all the workplaces of the Company are equipped with sufficient infrastructure and measures required for differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016, which includes easily accessible routes through ramps, corridors, etc. In addition to this, the specially-abled restrooms, and signages in the building are also designed based on the need for accessibility of the workplace by all.

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.

Yes, the Company has adopted an equal employment opportunity policy published internally for all its employees to provide the same chances for employment, advancement, and benefits to everyone without discriminating due to protected characteristics like Age, Sex / Gender, Sexual orientation, HIV status, physical/mental/sensory disability, past or present military service, marital, family medical history or genetic information, etc. With the objectives of improving recruitment and retention, avoiding unfair discrimination & harassment, and putting the entire workforce to the best possible use, the Company is committed to the principles of equal employment opportunities for all employees.

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	0	NA	NA	NA
Female	3	100%	NA	NA
Total	0	NA	NA	NA

*Note - The Company doesn't have any permanent workers.

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

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	NA	The Company has a grievance handling policy, which is available internally, to promote a supportive and open culture for accepting, assessing resolving complaints most transparently and ethically. A Grievance Committee is constituted at every plant location, inclusive of five members comprising of a Senior person from HR, the Plant head, and three members, to address the concerns raised by employees and provide prompt and fair resolution following efficient procedure. (Whistle Blower Policy is also available)
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: None

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On S skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	No. (B)		No. (E)	% (E/D)	No. (F)	%(F/D)
Permanent Employees										
Male	1,236	760	61%	520	42 %	1,238	1,077	87%	790	64%
Female	47	9	19%	17	36%	41	26	63%	10	24%
Total	1,283	769	60%	537	42%	1,279	1,103	86%	800	63%



Business Responsibility & Sustainability Report [BRSR] (Contd.)

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On S kill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	No. (B)		No. (E)	% (E/D)	No. (F)	%(F/D)
Other than Permanent Workers*										
Male	631	631	100%	0	NA	845	845	100%	0	NA
Female	1	1	NA	0	NA	0	0	NA	0	NA
Total	632	632	100%	0	NA	845	845	100%	0	NA

*Note - The Company doesn't have any permanent workers.

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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who had a career review (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	1,236	1,236	100%	1,238	1,238	100%
Female	47	47	100%	41	41	100%
Total	1,283	1,283	100%	1,279	1,279	100%
Permanent Workers						
Male	NIL					
Female						
Total						

Note: Only permanent employees are considered for performance review. The figures in A and C indicate the number of employees eligible for review in the relevant years (which doesn't include the persons who joined the Company within six months of the closure of the financial year and persons serving notice period) and the figures in B and D indicate the number of eligible employees reviewed.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity. (Yes/No)	Yes, the Company has implemented a robust occupational health & safety management system across all its manufacturing facilities to ensure a safe working environment.
a.1. What is the coverage of such a system?	The Company has obtained Responsible Care Certification and ISO 45001 (OHSAS) certification for all its manufacturing plants.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Processes to identify work-related hazards include Hazard Identification & Risk Assessment, Internal Audits, Process Hazard Analysis, Job Safety Assessment, Safe Work Permits, Plant shutdown Startup procedure, HAZOP study, PMP procedure, etc.
c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Yes/No)	Yes. A safety committee is constituted at all plant locations and employees are encouraged to report the work-related hazards to the safety committee. In addition to this, all employees are also provided with the opportunity to discuss work-related incidents during daily morning meetings conducted at plants.
d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury	Employees	2	1
Frequency Rate (LTIFR) (per one million person-hours worked)	Workers	0.36	0
Total recordable work-related injuries	Employees	2	0
	Workers	0	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 workplace.

All employees of the Company are provided with training on Health and Safety at the workplace by the EHS department. The refresher training is also provided to the employees to improve EHS performance. In addition to this, periodical mock drills are also conducted to strengthen emergency response. Employees are involved in the Safety Week celebration to enhance safety culture. The guidelines of Responsible Care, ISO-45001, Factory Act, Environment Protection Act, Pollution Prevention Act, and requirements related to Petroleum & Explosive Safety Organization are taken to ensure a safe environment and workplace.

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

	FY 2024-25			FY 2023-24		
	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
Working Conditions	0	0	NA	0	0	NA
Health & safety	0	0	NA	0	0	NA

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the plants are assessed regularly by the factory inspector, ISO Certification body, and ICC.
Working Conditions	100% of the plants are assessed regularly by the factory inspector, ISO Certification body, and ICC.

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.

Not Applicable

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)

- a. Employees (Yes/No): Yes
- b. Workers (Yes/No): Yes



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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

As per the provisions in Company policy, all value chain partners are required to provide proof of statutory dues paid within the time limit to respective authorities while raising the invoices.

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:

Category	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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	2	1	0	1
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) - No

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of plants are assessed regularly by the factory inspector
Working Conditions	100% of plants are assessed regularly by the factory inspector

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 partners

Not Applicable



Business Responsibility & Sustainability Report [BRSR] (Contd.)

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

The Company follows a robust procedure to identify stakeholder groups that either have a significant impact on the business or are significantly impacted by the Company's business and categorize them as 'key stakeholders'. The Company identifies promoters, employees, customers, business associates, investors, dealers, suppliers, residents, and regulatory agencies as its 'key stakeholders'. As a responsible business entity, the Company recognizes all stakeholders and employs both formal and informal mechanisms to understand their needs, concerns, and expectations. The Company maintains constructive relationships, fostering collaboration and mutual understanding, and ensuring that interests and concerns of its stakeholders are considered in the decision-making process. The Company has adopted the Code of Conduct to define the responsibilities that the Board Members and Senior Management have towards other stakeholders in the Company.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as a 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
Shareholders	No	<ul style="list-style-type: none"> Annual Report Press releases Company website Regulatory filings 	As per requirement	<ul style="list-style-type: none"> Financial performance Responsible investment Ethical business conduct Long-term business growth Risk management Corporate governance
Employees	No	<ul style="list-style-type: none"> Employee engagement surveys Project Meetings Policies Training and development 	Regularly	<ul style="list-style-type: none"> Environment, Health and safety Training and learning Career progression Growth opportunities Recognition Job security Fair remuneration Work-life balance Accessibility and affordability of healthcare
Customers	No	<ul style="list-style-type: none"> Surveys Performance review meetings Customer meetings and audits 	Regularly	<ul style="list-style-type: none"> Product quality and safety Data privacy and security Value-added services Customer satisfaction



Business Responsibility & Sustainability Report [BRSR] (Contd.)

Stakeholder Group	Whether identified as a 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
Suppliers	No	<ul style="list-style-type: none"> Supplier performance evaluation Supplier engagement forum Procurement meetings 	As per requirement	<ul style="list-style-type: none"> Supply chain management Ethical business conduct Risk and opportunity management Material sourcing Sustained business growth Supplier development
Local Residents	Yes	<ul style="list-style-type: none"> CSR projects Employee social impact Awareness programs 	Continuous, Need-based, Annually	<ul style="list-style-type: none"> Contributions to community welfare Adherence to community expectations and needs Brand value management
Regulatory Agencies	No	<ul style="list-style-type: none"> Legal filings Industry representations Forums 	As per requirement	<ul style="list-style-type: none"> Regulatory compliance Participation in public policy Corporate governance Disclosures

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?

The consultation with stakeholders on various economic, environmental, and social aspects has been delegated to respective business/function heads, who gather feedback and address concerns. The Company strives to continue engagement with its key stakeholders who help to set expectations, thereby establishing trust and fostering open communication.

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 the policies and activities of the entity.

Yes, the Company has conducted a robust stakeholder consultation, as a part of its materiality assessment by proactively engaging with its key internal stakeholders. This has aided in the identification of key material environmental, social, and governance topics, thereby, developing effective strategies for efficient management of identified material topics. Based on the identified topics, the Company has formulated an Environmental, Social, and Government (ESG) policy which acts as a guided policy commitment for the management of the material topics in the business operations.

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

The Company has implemented various initiatives with the help of its CSR team for the vulnerable and marginalized stakeholder groups. Some of the CSR engagement details are given below:

- Healthcare** – The Company contributed a total of ₹ 44.25 lakhs by supporting Make-A-Wish Foundation, FMCH India, and SRCC Children’s Hospital to transform lives of children with critical illness, prevent chronic malnutrition in the first 1,000 days, and aid paediatric surgery, respectively.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

- **Education** – The Company contributed a total of ₹ 1.65 Crores towards education for Shivtej ogya Seva Sanstha, Dnyandeep Shikshan Prasarak Mandal, and Institute of Chemical Technology, supporting student welfare, higher education infrastructure, and advanced research facilities.
- **Water** – The Company supported the provision of solar-powered pumps which have improved drinking water access for 170 families in Kotavali, Khed.
- **Environment** – The Company contributed ₹ 20 lakhs for Farmers for Forest, supporting agroforestation and sustainability through tree plantation, indigenous species, and soil health enhancement.
- **Rural Development** – The Company contributed a total of ₹ 37 lakhs towards community development for Fauji Ambavde, Nadgaon Trafe, and Chambharkhind Grampanchayat, Mahad, supporting social infrastructure and essential civic facilities.

Business Responsibility & Sustainability Report [BRSR] (Contd.)

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL 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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,283	1,283	100%	1,279	1,279	100%
Other than permanent	52	52	100%	26	26	100%
Total Employees	1,335	1,335	100%	1,305	1,305	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	632	632	100%	845	845	100%
Total Workers	632	632	100%	845	845	100%

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

Category	FY 2024-25					FY 2023-24				
	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)
Permanent Employees										
Male	1,236	0	NA	1,236	100%	1,238	0	NA	1,238	100%
Female	47	0	NA	47	100%	41	0	NA	41	100%
Total	1,283	0	NA	1,283	100%	1,279	0	NA	1,279	100%
Other than Permanent										
Male	50	0	0%	50	100%	26	0	0%	26	100%
Female	2	0	NA	2	100%	0	0	0%	0	NA
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	631	465	74%	166	26%	845	641	76%	204	24%
Female	1	1	100%	0	NA	0	0	NA	0	NA



Business Responsibility & Sustainability Report [BRSR] (Contd.)

3. Details of remuneration/salary/wages, in the following format:

a. Median Remuneration / Wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective categories (₹ In lakhs)	Number	Median remuneration/ salary/ wages of respective categories (₹ In lakhs)
Board of Directors	4	68.44	4	62.72
KMPs	2	85.15	0	NA
Employees other than BoD and KMP	1,232	4.94	45	5.44
Workers	The Company doesn't have any permanent workers			

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	8.56%	5.34%

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)

Yes. The Company has established a dedicated standing forum at both the Group and individual entity levels to advise and support management on building and maintaining sustainable human rights practices. The Human Resources department serves as the responsible authority for implementing the Human Rights Policy and conducting regular audits to ensure compliance. The Human Rights policy emphasizes key principles, including but not limited to freely chosen employment, prohibition of underage labor, adherence to minimum wage and working hours, humane treatment, freedom of association and collective bargaining, and workplace health and safety

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

The Company has implemented a Grievance Addressing and Handling Policy, alongside a comprehensive Human Rights Policy, to ensure timely and effective redressal of human rights-related concerns. These policies are accessible to all employees through internal communication channels and reflect the Company's commitment to fostering a respectful, inclusive, and rights-based work environment. The Company places a high priority on the dignity and well-being of all its stakeholders, including employees, management, communities, customers, and suppliers. Under these policies, the Human Resources department is the designated authority responsible for the implementation, regular review, and monitoring of compliance with human rights standards. Employees are encouraged to report any human rights grievances confidentially, without fear of retaliation. Reported issues are addressed through a transparent, structured process that includes investigation, resolution, and appropriate remedial action where necessary

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

	FY 2024-25			FY 2023-24		
	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights-related issues	0	0	NA	0	0	NA



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

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

The Company has implemented a Prevention of Sexual Harassment Policy, available at: <https://vinatiorganics.com/wp-content/uploads/2021/05/POLICY-AGAINST-SEXUALHARASSMENT.pdf>. A dedicated Internal Complaints Committee has been constituted to address complaints in a fair, timely, and confidential manner. The policy outlines clear procedures for filing complaints, disciplinary actions against offenders, and robust safeguards to protect complainants from retaliation.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. The Company integrates human rights requirements into its business agreements and contracts to ensure alignment with its core values and ethical standards.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	Nil
Forced/involuntary labor	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others – Please Specify	Nil

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

Not Applicable

LEADERSHIP INDICATORS

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

Not applicable, as during the reporting period, no business process was modified as a result of addressing human rights grievances/complaints.

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

No, the Company has not conducted any Human Rights Due Diligence. However, there is an internal management check to ensure compliance with all human rights-related aspects, within the Company's business operations.

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?

Yes, all the workplaces of the Company are equipped with sufficient infrastructure and measures required for differently-abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016, which includes easily accessible routes through ramps, corridors, etc. In addition to this, the specially-abled restrooms, and signages in the building are also designed based on the need for accessibility of workplace by all.



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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	
Discrimination at Workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

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

Business Responsibility & Sustainability Report [BRSR] (Contd.)

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 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	1,43,101	97,288
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,43,101	97,288
From non-renewable sources		
Total electricity consumption (D)	1,03,806	2,17,504
Total fuel consumption (E)	21,61,183	16,66,284
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	22,64,989	18,83,788
Total energy consumed (A+B+C+D+E+F)	24,08,090	19,81,076
Energy intensity per rupee of turnover	0.000107	0.000104
(Total energy consumed / Revenue from operations)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.002213	0.002336
(Total energy consumed / Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output (Production in MT)	13.4	11.9
Energy intensity (optional) – the relevant metric may be selected by the entity	-	

Note-The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by the International Monetary Fund for India which is 20.66

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

No

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.

No

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third-party water	8,89,668	3,62,699
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	12,645	9,842
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,02,313	3,72,541
Total volume of water consumption (in kilolitres)	9,67,384	3,58,255



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Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover (Water consumed / turnover) (kg per ₹ of revenue) (KL per million ₹)	0.000043	0.000019
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000889	0.000422
Water intensity in terms of physical output	5.4	2.2
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, the name of the external agency.

Yes, Maharashtra Industrial Development Corporation has performed an external assessment for this activity at the Lote plant.

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	12,270	14,286
- No treatment		
- With treatment – please specify level of treatment	12,270	14,286
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	12,270	14,286

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.

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

Yes. The Veeral Additive site merged in VOL is the ZLD Site. RO & MEE are installed to recover treated water from ETP .

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	MT	31.04	15.89
SOx	MT	21.7	196.37
Particulate matter (PM)	MT	43.05	73.84
Persistent organic pollutants (POP)		NA	NA



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Parameter	Please specify unit	FY 2024-25	FY 2023-24
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

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

- Yes. At the Mahad manufacturing plant, Green Circle INC has performed an independent external assessment. For the Lote plant, no such assessment has been done.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	tCO ₂ e	2,94,797	2,00,781
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)	tCO ₂ e	23,356	48,938
Total Scope 1 and Scope 2 emissions per rupee of turnover (tCO₂e per million ₹)	tCO ₂ e	0.000014	0.000013
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000292	0.000294
Total Scope 1 and Scope 2 emission intensity in terms of physical output		1.78	1.50
Total Scope 1 and Scope 2 emission 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, the name of the external agency.

--No

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

Yes. We are installing solar energy projects to reduce the scope-II emissions

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

Parameter	FY 2024-25	FY 2023-24
Total Waste gene		
Plastic waste (A)	174.5	145
E-waste (B)	0.25	0.12
Bio-medical waste (C)	0.010	0.013
Construction and demolition waste (D)	0	0
Battery waste (E)	6.43	0.104
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	343	210
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	5,766	4,765



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Parameter	FY 2024-25	FY 2023-24
Total (A+B + C + D + E + F + G+ H)	6,290	5,120
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000001	0.000001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000006	0.000006
Waste intensity in terms of physical output	0.035	0.031
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	5828	4770
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	5,828	4,770
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	275	182
(ii) Landfilling	25	23
(iii) Other disposal operations	0	0
Total	300	205

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) If yes, the name of the external agency --No

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

The waste generated from the process is segregated and stored as per CPCB norms and disposed of through CPCB-approved vendors. We have taken objectives to reduce waste through process optimization. Effluent is recycled and reused by the installation of RO/MEE.

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:

None of the operations/offices of the Company are situated in ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable as the EIA studies are undertaken prior to current financial year

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, Environment Protection Act, and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is Responsible Care & ISO 14000 certified and is compliant with Maharashtra Pollution Control Board norms.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(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		
- 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)		

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.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission 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.

**Business Responsibility & Sustainability Report [BRSR] (Contd.)**

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
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

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link - The Company has developed an Onsite Emergency Plan at each location and identified risk-based scenarios. Mock drill is conducted each quarter to ensure preparedness to tackle any emergency.
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.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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 a member of two (2) trade and industry chambers/associations.

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

S. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Mahad Manufacturing Association	State
2	Lote Parshuram Industrial Association	State
3	Indian Chemical Council	National

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

During the financial year 2024-25, the Company has not received any cases related to anti-competitive practices.

LEADERSHIP INDICATORS

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

S 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



Business Responsibility & Sustainability Report [BRSR] (Contd.)

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

During the financial year 2024-25, no social impact assessment was performed for the projects undertaken by the Company.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community

The Company proactively meets with key stakeholder groups including local communities, to increase awareness about the Company's business, provide explanations of their standpoints, and answer queries as well.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ Small producers	NIL	NIL
Sourced directly from within the district and neighboring districts	38%	38%

5. 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 2024-25	FY 2023-24
Rural	75.43%	78.96%
Semi-Urban	-	-
Urban	-	-
Metropolitan	24.57%	21.04%

(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

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 ₹)

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- b. From which marginalized /vulnerable groups do you procure?
- c. What percentage of total procurement (by value) does it constitute?



Business Responsibility & Sustainability Report [BRSR] (Contd.)

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:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share

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

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Eradicating hunger, poverty malnutrition, sanitation, and making available safe drinking water.	10,000+	100%
2	Promoting education, including special education and employment enhancing vocation skills, especially among children, women, elderly, and the differently abled and livelihood enhancement projects.	10,000+	100%
3	Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, daycare centers, and other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups	7,000+	100%
4	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources, and maintaining the quality of soil, air, and water	30,000+	100%
5	Rural development projects	20,000+	100%



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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.

The Company has a robust mechanism in place to channel and redress consumer complaints, welcomes feedback for incorporation in business operations through ongoing interactions, and strives to respond to them promptly. With the intent to work in collaboration with its consumers, the Company has a dedicated segment on its website 'Enquire Now' which provides a platform to the consumers and other stakeholders to raise any query.

Weblink to the website: <https://vinatiorganics.com/contact-us/>

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

Information related to	As a percentage of total turnover
Environment and Social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints

	FY 2024-25		FY 2023-24	
	Received during the year	Pending resolution at the end of the year	Received during the year	Pending resolution at the end of the year
Data privacy	0	NA	0	NA
Advertising	0	NA	0	NA
Cyber-security	0	NA	0	NA
Delivery of essential services	0	NA	0	NA
Restrictive Trade Practices	0	NA	0	NA
Unfair Trade Practices	0	NA	0	NA
Others (Specifications, Labelling, and Packaging)	0	NA	0	NA

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

	Number	Reason for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	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 to the policy.

Yes. The Company has framed and implemented the policies on Data Privacy and Cyber Security, with the provisions of controlling the access to confidential and sensitive data. These policies also address the numerous operational risks of Physical risk, Network risk, and cyber risk. Prohibition on wireless devices and networks is ensured through these policies which are available internally for employees.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential



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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.

Not Applicable

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - 0
- b. Percentage of data breaches involving personally identifiable information of customers - NA
- c. Impact, if any, of the data breaches - NA

LEADERSHIP INDICATORS

1. Channels/platforms where information on products and services of the entity can be accessed (provide a web link, if available).

The Company transparently discloses and shares the information of its products to all its stakeholders. The Company's website has a designated segment on 'Our Products', covering details of its products such as Speciality Aromatics, Speciality Monomers, Butyl Phenols, Other Speciality Products, and Miscellaneous polymers. It highlights details such as product specifications and properties, dosage and directions for use, industry application, and packing.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. – Our product brochures covers the responsible usage on handling of our products. Product information is also mentioned on the website.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
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)