

3rd September, 2024

VCL/SE/48/2024-25

To
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001
Scrip Code: 516072
Through: BSE Listing Centre

To
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G
Bandra Kurla Complex, Bandra (East),
Mumbai -400 051
NSE Symbol: VISHNU
Through: NEAPS

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

Dear Sir,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Integrated Annual Report for the financial year 2023-24.

The same is also available on the website of the Company at <https://vishnuchemicals.com/>

This is for your information and records.

Thanking You.

Yours faithfully,

For Vishnu Chemicals Limited

Vibha
Shinde

Digitally signed
by Vibha Shinde
Date: 2024.09.03
12:45:31 +05'30'

Vibha Shinde
Company Secretary & Compliance Officer

ANNEXURE I

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1. Corporate Identity Number (CIN) of the listed entity: L85200TG1993PLC046359
2. Name of the listed entity: Vishnu Chemicals Limited
3. Year of incorporation: 1993
4. Registered office address: H.No. 8-2-293/82/F/23-C, Plot No. 23, Road No. 8, Film Nagar, Jubilee Hills, Hyderabad - 500 096, Telangana
5. Corporate address: H.No. 8-2-293/82/F/23-C, Plot No. 23, Road No. 8, Film Nagar, Jubilee Hills, Hyderabad - 500 096, Telangana
6. E-mail: investors@vishnuchemicals.com
7. Telephone: 040-23396817/23327723/29
8. Website: <https://vishnuchemicals.com/>
9. Financial year for which reporting is being done: April 01, 2023 to March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed: The Company's equity shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up capital: ₹ 89,74,29,390/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

S No.	Particulars	Details
1	Name	Mr. Ch. Krishna Murthy
2	Designation	Chairman & Managing Director
3	Telephone No	+91-40-23396817
4	E-mail id	investors@vishnuchemicals.com

13. Reporting boundary: Standalone
14. Name of assurance provider: Not Applicable
15. Type of assurance obtained: Not Applicable

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Manufacturing of specialty chemicals	Specialty chemicals	99

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

S. No.	Product/service	NIC Code	% of total turnover contributed
1	Chromium chemicals	20119	99

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	3	2	5
International	0	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of states)	15
International (No. of countries)	50+ countries

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

Exports Turnover is 45.81%

c. A brief on types of customers

Vishnu Chemicals boasts a diverse customer base, with its customers serving as pillars of strength and contributing to its growth and success. As a dedicated chemical manufacturer, the Company has established itself as a reliable supplier for global companies across various sectors, including pharmaceuticals, consumer goods, and industrial markets such as glass, pigments and dyes, leather, automobiles, and wood preservatives, among others.

IV. Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	321	314	98%	7	2%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	321	314	98%	7	2%
Workers						
4.	Permanent (F)	143	133	93%	10	7%
5.	Other than Permanent (G)	557	539	97%	18	3%
6.	Total workers (F + G)	700	672	96%	28	4%

b. Differently abled employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled employees						
1.	Permanent (D)			Nil		
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
Differently abled workers						
4.	Permanent (F)			Nil		
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

21. Participation/inclusion/ representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29%
Key Management Personnel	4	1	25%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

22. Turnover rate for permanent employees and workers

Category	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	4%	0	4%	6%	1%	7%	8%	2%	10%
Permanent workers	2.5%	0	2.5%	4%	0	4%	2%	0	2%

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 (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	Vishnu Barium Private Limited	Indian Subsidiary	100%	No
2	Vishnu South Africa (Pty) Limited	Foreign Subsidiary	100%	No
3	VCHEM Global Inc.	Foreign Subsidiary	100%	No
4	Vishnu International Trading FZE	Foreign Subsidiary	100%	No

VI. CSR details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
(ii) Turnover: ₹ 10,107,8.54 Lakhs
(iii) Net worth: ₹ 6,169,4.71 Lakhs

VII. Transparency and disclosures compliances

25. Complaints/grievances on any of the nine principles under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	2023-24			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: https://vishnuchemicals.com/investors/#Policies	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)		Nil	Nil	-	Nil	Nil	-
Shareholders		Nil	Nil	-	1	Nil	-
Employees and workers		Nil	Nil	-	Nil	Nil	-
Customers		Nil	Nil	-	Nil	Nil	-
Value chain partners		Nil	Nil	-	Nil	Nil	-
Others (please specify)		Nil	Nil	-	Nil	Nil	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health and safety of employees and all stakeholders	Risk & opportunity	Aims to achieve an eco- friendly organisation and maintain sustainable practices	Vishnu Chemicals' facilities are equipped with modern machinery and operate using sustainable practices	Nil
2	Waste management	Opportunity	Strives to reduce, reuse and recycle the waste generated	The Company continuously improves its waste management monitoring framework. Waste is sent to authorised waste management agencies, where it is further recycled for reuse.	Reduce waste management expenses
3	Grievance redressal mechanism	Opportunity	Endeavours to redress the grievances of shareholders in a time-bound manner	Vishnu Chemicals has a grievance mechanism in place, along with a whistleblower policy	Nil
4	Ethics and governance	Opportunity	Aims to attract and retain talent through good governance	The Company follows a zero tolerance policy for statutory non-compliance . It also undertakes continuous monitoring, reporting and corrective/preventive actions, as and when required.	<ul style="list-style-type: none"> These mitigation practices help Vishnu Chemicals with de-risking facilities, healthy work environment which brings better productivity. Adherence to regulatory compliance, attract customers, and grow business

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://vishnuchemicals.com/investors/#Policies								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes, the Company has implemented its policies into actionable procedures.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	ISO 9001, Authorised Economic Operator for Imports & Exports, Two Star Export House of India, Quality Circle Forum of India, Federation of Telangana Chamber of Commerce & Industry, and International Chromium Development Association								

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company collaborates with subject-matter experts and actively pursues a sustainability improvement agenda.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Not Applicable								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements:	Vishnu Chemicals is dedicated to conserve the environment and ensure the health and safety of its employees and all stakeholders. The Company's teams regularly conduct awareness programmes and train employees on sustainability practices. The Company's sustainability philosophy is rooted in individual action and collective responsibility.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Ch. Krishna Murthy (Chairman & Managing Director)								
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.	No, Vishnu Chemicals does not have a specific Committee. The Company's Board of Directors and Senior Leadership team reviews the business responsibility performance periodically as part of the overall management review.								
10. Details of Review of NGRBCs by the Company:									

Subject for review	Review by Director/Committee of the Board/Any Other Committee									Frequency								
	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	As a practice, the Business Responsibility policies of Vishnu Chemicals are subjected to a periodic or need-based review by the Senior Leadership team, including the Board of Directors. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with statutory requirements as applicable.																	

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No. However, Vishnu Chemicals conducts a need-based review of charters and policies by the Board Committees. This review then drives the policies, projects and performance of aspects of business responsibility and sustainability.								

12. If principles are not 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)	NA								
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)									
Any other reason (please specify)									

Vishnu Chemicals policies encompass all nine principles outlined in India's National Voluntary Guidelines on the social, environmental, and economic responsibilities of business.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (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

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

Segment	Total numbers of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons of the respective category covered by awareness programmes
Board of Directors & Key Managerial Personnel	4	Industry overview, business overview, plans & budget, statutory compliances as Board Members, including their rights, roles & responsibilities, financial performance, and familiarisation with statutory provisions as a Board Member	100%
Employees other than Board of Directors and KMPs	175	Safety & health, C2 recovery plant process, existing boilers & steam lines, hazardous waste management & tracking mechanisms, and BCS & SO2 plant processes	87%
Workers	40	Instrumentation in process industries, material handling, work permit systems, and health & safety	72%

- 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:

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		
Settlement					
Compounding fee					

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	
Punishment				

- 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
No penalties or fines were reported. The Company adheres to all regulations and policies.	

- 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.

Vishnu Chemicals has established an anti-corruption and anti-bribery policy. Additionally, the Company has a Whistle-Blower Policy and Code of Conduct, both of which can be accessed at: <https://vishnuchemicals.com/investors/#Policies>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

	2023-24	2022-23
Directors	Nil	
KMP		
Employees		
Workers		

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

	2023-24		2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil			
Number of complaints received in relation to issues of conflict of interest of the KMPs				

7. 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]

	2023-24	2022-23
Number of days of accounts payable	72	54

9. Open-ness of business

Parameter	Metrics	2023-24	2022-23
Concentration of purchases	a. Purchases from trading houses as % of total purchases	79.00%	62.00%
	b. Number of trading houses where purchases are made from	65	49
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	90.81%	95.60%
Concentration of sales	a. Sales to dealers/distributors as a % of total sales	32%	37%
	b. Number of dealers/distributors to whom sales are made	8	8
	c. Sales of top 10 dealers/distributors as % of total sales to dealers/ distributors	32%	37%
Shares of RPTs in	a. Purchases (purchases with related parties/ total purchases)	3.34%	3.48%
	b. Sales (sales to related parties/total sales)	0.49%	0.24%
	c. Loans & advances (loans & advances given to related parties/ total loans & advances)	100%	100%
	d. Investments (investments in related parties/total investments made)	99.76%	97.61%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

- a. 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 improvement in environment and social impacts
R&D	Nil	Nil	a. Implemented a pilot-scale project to extract minerals from residues, demonstrating innovative resource utilization and waste reduction.
Capex	Nil	Nil	b. Improved packaging and coating methods, including the reduction of stickiness in coatings, enhancing material handling and efficiency. c. Achieved a reduction in sulfur content by using alternative fuels, contributing to cleaner energy practices. d. Enhanced the recirculation of water within processes, promoting sustainable water management and conservation. e. Reduced carbon emissions by recovering greenhouses gases and reusing it for plant operations, showcasing a commitment to lowering the company's carbon footprint. f. Actively working towards reducing emissions of solid, liquid, and air pollutants, reflecting the company's dedication to environmental responsibility and pollution control.

- b. a. Does the entity have procedures in place for sustainable sourcing?
No
- b. If yes, what percentage of inputs was sourced sustainably?
- c. 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.
The Company uses plastic bags for packaging, ensuring there is no excess stock buildup during recycling. E-waste, specifically electronic panels, is disposed of through authorised recyclers. Waste undergoes neutralisation and stabilisation before being sent to authorised waste management agencies. Additionally, a portion of the waste is repurposed as raw material by authorised agencies.
- d. 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?
No.

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	314	314	100%	314	100%	Nil		Nil		Nil	
Female	07	07	100%	07	100%						
Total	321	321	100%	321	100%						
Employees not mentioned above are covered under the Employees' State Insurance Scheme.											
Other than permanent employees											
Male	Nil										
Female											
Total											
Employees are covered under the Employees' State Insurance Scheme.											

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	133	131	98%	131	98%	Nil	Nil	Nil	Nil	Nil	
Female	10	10	100%	10	100%						
Total	143	141	99%	141	99%						

Workers not mentioned above are covered under the Employees' State Insurance Scheme.

Other than permanent workers											
Male	539	88	16%	88	16%	Nil	Nil	Nil	Nil	Nil	Nil
Female	18	4	22%	4	22%						
Total	557	92	16.5%	92	16.5%						

Other workers, not mentioned above, are covered under the Employees' State Insurance Scheme.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent).

	2023-24	2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.04%	0.02%

2. Details of retirement benefits, for current financial year and previous financial year.

Benefits	2023-24			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	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	0	83	Yes	0	66	Yes
Others – specify	-	-	-	-	-	-

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.

Yes

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.

Vishnu Chemicals does not discriminate based on disabilities and believes in providing equal opportunities to all its 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	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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 mechanism in brief)
Permanent workers	Vishnu Chemicals' employees can register their complaints with their immediate manager or the concerned HR manager. Additionally, the Company has established a vigil mechanism/whistle blower policy for Directors and employees to report their concerns
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	2023-24			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	Not Applicable					
Male						
Female						
Total permanent workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	2023-24					2022-23				
	Total (A)	On health and safety measures		On skills upgradation		Total (D)	On health and safety measures		On skills upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	314	314	100%	272	87%	281	220	78%	250	89%
Female	7	7	100%	7	100%	15	15	100%	15	100%
Total	321	321	100%	279	87%	296	235	79%	265	90%
Workers										
Male	672	672	100%	615	92%	762	700	92%	720	94%
Female	28	28	100%	21	75%	12	9	75%	10	83%
Total	700	700	100%	636	91%	774	709	92%	730	94%

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

Category	2023-24			2022-23		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	314	314	100%	281	281	100%
Female	7	7	100%	15	15	100%
Total	321	321	100%	296	296	100%
Workers						
Male	672	672	100%	762	762	100%
Female	28	28	100%	12	12	100%
Total	700	700	100%	774	774	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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?

Yes, Vishnu Chemicals has deployed appropriate and adequate safety appliances across all its plant locations. Provisions for safe drinking water have been made, and Personal Protective Equipment (PPE) is available at all locations. Regular drills are conducted to ensure preparedness, training sessions on safe handling and disposal of waste are held, and regular health check-ups are organised to guarantee effective safety management.

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

A monthly Safety Committee meeting is conducted to discuss work-related hazards, assess risks, and address them.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)

Yes

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

Yes

11. Details of safety related incidents:

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

*including in the contract workforce

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

The Company ensures a safe and healthy workplace by imparting awareness in every shift, implementing a work permit system, promoting safety awareness, and providing PPE kits to all employees.

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

	2023-24			2022-23		
	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	Nil	Nil	-	Nil	Nil	-
Health & safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & safety practices	100%
Working conditions	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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.

Vishnu Chemicals takes corrective action whenever an incident occurs, and preventive measures are implemented to minimise any safety and health-related issues.

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.

Vishnu Chemicals has identified its key stakeholders based on the following attributes:

- Dependency:** Stakeholders who are directly dependent on the Company's activities, products, or services or on whom the Company is dependent to operate.
- Responsibility:** Stakeholders are those towards whom the organisation holds legal, commercial, operational, or moral/ethical responsibilities

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 & marginalised Group (Yes/No)	Channels of communication (E-mail, SMS, newspapers, pamphlets, advertisements, 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
Shareholder/ Investor	No	General meetings, Annual Reports, press releases, newspaper, publications, conference call, e-mails, investor meetings and website	Annually/half yearly/ quarterly	Statutory and business requirements
Customer / client	No	Discussions, meetings, emails, call conferences, video conferences, relationship meetings, and website	Annually/half yearly/ yearly	Product and services quality, feedbacks, and technical service
Employees	No	E-mails, one to one interactions, performance appraisal reviews, grievances redressal mechanisms, and monthly staff meetings	As and when required	Learning opportunities and growth, fair wages and rewards, career growth, and job security
Suppliers/ Vendors	No	Meetings, contracts, e-mail, SMS, and agreements	As and when required	Material requirements, timely supplies and payments, credit worthiness, and maintaining relationships
Government/ statutory authorities	No	Communications with regulatory bodies	As and when required/ yearly	Ensure compliances with all rules and regulations
Bankers	No	Meetings, telephonic calls, e-mails, and SMS	As and when required	Terms and conditions of banks, sanction letters, and compliance requirements
Community	No	Newspaper publications, press releases, website, CSR initiatives, interviews, and social media	As and when required	Community development

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (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:

Category	2023-24			2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	321	321	100%	296	296	100%
Other than permanent	Nil					
Total employees	321	321	100%	296	296	100%
Workers						
Permanent	143	143	100%	126	126	100%
Other than permanent	557	557	100%	648	648	100%
Total workers	700	700	100%	774	774	100%

2. Details of minimum wages paid to employees and workers:

Category	2023-24					2022-23				
	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	321	Nil		321	100%	296	Nil		296	100%
Male	314			314	100%	281			281	100%
Female	7			7	100%	15			15	100%
Other than permanent employees	Nil									
Male										
Female										
Workers										
Permanent	143	Nil		143	100%	126	Nil		126	100%
Male	133			133	100%	126			126	100%
Female	10			10	100%	0			0	0%
Other than permanent employees	557	Nil		557	100%	648	Nil		648	100%
Male	539			539	100%	636			636	100%
Female	18			18	100%	12			12	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

3. Details of remuneration/salary/wages:

a. Median remuneration/ wages:

(₹ in Lakhs)

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	22	2	Nil
Key Managerial Personnel	3	24	1	2
Employees other than BoD and KMP	986		35	
Workers				

b. Gross wages paid to females as % of total wages paid by the entity

	2023-24	2022-23
Gross wages paid to female as % of total wages	2.87%	2.43%

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

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

Grievances related to human rights can be submitted to the Human Resource Department, where employees can express their concerns regarding the issues they are facing. Their identity is protected throughout the grievance handling process.

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

	2023-2024			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
Sexual harassment			Nil			
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:

	2023-24	2022-23
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers		
Complaints on POSH upheld		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Complaints, if any, are directly brought before the Company's Internal Committee.

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

11. Details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments above.

Not Applicable

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:

Parameter	2023-24	2022-23
From renewable sources		
Total electricity consumption (A)- (Giga Joules)	2,48,260	2,56,695
Total fuel consumption (B) (Giga joules)	39,83,635	36,39,556
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	42,31,895	38,96,251
From non-renewable sources		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F)	-	-
Total energy consumed (A+B+C +D+E+F)	42,31,895	38,96,251
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000418	0.000349
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output		
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

No independent assessment/ evaluation/assurance have been conducted.

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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.

Not Applicable

3. Details of the following disclosures related to water:

Parameter	2023-24	2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	35,498	2,735
(ii) Groundwater	6,907	18,963
(iii) Third party water	5,17,563	4,86,499
(iv) Seawater/desalinated water	-	-
(v) Others	-	16,704
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,59,968	5,24,901
Total volume of water consumption (in kilolitres)	4,61,604	5,21,138
Water intensity per rupee of turnover (Total water consumption/revenue from operations)	0.000045	0.000046
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
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.

No independent assessment/ evaluation/assurance has been carried out.

4. Details related to water discharged

Parameter	2023-24	2022-23
Water discharged by destination and level of treatment (in kilolitres)		
(i) To surface water		
- No treatment	-	-
- With treatment – <i>please specify level of treatment</i>	-	-
(ii) To groundwater		
- No treatment	-	-
- With treatment – <i>please specify level of treatment</i>	-	-
(iii) To seawater		
- No treatment	-	-
- With treatment – <i>please specify level of treatment</i>	-	-
(iv) Sent to third-parties		
- No treatment	19,991	5,621
- With treatment – <i>please specify level of treatment</i>	-	-
(v) Others		
- No treatment	-	-
- With treatment – <i>please specify level of treatment</i>	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	19,991	5,621
Total volume of water consumption (in kilolitres)	19,991	5,621
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000019	0.0000005
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.

No independent assessment/ evaluation/assurance has been carried out.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Water management is an inherent part of VCL's business culture. The Company consistently strives to reduce the use of water, particularly potable water. With a primary goal of minimising effluents, the Company focusses on operational innovations such as recycling, reusing, treating/neutralising effluents, and using restored water in process operations. Vishnu Chemicals actively identifies potential water-saving projects, particularly those involving freshwater such as adopting new operational techniques to achieve Zero Liquid Discharge (ZLD), installing Effluent Treatment Plants (ETP), and implementing multiple-effect evaporators.

Currently the Company is successful in implementing these ZLD at two locations.

6. Details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	2023-24	2022-23
NOx	Mg/m ³	105.10	132.00
SOx	Mg/m ³	150.90	111.00
Particulate matter (PM)	ug/m ³	169.61	40,865.00
Persistent organic pollutants (POP)	ug/m ³	-	54.00
Volatile organic compounds(VOC)	ug/m ³	-	2.50
Hazardous air pollutants (HAP)	-	-	-
Others – please specify		<0.1	<0.1

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.

Yes, We have certified external agency to monitor the air emissions on regular intervals.

7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	2023-24	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	1,27,881	1,41,444
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	65,413	56,044
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (total Scope 1 and Scope 2 GHG emissions/revenue from operations)	-	0.000019	0.000017
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)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
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, name of the external agency.

No independent assessment/ evaluation/assurance has been carried out.

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

At one of the units, the Company has established CO₂ Gas recovery plant which is under operations.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

9. Details related to waste management by the entity:

Parameter	2023-24	2022-23
Total waste generated (in metric tonnes)		
Plastic waste (A)	7.50	20.00
E-waste (B)	0.29	0.29
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (in Mts on dry basis)	66,651.00	67,044
Other Non-hazardous waste generated (H) . Please specify, if any. (break-up by composition i.e. by materials relevant to the sector)- Coal Ash (in Mts on dry basis)	4,999.82	5,829.00
Total (A+B+C+D+E+F+G+H)	71,658.61	72,893.99
Waste intensity per rupee of turnover (Total waste generated/ revenue from operations)	0.0000070	0.0000065
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
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	-	-
(ii) Re-used	-	20
(iii) Other recovery operations	-	-
Total	-	20
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration (in Mts on wet basis)	-	-
(ii) Landfilling (in Mts on wet basis)	59,432	83,381
(iii) Other disposal operations (in Mts on wet basis)	22,494	11,060
(iv) Plastic disposal send thru Authorised re-cyclers(in Mts)	0.29	0.29
(v) Other recovery operations to use in brick manufacture units	3,920	5,829
Total	85,846.22	1,00,270.29

Dry Wt * 1.23 (Factor) gives wet weight.

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.

No independent assessment/ evaluation/assurance has been carried out.

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.

Units generating waste have solid waste treatment plants where the waste is treated and neutralised. This solid waste is used as byproduct by other industries and as raw material, and the remaining balance is sent to authorised waste management agencies. Additionally, waste generated from the use of raw materials like fly ash is sent to brick manufacturers, and no water or waste is discharged into public areas.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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.

Not Applicable

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

Not Applicable

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:

Vishnu Chemicals complies with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and rules thereunder, along with any other applicable legislation.

PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do in a manner that is responsible and transparent.

Essential Indicators

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

5

- 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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Federation of Telangana Chamber of Commerce and Industry	State
2.	Bulk Drugs Manufactures Association	State
3	Import Export Council	State
4	CHEMEXCIL	National
5	Andhra Chamber of Commerce	State

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.

There were no adverse orders from regulatory authorities.

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.

Not Applicable

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.

Not Applicable

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	2023-24	2022-23
Directly sourced from MSMEs/small producers	16%	16%
Directly from within India	24%	30%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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	2023-24	2022-23
Rural	5.50%	7.33%
Semi-urban	11.79%	12.71%
Urban	51.22%	44.52%
Metropolitan	31.49%	35.44%

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

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.

Vishnu Chemicals responds promptly to customer queries. Depending on the nature and severity of the complaint, the necessary actions are taken by the team. Complaints are acknowledged and responded to within strict timeframes.

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

	As the percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and or safe disposal	100%

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

	2023-24		Remarks	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			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair trade practices						
Others						

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

Not Applicable

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.

Vishnu Chemicals adheres to the information security guidelines established by its IT team.

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.

The Company did not need to take any corrective actions regarding advertising, delivery of essential services, cybersecurity, or customer data privacy. There were no instances of product recalls, penalties imposed, or actions taken by regulatory authorities regarding the safety of products or services.

7. Provide the following information relating to data breaches: Nil

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Nil