



Shree Ganesh Remedies Limited

Business Responsibility & Sustainability Report

Plot No. 6011, 6012, 6002 & 6003, GIDC Estate, Ankleshwar-393002, Gujarat, India.

Email: contact@ganeshremedies.com,

Web: www.ganeshremedies.com

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L24230GJ1995PLC025661
2	Name of the Listed Entity	Shree Ganesh Remedies Limited
3	Year of incorporation	27/04/1995
4	Registered office address	Plot No. 6002,6003,6011,6012, GIDC, Ankleshwar, Bharuch, Gujarat, India – 393002
5	Corporate address	Plot No. 6002,6003,6011,6012, GIDC, Ankleshwar, Bharuch, Gujarat, India – 393002
6	E-mail	info@ganeshremedies.com
7	Telephone	+91 9614961467
8	Website	https://www.ganeshremedies.com
9	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	BSE, October 2017
11	Paid-up Capital	₹ 1,28,37,620
12	Contact Person	
	Name of the person	Aditya Patel
	Telephone	+91 9033304138
	E-mail address	cs@ganeshremedies.com
13	Reporting boundary	Standalone Reporting
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

S. No.	Description of Main Activity	Location	Description of Business Activity	% of Turnover of the entity
1	Chemical Manufacturing specialising in pharmaceutical intermediates and specialty chemicals	2	Manufacturing industry, specialising in pharmaceutical intermediates and specialty chemicals	100 %

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
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1	Manufacturing of organic and inorganic chemical compounds	20119	100 %
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III. Operation

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

Location	Number of plants	Number of offices	Total
National	03	01	04
International	Nil	01	01

19. Markets served by the entity:

	Locations	Number
a.	No. of Location	National (No. of States) 11
		International 20
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	57.28 %
c.	A brief on type of customers	Pharma Intermediates and speciality chemicals products manufactured by Shree Ganesh Remedies Limited are used by diverse industrial sectors including Pharmaceuticals, Agrochemicals, Polymers, Electronics, Semi-Conductor and Animal Health Industry. Company has diversified customer base in domestic and international markets and has strong and long-term relations with its customers across diversified geographies.

IV. Employees

20. Details as at the end of Financial Year:

Sr.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
a. Employees and workers (including differently abled):						
Employees						
1	Permanent Employees (D)	108	94	87	14	13
2	Other than permanent Employees(E)	0	0	0	0	0
3	Total Employees (D+E)	108	94	87	14	13
Workers						

4	Permanent (F)	47	46	97.88%	1	2.12%
5	Other than Permanent (G)	0	0	0	0	0
6	Total Workers (F+G)	47	47	100	0	0
b. Differently abled employees and workers						
Employees						
1	Permanent Employees (D)	0	0	0	0	0
2	Other than permanent Employees(E)	0	0	0	0	0
3	Total Employees (D+E)	0	0	0	0	0
Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Differently Abled Employees Workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Sr.	Category	Total (A)	No. and % of females	
			No. (B)	% (B / A)
1.	Board of Directors	6	1	16.67 %
2.	Key Management Personnel	3	0	0.00%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2024-2025 (Turnover rate in current FY)			FY 2023-2024 (Turnover rate in previous FY)			FY 2022-2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.59%	14.28%	25.00%	30.58%	27.27%	30.20%	26.52%	15.23%	26.12%
Permanent Workers	19.14%	0	19.14%	7.69%	0.00%	7.69%	6.67%	0.00%	6.67%

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

23. (a) 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?
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(Yes/No)			
SGRL USA Inc	Wholly Owned Subsidiary	100%	No
Kamalam Foundation	Section 8- non profit		No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.)-108.60 Crore

(iii) Net worth (in Rs.)-145 crore

VII. Transparency and Disclosures 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 complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
		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	0	0	NA	0	NA	NA
Investors (other than shareholders)	Yes	0	0	NA	0	NA	NA
	Grievance	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		

Stakeholder group from whom complaint is received	Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	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
Shareholders	Yes	0	0	NA	0	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
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

26. Overview of the entity's material responsible business conduct issues: Shree Ganesh Remedies Limited

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Resolving Grievances	Opportunity	Established effective system for addressing grievances with a robust whistle-blower policy.	Not Applicable	Positive
2	Health and safety at work	Opportunity	EHS policy and mechanisms maintain workplace safety. As chemical manufacturer, workforce faces	ISO certified occupational health center, safety boards, SOPs, training, mock drills, PPE,	Positive

			hazards; inadequate management leads to losses.	work permit system, MSDS.	
3	Transparency	Opportunity	Accountability, effective governance, and social responsibility.	Integrity and transparency in financial and sustainability reporting, stakeholder communication.	Positive
4	Prevention of pollution	Risk	EHS policy ensures responsible air emissions, waste, and effluent management. Crucial for compliance and avoiding penalties.	Initiatives in water conservation, waste management, and air/emissions control. Effluent treatment plants, water reuse, CETP discharge compliance.	Negative
5	Sustainable resource use	Opportunity	Continuous process improvements, adoption of cleaner energy sources and energy-efficient equipment.	Not Applicable	Positive
6	Anti- corruption	Risk	Adherence to anti- corruption laws and regulations. Safeguarding the organisation's image and trust. Preventing resource misallocation and bias. Ensuring a level playing field in the market.	Standards and procedures for combating corruption and upholding ethics. Whistleblowing mechanism.	Negative
7	Education and awareness	Opportunity	Communicates product hazards via labelling with risk details.	Not Applicable	Positive
8	Climate Change	Opportunity/Risk	Chemical manufacturing is energy intensive	More than 60% energy from renewable	Positive/Negative

Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	3. ISO 45001:2018 - Occupational Health & Safety Management System 4. Good Manufacturing Practice (GMP) for active pharmaceutical ingredients 5. ISO 14064-3:2019 Greenhouse Gases Emissions 6. Ecovadis Certification for Sustainability has been awarded to the Company
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	• Increase average training hours for all employees(full-time) by 50% by 2028. • Increase women's participation in the workforce between 2% to 2.5% of the total workforce by 2028. • Ensure that 50% of key suppliers meet sustainability criteria by 2030. • Our ESG Committee, includes an Independent Director, supports the Board in overseeing our ESG strategy The committee also monitors progress towards our stated vision and regularly reviews policies, practices, initiatives, and goals related to ESG to ensure their ongoing effectiveness.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We consistently track our progress towards the 'SGRL ESG Goals' and take necessary actions as needed. Our strong governance framework ensures that the advancement of our sustainability objectives is closely monitored. The Company continues to ensure effectiveness as well as improvement in its conduct to achieve the commitments as mentioned in above para.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

The Company is pleased to observe the deeply ingrained sustainable culture at all operational levels, reflecting our firm commitment to sustainability. We are steadfast in our efforts to advance our Environmental, Social, and Governance (ESG) initiatives, with the objective of setting industry-wide benchmarks for sustainability and responsible business practices by 2030. A robust sustainable governance structure has been established to prioritize sustainability within our business operations. Our comprehensive ESG roadmap is aligned with the United Nations Sustainable Development Goals (UN SDGs) and the Global Reporting Initiative (GRI) framework.

The Company has established policies for Climate Change, Environment, Air Pollution and Water. The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbour of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the Company has separate CSR Policy and Human Rights Policy. The Company is firmly committed to pursuing ethical practices across its business segments.

Climate Action and Renewable Energy Expansion

In FY 2024-2025, company has made significant progress in our renewable energy initiatives with the Board's approval for the installation and commissioning of 2.5 MW (auto tracker) solar power park, marking a crucial step in our efforts to substantially reduce our carbon footprint. These initiatives represent a major advancement towards our goal of becoming a Net-Zero Emissions Company by 2050.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

1. Chandu Kothia

Managing Director & Chairman

2. Parth Kothia

Director & CFO

3. Gunjan Kothia

Whole-Time 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.

Yes, we have a ESG committee comprised of a director and 4 members. This committee is tasked with developing, implementing, and monitoring ESG-related policies, processes, and strategies.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Quarterly/ Any other – please specify)									Half yearly/		
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9			
Performance against above policies and follow up action	This will be reviewed by our committee members on periodical basis as deemed necessary, and update if required. (half yearly basis)																				
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
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.	P	P	P	P	P	P	P	P	P	No. The policies are reviewed internally by the relevant departments of the Company subject to updates if required by ESG Committee.											
	1	2	3	4	5	6	7	8	9												

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

[illegible]

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.

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors	3	ESG Mandate, Business Strategies and other Company policies awareness	50%
Key Managerial Personnel	3	ESG Mandate, Business Strategies and other Company policies awareness	100%
Employees other than BoD and KMPs	99	Human rights, EHS related topics, Process Safety etc.	100%
Workers	47	Health & Safety	100%

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary						
Type	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Penalty/ Fine	NIL	NA	NIL	NIL	NA	

Settlement	NIL	NA	NIL	NIL	NA
Compounding fee	NIL	NA	NIL	NIL	NA

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	NA	NIL	NA
Punishment	NIL	NA	NIL	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	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 implemented a comprehensive anti-corruption and anti-bribery policy, which is integrated into its Business Code of Conduct. This policy applies to all stakeholders associated with the Company and explicitly prohibits kickbacks, bribery, and facilitation payments in any form or circumstance. To ensure transparency and accessibility, the Company has made this policy available on website: <https://www.ganeshremedies.com/policies-codes>, demonstrating its commitment to ethical business practices and corporate integrity.

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

Category	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-2025 (Current Financial Year)		FY 2023-2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	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 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Number of days of accounts payables	61	51

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
Board of Directors (BoD)	During the year, the Board of Directors of the Company (including its committees) has invested time on various matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social, governance parameters	100%

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 robust processes to manage and avoid conflicts of interest involving board members and senior management. A dedicated policy is in place, requiring annual conflict of interest declarations from all board members, senior management, and employees. Furthermore, the company's Code of Conduct, which outlines these guidelines, is available on the company's website for reference. Refer here: <https://www.ganeshremedies.com/policies-codes>

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

Essential Indicators

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

Type	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year	Details of improvements environmental and social impacts
R&D	4.80%	6.50%	Improvement in process efficiency hence reduction in waste generation. Recycling of products
Capex	85%	60%	Energy conservation and Green Chemistry processes Friendly

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

Yes, the Company has formulated a standard operating procedure to encourage such vendors. The quality assurance team of the Company conducts periodic audits of the vendors, especially those who supply large value / volume materials. The core element of an audit is to assess whether the vendor's products and services for operation are ethical, sustainable, and socially conscious, and also to encourage them to achieve and improve sustainability standards.

- b. If yes, what percentage of inputs were sourced sustainably?**

52.80%

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

The Company specializes in providing customized chemicals to its customers, which are utilized as intermediaries in the customers' manufacturing processes. Given the nature of these products and their integration into the customers' production cycles, the Company does not have direct control over the end-of life disposal of its products. However, the Company maintains a strong belief that its customers, as responsible entities in their respective industries, implement adequate measures to ensure the responsible disposal of these products after their end of life, in compliance with applicable regulations and industry best practices for handling (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste, and (d) other waste categories

- 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, the Company is in compliance with the requirements of Extended Producer Responsibility (EPR) under the Plastic Waste Management Rules, 2016 (as amended).

Leadership Indicators

- 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? No

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
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NA

- 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
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NA

- 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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Toluene	75%	72%
IPA	72%	65%
EDC	65%	78%

- 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:

Product	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed

Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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 products sold for their respective category
Nil	Nil

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Promoting equitable treatment and dignity for employees and workers within the Company and value chains is a crucial aspect of responsible and sustainable business practices. The commitment of safeguarding the health and safety of the workforce demonstrates a focus on their well-being and underscores the importance of providing a safe work environment. Implementing policies, processes, and systems that empower the workforce is a proactive step towards ensuring equal opportunities, fair working conditions, pay, and career development. By establishing transparent and inclusive practices, the Company promotes a sense of trust, motivation, and loyalty among workforces.

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	94	94	100%	94	100%	0	0%	0	0%	0	0%
Female	14	14	100%	14	100%	14	100%	0	0%	0	0%
Total	108	108	100%	108	100%	14	12.96%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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 / A)	Number	% (C / A)	Number	% (D / A)	Number	% (E / A)	Number	% (F / A)
		(B)	/ A)	(C)	/ A)	(D)	/ A)	(E)	/ A)	(F)	/ A)

Permanent workers

Male	47	47	100%	47	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	47	47	100%	47	100%	0	0%	0	0%	0	0%

Other than Permanent workers

Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Benefits	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others, please specify	NA	NA	NA	NA	NA	NA

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.

No. Since the Company operates in chemicals and hazardous environment, at present there are no differently abled employees. Facilities for differently abled persons shall be initiated upon employment of such kind of persons.

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 a policy available on its local intranet that complies with the Rights of Persons with Disabilities Act, 2016 and its Rules.

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	Nil	0%	Nil	0%
Female	Nil	0%	Nil	0%
Total	Nil	0%	Nil	0%

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	YES Yes, the Company has a structured Grievance Redressal Mechanism procedure, Whistle blower Policy, Suggestion Box Scheme and Vigil Mechanism to provide a formal platform to employees and workers to report their concerns about resource requirement, unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against the victimisation of employees or workers who avail of these mechanisms. The Company is committed to create a healthy working environment and encourage employees and workers to share their concerns with their department head,
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

HR or other member of the senior management.

Additionally, we uphold an open-door policy allowing all employees, including workers, to directly approach their reporting manager or the managing director for grievance redressal.

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

The Company do not have employees and workers as a part of any association and unions

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	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	108	0	0%	100	0	0%
- Male	94	0	0%	89	0	0%
- Female	14	0	0%	11	0	0%
Total Permanent Workers	47	0	0%	39	0	0%
- Male	47	0	0%	38	0	0%
- Female	0	0	0%	1	0	0%

The Company do not have employees and workers as a part of any association and unions.

8. Details of training given to employees and workers:

Category	FY 2024-2025 Current Financial Year					FY 2023-2024 Previous Financial Year			
	Total (A)	On Health and safety measures		On Skill Total Upgradation (D)		On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (E)	% (E / D)	No. (F)	% (F / D)
Employees									
Male	94	94	100%	94	100%	100	100	100	100%
Female	14	14	100%	14	100%	89	89	89	100%
Total	108	108	100%	108	100%	11	11	11	100%
Workers									
Male	47	47	100%	47	100%	38	38	38	100%
Female	0	0	100%	0	100%	1	1	1	100%
Total	47	47	100%	47	100%	39	39	39	100%

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

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	94	94	100%	89	89	100%
Female	14	14	100%	11	11	100%
Total	108	108	100%	100	100	100%
Workers						
Male	47	47	100%	38	38	100%
Female	0	0	100%	1	1	100%
Total	47	47	100%	39	39	100%

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, the Company has implemented a robust occupational health & safety management system across all its manufacturing facilities to ensure safe working environment. Coverage is 100%

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

Yes. As part of our ISO 45001:2018 Occupational Health and Safety Management system, we have implemented a structured Hazard Assessment, Risk Assessment, and Management Process. This includes both qualitative and quantitative assessments of the hazards associated with our operations and the use of hazardous chemicals. We regularly review these assessments and develop mitigation plans for high-risk areas. The audits are conducted every 2 years to maintain compliance with safety standards and identify any areas for improvement.

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

Yes, A safety committee is constituted at 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 opportunity to discuss work related incidents during daily meeting conducted at plants.

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, in the following format:

Safety Incident/Number	Category	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	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 work place.

The Company has implemented comprehensive measures to ensure a safe and healthy workplace. These include:

- (i) Deployment of hazard identification and assessment methodologies such as Hazard and Operability (HAZOP) for process-related hazards, Hazard Identification and Risk Assessment (HIRA) for routine and non-routine activities, and Health Risk Assessment (HRA) for exposure-related activities;
- (ii) Our Health and Safety induction program is mandatory for all new hires and is facilitated by our Environmental, Health, and Safety (EHS) department. This training includes comprehensive safety protocols and emergency procedures. In addition, we conduct regular safety mock drills to ensure that employees are well-prepared to respond swiftly and effectively in emergency situations.
- (iii) Our commitment extends to adherence to all relevant standards and regulations, including ISO standards, the Factory Act, the Environment Protection Act, and the Pollution Prevention Act. We routinely implement best practices such as Risk Assessment, Workplace Exposure Measurement, and regular medical checkups to uphold a safe working environment.
- (iv) Provision of regular occupational health and safety training.

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

Topic	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	NA	NA	0	NA	NA
Health & Safety	0	NA	NA	0	NA	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%
Working Conditions	100%

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.

The Company reports that assessments of health and safety practices and working conditions conducted during the financial year did not reveal any major concerns. Nevertheless, the Company maintains a proactive approach to safety management. It continuously reviews safety procedures, provides regular employee training on hazard identification and emergency preparedness, and conducts mock drills and workplace inspections to ensure compliance with safety standards. Preventive maintenance of equipment and regular audits by internal and external experts further strengthen the Company's commitment to a zero-harm workplace culture.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) - Yes

(B) Workers (Y/N). - Yes

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 time limit to respective authorities while raising the sales 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 are 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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
<i>Employees</i>	0	0	0	0
<i>Workers</i>	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	0.00%
Working Conditions	0.00%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. -Not applicable

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



At our Company, we recognize the importance of our stakeholders and their interests, including those who are vulnerable and marginalized. We prioritize engaging with our stakeholders and valuing their feedback through comprehensive policies and processes. Our goal is to create positive impact and maximize value for our stakeholders through our activities, products, processes, and decisions. By working collaboratively with our stakeholders, we aim to build a stronger society and uplift our business.

Essential Indicators

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

The company has established a structured approach to identifying its key stakeholders by assessing those who have a direct or indirect influence on, or are affected by, its business operations. Through regular engagement, materiality assessments, and management reviews, the company identifies both internal and external stakeholder groups. This includes Employees, Shareholders, Customers, Communities, Suppliers, Service Provider, Business Partners and Vendors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	• Publishing requisite notices/press releases/ other communications through newspapers - Advertisements/e-mails/websites, • Annual Report • Press releases • Company website • Regulatory filings	As and When Required	Financial performance, Business growth, Business strategy, Future investments, Transparency, Good governance practices, social responsibility, Environmental initiatives of the Company
Employees	No	1. Communication through emails and meetings	Regularly	• Environment, Health and safety • Training and learning

		2. Surveys on employee satisfaction 3. Training programs 4. Reviews during performance appraisals 5. Mechanisms for grievance redressal		• Career Development and Growth opportunities • Job security • Fair remuneration • Diverse, inclusive, and enabling work culture • Employees Well being • Work- Life balance
Customers	No	• Surveys • Meetings • Customer meetings and audits	Regularly	• Product quality and safety • Data privacy and security • Value added services • Supply chain management
Suppliers	No	• Communication through emails and meetings • Evaluation of vendors • Execution of signed contracts	As and when required	• Ethical business conduct • Material sourcing • Contract development and procurement • Timely payment of invoices
Local Communities	No	• Training & Workshops, • Employee social impact • Need assessment & Satisfaction surveys, 4. CSR Projects	As and when required	Health, Education, Sanitation, Community Development Initiatives, Local Employment.
Regulatory Authorities	No	• Legal filings • Industry representations • Forums	As and when required	• Business & environmental performance of the Company • Regulatory compliance - Statutory approvals • Corporate governance • Disclosures
Banks and Financial Institutions	No	• E-mail, • letters, • meetings	As and when required	• Financial requirements, • Compliance and transactions

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 company has established a formal stakeholder engagement framework that enables effective two-way communication between stakeholders, management, and the Board. Regular interactions are conducted through meetings, surveys, reviews, and feedback sessions with employees, customers, suppliers, and community representatives.

Feedback on key economic, environmental, and social (EES) topics collected through these engagements is consolidated by the management team and presented to the Board of Directors during quarterly or annual reviews. This process ensures that stakeholder perspectives are integrated into the company's strategy, risk management, and decision-making processes.

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

Yes. Stakeholder consultation is actively used to identify and manage material environmental and social issues.

Inputs from various stakeholder groups have influenced several company initiatives, including:

- Environmental: Feedback from suppliers and customers guided the adoption of eco-efficient practices and improved waste management.
- Social: Employee feedback led to enhanced health and safety measures, training programs, and workplace well-being initiatives.
- Community: Engagement with local communities shaped CSR projects focused on education, water conservation, and sanitation.

These inputs are regularly reviewed by management and incorporated into relevant policies, operational procedures, and sustainability goals.

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

The company recognizes the importance of engaging with vulnerable and marginalized groups to promote inclusive growth. Specific actions include:

- Conducting community development initiatives such as education support and health awareness programs for underprivileged sections.
- Providing employment and training opportunities for local youth and women.
- Ensuring grievance redressal accessibility in local languages for all workers and community members.

These actions demonstrate the company's commitment to ensuring that the benefits of growth are shared equitably across all stakeholder groups.

Essential Indicators

- | Category | FY 2024-2025 Current Financial Year | | | FY 2023-2024 Previous Financial Year | | |
|--------------|-------------------------------------|--------------------------------------|----------|--------------------------------------|--------------------------------------|-----------|
| | Total (A) | No. of employees/workers covered (B) | % (B/ A) | Total (C) | No. of Employees/workers covered (D) | % (D / C) |
| 1. Employees | 100 | 100 | 100 | 100 | 100 | 100 |
| 2. Workers | 100 | 100 | 100 | 100 | 100 | 100 |
| 3. Total | 200 | 200 | 100 | 200 | 200 | 100 |

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

Category	Total (A)	FY 2024-2025 Current Financial Year				Total (D)	FY 2023-2024 Previous Financial Year			
		Equal to Minimum Wage		More than Minimum Wage			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	108	NA	NA	108	100%		100	NA	100	100%
Male	94	NA	NA	94	100%		89	NA	89	100%
Female	14	NA	NA	14	100%		11	NA	11	100%
Other than Permanent										
Male	0	NA	NA	NA	NA		NA	NA	NA	NA
Female	0	NA	NA	NA	NA		NA	NA	NA	NA
Workers										

<i>Permanent</i>	47	NA	NA	47	100%	39	NA	39	100%
Male	47	NA	NA	47	100%	38	NA	38	100%
Female	0	NA	NA	0	0%	1	NA	1	100%
<i>Other than Permanent</i>									
Male	0	NA	NA	NA	0	0	NA	NA	NA
Female	0	NA	NA	NA	0	0	NA	NA	NA

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	98,00,000	1	60,00,000
Key Managerial Personnel	3	12,00,000	0	10,00,000
Employees other than BoD and KMP	89	6,50,000	13	5,50,000
Workers	47	-	39	-

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, as a responsible business, the Company is dedicated to upholding and promoting fundamental human rights for all employees and workers, whether they are directly employed or through a third-party arrangement. Our HR department takes proactive measures to address any human rights impacts or issues that may arise from our business activities. Human Rights policy focuses on essential elements, e.g., Freely chosen employment, No underage workers, Minimum wage/hour and other benefits, Humane treatment, Freedom of collective bargaining and Workplace health and safety

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

The Company is committed to upholding human rights and creating a respectful and supportive environment for all stakeholders, including employees, management, the community. Throughout the process, the Company ensures the protection of the employee's identity through its Whistle Blower Policy, safeguarding confidentiality and preventing potential retaliation. These policies are accessible to all employees and provide clear guidelines for addressing and preventing human rights issues. This comprehensive approach demonstrates the Company's commitment to upholding human rights and providing accessible, secure channels for grievance redressal at all levels of the organization.

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

	FY 2024-2024 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Filed during the year	Pending resolution at the	Remarks	Filed during the year	Pending resolution at the	Remarks

	end of year			end of year		
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

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

The Company's Whistleblower Policy includes provisions to protect complainants from adverse consequences in cases of discrimination and harassment. Adequate safeguards are in place to protect whistleblowers from retaliation, aiming to minimize any challenges they may face when making a Protected Disclosure. The identity of the whistleblower is kept confidential to the maximum extent possible and in accordance with legal requirements.

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

Yes, the Company has established a comprehensive supplier code of conduct that addresses key human rights issues and applies to all stakeholders associated with them.

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

No significant risks or concerns were identified during the assessments conducted across all plants and offices. The company maintains zero tolerance toward any form of child labour, forced labour, discrimination, or harassment in the workplace.

As a part of continuous improvement, awareness and refresher training sessions were conducted for all employees and contractual workers on topics such as human rights, workplace ethics, anti-harassment policies, and fair wage practices. Additionally, the company strengthened its internal grievance redressal mechanisms and ensured that all relevant policies remain updated and effectively communicated to all employees.

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

During the reporting period, no human rights grievances or complaints were reported. However, to further strengthen our human rights management, the company has enhanced its employee grievance redressal mechanism by including provisions for anonymous reporting and ensuring accessibility in local languages. This proactive step ensures a fair, transparent, and inclusive process for addressing potential concerns in the future.

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

The company has conducted human rights due diligence covering its own operations and key suppliers, focusing on issues such as non-discrimination, fair wages, health and safety, prevention of child and forced labour, and working conditions.

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?

No. Since the Company operates in chemicals and hazardous environment, at present there are no differently abled employees. Facilities for differently abled persons shall be initiated upon employment of such kind of persons.

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	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
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.

No significant non-compliance or human rights risks were identified during the assessments. However, the company continues to undertake capacity-building initiatives for suppliers and contractors to strengthen awareness on ethical labour practices, workplace safety, and non-discrimination policies. Regular training and engagement sessions are conducted to ensure continuous improvement across the value chain.

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 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total electricity consumption (A)	13776422.4*10 ⁶	13193388 *10 ⁶
Total fuel consumption (B)	1,381,930.002*10 ⁶	859,687.794*10 ⁶
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	15,158,352.402*10⁶	14,053,075.794*10⁶
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	13494.4	10897.2
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.

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.

NA. The Company does not operate any sites/facilities designated as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India. Therefore, no targets have been established under the PAT scheme.

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	9290	9194
(iv) Seawater / desalinated water	NIL	NIL

(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9290	9194
Total volume of water consumption (in kilolitres)	9290	9194
Water intensity per rupee of turnover (Water consumed / turnover)	8.2*10 ⁻⁶	7.1*10 ⁻⁶

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.

4. Provide the following details related to water discharged:

Parameter	FY <u>2024-2025</u> (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment	Primary Treatment	Primary Treatment
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	1620	1600

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.

The Company has not implemented a full-fledged Zero Liquid Discharge (ZLD) system. However, it has established a robust primary effluent treatment process within its premises to ensure that wastewater generated from operations is adequately treated before disposal. Further, the treated effluent is transferred to a Common Effluent Treatment Plant (CETP) under a valid agreement for secondary and tertiary treatment, ensuring compliance with applicable discharge norms prescribed by the Pollution Control Board. The Company continuously monitors effluent parameters and explores opportunities for water recovery and reuse as part of its ongoing commitment to responsible water management and environmental protection.

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

<i>Parameter</i>			<i>FY 2024-2025 (Current Financial Year)</i>	<i>FY 2023-2024 (Previous Financial Year)</i>
<i>Please specify unit</i>				
NOx			66	58
SOx			70	60
Particulate matter (PM)			65	68
Persistent pollutants (POP)	organic	NA	NA	NA
Volatile compounds (VOC)	organic	NA	NA	NA
Hazardous air pollutants (HAP)		NA	NA	NA
Others – please specify		NA	NA	NA

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

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

<i>Parameter</i>		<i>Unit</i>	<i>FY 2024-2025 (Current Financial Year)</i>	<i>FY 2023-2024 (Previous Financial Year)</i>
Total Scope 1 emissions				
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs,		Metric tonnes of CO ₂ equivalent	1072.54	3528.54

SF6, NF3, if available)

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	201.8	2061.94
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Total Scope 1 and Scope 2 emissions per rupee of turnover

1.17*10 ⁻⁶	4.31*10 ⁻⁶
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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.

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

At Shree Ganesh Remedies Limited, we are deeply committed to environmental stewardship. To this end:

We have set a target to achieve Scope 2 Net Zero renewable energy usage across all our sites by 2027. Currently, we have made significant strides, achieving a 92% reduction in scope 2 emissions with our 2.5 MW solar plant.

Regular energy audits are conducted to enhance our energy efficiency, with ongoing exploration into biomass utilization to further mitigate our greenhouse gas emissions.

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

<i>Parameter</i>	<i>FY 2024-2025 (Current Financial Year)</i>	<i>FY 2023-2024 (Previous Financial Year)</i>
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.7	9.8
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	499.4	1009

Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
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Total (A+B + C + D + E + F + G + H)	500	1018.8
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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	0.7	9.8
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.7	9.8

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	0	0
(ii) Landfilling	499.4	1009
(iii) Other disposal operations	0	0
Total	499.4	1009

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.

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

As a chemical manufacturing company committed to environmental stewardship, our main goal is to implement waste management strategies at the source through effective segregation:

- We adhere to the principles of the reduce, reuse, and recycle (3R) in our waste management practices. Our adoption of environmentally friendly processes, such as hydrogenation, has significantly reduced hazardous waste generation compared to conventional method.
- Effluent recycling and on-site reuse are integral to our efforts, as we strive for Zero liquid discharge.
- Achieving an 87.15% diversion rate from landfills through recycling and reuse underscores our commitment to sustainable waste management.
- Waste heat recovery plays a crucial role in minimizing our energy consumption.
- Embracing advanced technologies, we prioritize safety and hygiene in handling hazardous and toxic chemicals within our facilities.
- Concurrently, we are enhancing employee awareness and training on proper chemical handling practices.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NA	NA	NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

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 fully compliant with all applicable environmental laws, regulations, and guidelines in India. During the reporting period, no instances of non-compliance, penalties, or actions were reported by any regulatory authority, including the Pollution Control Board.

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NIL	NIL	NIL	NIL	NIL

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:

No entities located in water Stressed Area

- (i) Name of the area: NA

(ii) Nature of operations: NA

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	m3	Nil	Nil
(ii) Groundwater	m3	Nil	Nil
(iii) Third party water	m3	Nil	Nil
(iv) Seawater / desalinated water	m3	Nil	Nil
(v) Others	m3	Nil	Nil
Total volume of water withdrawal (in kilolitres)	m3	Nil	Nil
Total volume of water consumption (in kilolitres)	m3	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)		Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity		Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
(ii) Into Groundwater	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
(iii) Into Seawater	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
(iv) Sent to third-parties	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil

- With treatment – please specify level of treatment	m ³	Nil	Nil
(v) Others	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
Total water discharged (in kilolitres)	m ³	Nil	Nil

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:

<i>Parameter</i>	<i>Unit</i>	<i>FY 2024-2025 (Current Financial Year)</i>	<i>FY 2023-2024 (Previous Financial Year)</i>
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)	TCO ₂ e	5329	1293.93
Total Scope 3 emissions per rupee of turnover	TCO ₂ e/INR	4.74*10 ⁻⁶	0.9*10 ⁻⁶
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.

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.

Not Applicable. The Company does not have operations/offices in/around any ecologically sensitive areas (ESAs) or ecologically fragile areas (EFAs).

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 (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
	Installation of 2.5 MW solar power plant	We have installed and commissioned solar power plants with a capacity of 2.5 MW. These strategic investments underscore our commitment to enhancing the share of year renewable energy in our overall energy mix and advancing our sustainability objectives	There has been a substantial 92% reduction in Scope 2 emissions this year

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

The Company has implemented a comprehensive business continuity and disaster management plan. This plan utilizes a threat matrix to identify potential threats and opportunities, focusing on the minimal operational requirements necessary for each department to remain functional. The Company has developed detailed action plans for each site, enabling business operations to continue with minimal resources if required. Furthermore,

The company has established both onsite and offsite emergency plans, which are readily accessible at each location.

Employees are thoroughly trained to respond effectively to emergency situations, ensuring a robust and responsive approach to potential business disruptions or disasters. This multi-tasted strategy demonstrates the company's commitment to operational resilience and risk management.

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.

No, as part of our sustainability commitment, we have not identified any significant adverse environmental impacts in our current value chain. We are dedicated to minimizing our environmental footprint and acknowledge our responsibility for the impact of our operations. Moving forward, we will continue to assess and address environmental impacts across our operations and supply chain. We are actively exploring new technologies and processes to reduce carbon emissions and waste generation. Furthermore, we collaborate with suppliers and partners to promote sustainable practices throughout our value chain. Our objective is to build a resilient business that positively contributes to both the environment and local communities.

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

During the reporting period, the company conducted environmental assessments of its key value chain partners based on parameters. Approximately 100% of value chain partners were evaluated for their environmental performance. No significant adverse environmental impacts were identified, and partners were encouraged to adopt continuous improvement practices in line with the company's EHS and sustainability commitments.

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 has a total 10 affiliations with trade and industry chamber/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chemical Council	National
2	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Chemexcil)	National
3	South Gujarat chamber of commerce	State
4	Chemical Industries Association (CIA)	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.

Name of Authority	Brief of the Case	Corrective action Taken
NA	NA	NA
NA	NA	NA

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
1	NA	NA	NA	NA	NA

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.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated by public domain (Yes / No)	Relevant in Web link
Nil	Nil	Nil	Nil	Nil	Nil

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil		Nil	Nil	Nil	Nil	Nil

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

We have established a comprehensive grievance redressal mechanism accessible to all stakeholders. This inclusive process allows grievances to be submitted in written or verbal form. In local languages. Through various channels, including email (grievances@ganeshremedies.com). Postal, mail, and local community relations staff. Anonymous grievances and those submitted on behalf of others are also welcomed, extending to our local supplies.

Upon receipt of a grievance, we promptly acknowledge it and assess its severity before assigning it to a designated person from the HR legal department. This individual oversees the process to ensure effective resolution. Grievances identified as serious are escalated to senior management for further investigation. The designated grievance manager collaborates with relevant departments to thoroughly investigate the grievance and propose a resolution. Additional information may be requested from complainant as needed for a comprehensive review.

Our approach emphasizes dialogue to resolve grievances collaboratively with the complainant. Solutions accepted by the complainant, the grievance is considered resolved.

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Directly sourced from MSMEs/ small producers	1.48 %	0 %
Sourced directly from within the district and neighbouring districts	72.37 %	82.81

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 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	25%	25%
Semi-urban	60%	65%
Urban	10%	7%
Metropolitan	5%	3%

(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):

Not Applicable

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

S.No	State	Aspiration District	Amount Spent on INR
NA	NA	NA	NA

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

No

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

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

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

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

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.

In the current financial year, we did not possess or acquire any intellectual property based on traditional knowledge, resulting in to derived or shared benefits for such properties.

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.

The company has not faced any adverse rulings in intellectual property disputes involving the use of traditional knowledge. As a result, no corrective actions are currently required on these matters.

6. Details of beneficiaries of CSR project:

S.No.	CSR Project	No of person benefited from CSR project	% of beneficiaries from vulnerable and marginalized groups
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1	Financial Assistance for underprivileged students through Gyan Prabodhan : Shri Pujit Rupani Memorial Trust - Rajkot	50 Students	80%
2	Development of Hostel Facilities on purpose of Education and Employment Enhancing Vocational Skills – Sardar Dham Trust	100 Students	NA
3	Procurement of Analytical Instruments for setting up Research Centre for MSME companies in association with (ARAIA) Ankleshwar Research and Analytical Infrastructure Association	NA	NA
4	Provided Financial Support for Environmental Sustainability Activities through implementing agency - Ankleshwar Environmental Preservation Society.	NA	NA
5	Construction for Promoting Animal Welfare and to serve as a shelter as well as hub for education and veterinary services	5 Villages	50%
6	Construction of old age home at Rampar (Paddhari) for physically challenged elderly people, as well as preservation of environment by plantation of Trees - Sadbhavna Seva Foundation	80 Persons	NA
7	Empowerment of students for better education facilities implementing Wega Touch IFP 4K 75”	250	30%
8	Financial Assistance for household items to women’s underprivileged backgrounds on their marriage	50	100%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Leadership Indicators

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

We have implemented structured procedures to handle consumer complaints, prioritizing them based on their severity. Furthermore, we employ a feedback mechanism to consistently enhance our systems based on customer input. Complaints are received through various channels and directed to our quality units for appropriate action.

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

Information related to	As a percentage to 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:

Category	FY 2024-2025 (Current Financial Year)		Remarks	FY 2023-2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	Nil	NA	0	Nil	NA
Advertising	0	Nil	NA	0	Nil	NA
Cyber-security	0	Nil	NA	0	Nil	NA
Delivery of essential services	0	Nil	NA	0	Nil	NA
Restrictive Trade Practices	0	Nil	NA	0	Nil	NA
Unfair Trade Practices	0	Nil	NA	0	Nil	NA
Other	-	-	-	-	-	-

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

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

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

Yes, our company has established a policy addressing cybersecurity and data privacy risks. This policy, known as the Information Security and Data Protection Policy, underscores our commitment to handling consumer information responsibly and securely.

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.

Throughout the financial year, our company did not receive any complaints, penalties, or notices from regulatory authorities relating to advertising practices, delivery of essential services, cybersecurity, or data privacy of customers. There were also no instances of product recalls or any corrective actions required on product or service safety.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: Nil

b. Percentage of data breaches involving personally identifiable information of customers: Nil

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

We provide a broad spectrum of specialty chemicals, encompassing custom synthesis, specialty intermediate manufacturing, and production of active ingredients. Our portfolio spans agrochemicals, specialty intermediates, life science chemicals, and performance chemicals, tailored to meet the diverse requirements of our customers across multiple industries. Further details can be found on the following links.
<https://www.ganeshremedies.com>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

We strictly adhere to all essential safety protocols for chemical handling. We furnish comprehensive Material Safety Data to our customers, detailing chemical compositions, hazardous information, and guidelines for safe handling

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The company has established effective communication mechanisms to inform consumers in the event of any potential risk of disruption or discontinuation of essential services. Notifications are provided through official communication channels such as emails.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major

products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the company displays product information over and above what is mandated under applicable local laws. We comply with the United Nations Globally Harmonized System (GHS) labelling requirements under the Classification, Labelling, and Packaging (CLP) Regulation, ensuring that all products provide customers with essential information on safe handling, hazard identification, and emergency response. In addition to statutory labelling, product information such as safety instructions, risk mitigation measures, and contact details for technical assistance are also included to promote transparency and user safety.

The company also conducts periodic customer satisfaction surveys to assess product quality, service delivery, and customer experience across major operating locations. The feedback received has been positive and is regularly used to drive continuous improvement in our processes and service standards.