

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

For the financial year ended March 31, 2023

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number (CIN) of the Listed Entity	L24231GJ1988PLC011652
2.	Name of the Listed Entity	CHEMCON SPECIALITY CHEMICALS LIMITED
3.	Year of incorporation	15/12/1988
4.	Registered office address	Block No. 355, Manjusar-Kunpad Road, Village: Manjusar, Taluka: Savli, Dist.: Vadodara – 391 775, Gujarat
5.	Corporate address	9th Floor, Onyx Business Center, Akshar Chowk, Old Padra Road, Vadodara – 390020, Gujarat, India
6.	E-mail	investor.relations@cscpl.com
7.	Telephone	+91 265 2981195
8.	Website	www.cscpl.com
9.	Financial year for which reporting is being done	1 st April 2022 to 31 st March 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	366307010
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Kamalkumar Rajendra Aggarwal Chairman & Managing Director +91 265 2981195 investor.relations@cscpl.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II. PRODUCTS/SERVICES

14. DETAILS OF BUSINESS ACTIVITIES (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing of Organic and Inorganic Chemicals	Manufacturing of Hexamethyl Disilazane (HMDS), Chloromethyl Isopropyl Carbonate (CMIC), Bromobenzene and Bromides	96.49%

15. PRODUCTS/SERVICES SOLD BY THE ENTITY (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Manufacture of organic and inorganic chemical compounds n.e.c	20119	100.00%

III. OPERATIONS

16. NO. OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED:

Location	Number of plants	Number of offices	Total
National	*9	2	11
International	-	-	-

*All the above plants are located at single location at Manjusar, Vadodara.

17. MARKETS SERVED BY THE ENTITY:

a.	Number of Locations	Locations	Number
		National (No. of States)	13 States
		International (No. of Countries)	9 Countries
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	58.62%	
c.	A brief on types of customers	The Company is engaged in manufacturing oil-field completion chemicals, pharmaceutical intermediaries and agro-chemicals, hence the types of customers the company serves belongs to Agro-chemical industries, oil & gas industries and pharmaceutical industry.	

IV. EMPLOYEES

18. DETAILS AS AT THE END OF FINANCIAL YEAR 2022-23:

a. Employees and workers (including differently abled):

No.	Particulars	Total (A)	Male		Female		
			No. (B)	% (B/A)	No. (C)	% (C/A)	
1.	EMPLOYEES	Permanent (D)	204	201	98.53%	3	1.47%
2.		Other than Permanent (E)	-	-	-	-	-
3.		Total Employees (D + E)	204	201	98.53%	3	1.47%
4.	WORKERS	Permanent (F)	-	-	-	-	-
5.		Other than Permanent (G)	152	152	100%	-	-
6.		Total Employees (F + G)	152	152	100%	-	-

b. Differently abled employees and workers:

No.		Particulars	Total (A)	Male		Female	
				No. (B)	% (B/A)	No. (C)	% (C/A)
1.	DIFFERENTLY ABLED EMPLOYEES	Permanent (D)	1	1	100%	-	-
2.		Other than Permanent (E)	-	-	-	-	-
3.		Total Employees (D + E)	1	1	100%	-	-
4.	DIFFERENTLY ABLED WORKERS	Permanent (F)	-	-	-	-	-
5.		Other than Permanent (G)	-	-	-	-	-
6.		Total Employees (F + G)	-	-	-	-	-

19. PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN

Particular	Total (A)	No. of percentage of females	
		No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Managerial Personnel (including Chairman & Managing Director, Deputy Managing Director, Whole Time Director, CFO and CS)	*6	-	-

*The Key Managerial Personnel includes Whole-time Directors and Managing Director who are also included in the number of Board of Directors.

20. TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS

Particular	2022-23 (Turnover rate in current FY)			2021-22 (Turnover rate in previous FY)			2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.28%	1.46%	27.74%	21.50%	0.50%	22.00%	10.70%	-	10.70%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. HOLDING, SUBSIDIARY AND ASSOCIATE ENTITIES (INCLUDING JOINT VENTURES)

21. (a) NAMES OF HOLDING/SUBSIDIARY/ASSOCIATE COMPANIES/JOINT VENTURES:

Sr. No.	Name of the holding/subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
-	-	-	-	-

VI. CSR DETAILS

22.	Particular	
(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover (in Rs.) (FY 2022-23)	3,02,88,46,530
(iii)	Net worth (in Rs.) (FY 2022-23)	4,57,35,91,309

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. 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 the weblink for the grievance redress policy)	2022-23 (Current financial year)			2021-22 (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	https://cscpl.com/investors-relations/shareholder-information/disclosure-policies/	-	-	-	-	-	-
Investors (Other than shareholders)	Yes		-	-	-	-	-	-
Shareholders	Yes		11	0	-	5	0	-
Employees and workers	Yes		-	-	-	-	-	-
Value Chain Partners	Yes		-	-	-	-	-	-
Other (please specify)	NA	-	-	-	-	-	-	

24. OVERVIEW OF THE ENTITY'S MATERIAL RESPONSIBLE BUSINESS CONDUCT ISSUES

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:










Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Regulatory Compliance	Risk	Industries face increasing regulations related to environmental protection, resource usage, emissions, waste management, and more. Failure to comply with these regulations can result in fines, legal actions, and reputational damage.	Timely and accurate adherence to compliance with applicable laws and regulations.	Negative Implications
2	Climate Change	Risk	Industries are vulnerable to the physical impacts of climate change such as extreme weather events, rising sea levels, and changing temperature patterns.	Transition to Renewable Energy so far as possible.	Negative Implications

3	Supply Chain	Risk	Global supply chains can be vulnerable to disruptions caused by environmental factors, such as natural disasters, as well as social issues like labour rights violations.	Avoiding relying heavily on a single supplier or location.	Negative Implications
4	Innovation and New Markets	Opportunity	Developing sustainable products and technologies can open new markets and revenue streams and eventually gain a competitive advantage.	NA	Positive Implications
5	Employee Engagement	Opportunity	Demonstrating a commitment to sustainability can attract and retain employees who are aligned with the company's values and mission.	NA	Positive Implications
6	Reducing Carbon Footprint	Opportunity	Mitigating the effects of global climate change, improves energy efficiency, improves climate change impacts.	NA	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has recognised nine thematic pillars of business responsibility which are called Principles. These principles are as under:

Principle 1		Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.
Principle 2		Businesses should provide goods and services in a manner that is sustainable and safe.
Principle 3		Businesses should respect and promote the well-being of all employees, including those in their value chains.
Principle 4		Businesses should respect the interests of and be responsive to all its stakeholders.
Principle 5		Businesses should respect and promote human rights.
Principle 6		Businesses should respect and make efforts to protect and restore the environment.
Principle 7		Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
Principle 8		Businesses should promote inclusive growth and equitable development.
Principle 9		Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	Business Ethics	Product Sustainability	Employees Wellbeing	Stakeholder Engagement	Human Rights	Environment and Safety	Responsible Advocacy	CSR	Customer Value
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://cscpl.com/investors-relations/shareholder-information/disclosure-policies/								
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your Value Chain Partners? (Yes/No)	No	Yes	Yes	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company is practicing the following standards: - ISO 9001:2015 - ISO 14001:2015								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	NA	NA	NA	NA	NA	NA	NA	NA	NA
Governance, leadership and oversight									
7. Statement by the Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has a flexibility regarding the placement of this disclosure)	<p>At Chemcon Speciality Chemicals Limited, we recognize that our success is inseparable from our commitment to Environmental, Social, and Governance (ESG) principles. As a responsible corporate citizen, we are dedicated to addressing the challenges posed by ESG issues, setting ambitious targets, and celebrating our achievements. Our holistic approach to ESG underscores our commitment to sustainable growth and positive societal impact.</p> <p>We acknowledge the urgency of climate change and are committed to reducing our carbon footprint. We also recognize the importance of preserving natural resources and are targeting to reduce water consumption and minimize waste generation through increased recycling and sustainable initiatives.</p> <p>As we look forward, we remain steadfast in our dedication to addressing ESG challenges, meeting our targets, and advancing responsible business practices. By aligning our actions with our values, we aim to create long-term value for our shareholders, employees, customers, and the planet. Together, we are shaping a sustainable future.</p>								

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Kamalkumar Rajendra Aggarwal Chairman & Managing Director +91 265 2981195 investor.relations@cscpl.com
9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.	Yes Kamalkumar Rajendra Aggarwal Chairman & Managing Director +91 265 2981195 investor.relations@cscpl.com

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ any other Committee									Frequency (annually/ half-yearly/ quarterly/any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Director									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director									Annually								

Question	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No	No	No	No	No	No	No	No	No

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

Questions	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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.

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

❖ **ESSENTIAL INDICATORS:**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	3	<ul style="list-style-type: none"> • Directors Familiarisation Program • Code of Conduct • Risk Management 	100%
Key Managerial Personnel (KMP)	-	-	-
Employees other than BOD and KMPs	14	<ul style="list-style-type: none"> • Seminar On Social Compact • Code of Conduct, Discipline, Safety Etc. • Training program on HR Leadership and HR Payroll Module • Training program on Good Document Practice • Training program on Fire Fighting & Basic Safety Training • Training program on Communication, Team Building, Leadership and Time Management • POSH at workplace 	100%
Workers	42	<ul style="list-style-type: none"> • Training program on Workplace Safety • Training program on Safety, Material Handling Etc. • Training program On Safe Loading, Unloading, Material Handling. Packaging Etc • Training program On Plant Operations, Activities, SOP's, Safety Operations Etc. • Training program on Good Manufacturing Practices • Training program on Importance of PPE's at Workplace 	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					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred. (Yes/No)
Penalty/fine	-	-	-	-	-
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	-	-	-	-
Punishment	-	-	-	-

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

Case details	Name of the regulatory, judicial institutions
NA	NA

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 does have an anti-corruption and anti-bribery policy in place.

The main objective of the policy is to promote transparency, integrity, and ethical conduct within the organization and society at large. An effective anti-corruption and anti-bribery policy promotes a culture of integrity and helps mitigate the risks associated with corruption, ensuring that organizations and societies operate in a transparent and accountable manner.

The Company's anti-corruption and anti-bribery policy can be found at <https://cscpl.com/investors-relations/shareholder-information/disclosure-policies/>

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

	2022-23 (Current financial year)	2021-22 (Previous financial year)
DIRECTORS	-	-
KMPS	-	-
EMPLOYEES	-	-
WORKERS	-	-

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

	2022-23 (Current financial year)		2021-22 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest: **Not Applicable**

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.

	2022-23 (Current financial year)	2021-22 (Previous financial year)	Details of improvements in environmental and social impacts
R&D	0.00 %	0.00 %	-
CAPEX	4.54 %	0.00 %	Installation of Renewable power capacity through Solar Park

2.

a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No):	Yes
b.	If yes, what percentage of inputs were sourced sustainably?	52% of the inputs were sourced Sustainably.

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)	The packing drums and other plastic waste are disposed through authorized recycler.
b.	E-waste	The Company's manufacturing process creates minimal e-waste which disposed through authorized recycler.
c.	Hazardous waste and	Solid Hazardous Chemical Waste are disposed through approved land filling and incineration. Liquid Hazardous Chemical Waste are captively consumed and are processed to convert the same into different new products.
d.	other waste	Flyash is waste residual of Boiler which is used as a raw material for Brick manufacturing.

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.

Extended Producer Responsibility (EPR) is not applicable to the Company.

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	201	109	54.23%	109	54.23%	-	-	-	-	-	-
Female	3	-	-	-	-	3	100%	-	-	-	-
Total	204	109	53.43%	109	53.43%	3	1.47%	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

- a. 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 Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Workers											
Male	152	152	100%	152	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	152	152	100%	152	100%	-	-	-	-	-	-

2. Details of retirement benefits for the Current FY and Previous FY

Benefits	2022-23 (Current financial year)			2021-22 (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	54.23%	100%	Y	66.67%	100%	Y
Others	-	-	-	-	-	-

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

The Company does have a policy on Equal Employment Opportunity in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, read with the Rights of Persons with Disabilities Rules, 2017. The weblink to the policy is <https://cscpl.com/investors-relations/shareholder-information/disclosure-policies/>.

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

	Yes/No (If yes, then give details of the mechanism in brief)	
Permanent workers	Yes	The Company has in place a three tier Grievance Redressal Mechanism for the workers. The workers being at manufacturing plant shall report their grievance to plant supervisor. The Plant supervisor shall communicate the grievance to the Plant Manager who shall redress the grievance. The grievance raised by the worker, its resolution and feedback from the worker shall be reported to HR Manager.
Other than permanent workers	Yes	

Permanent employees	Yes	The employee shall raise the Grievance to the respective Head of Department through mail. The grievances are further communicated to the reporting authority of the Head of Departments who shall redress the grievance. In some cases where the grievance is not redressed then the same is communicated to the Board of Directors for redressal.
Other than permanent employees	Yes	

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective categories, who are part of association(s) or union(B)	% (B/A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective categories, who are part of association(s) or union(D)	% (D/C)
Total Permanent Employees						
Male	201	-	-	203	-	-
Female	3	-	-	4	-	-
Total Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	2022-23 (Current financial year)					2021-22 (Previous financial year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees (Permanent + Direct Consultants)										
Male	201	201	100%	201	100%	204	204	100%	204	100%
Female	3	3	100%	3	100%	3	3	100%	3	100%
Total	204	204	100%	204	100%	207	207	100%	207	100%
Workers										
Male	152	152	100%	152	100%	154	154	100%	154	100%
Female	-	-	-	-	-	-	-	-	-	-
Total	152	152	100%	152	100%	154	154	100%	154	100%

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	201	201	100%	203	203	100%
Female	3	3	100%	4	4	100%
Total	204	204	100%	207	207	100%
Workers						
Male	152	-	-	154	-	-
Female	-	-	-	-	-	-
Total	152	-	-	154	-	-

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 of such a system?	<p>Yes.</p> <p>All the Plants and offices of the Company are covered under the health and safety management system. The Company has established an Occupational Health Centre at its plants. A certified Doctor visits the plants periodically for health-related checks. Moreover, the Company has engaged a well-known hospital within reach of the plant to address any severe health related issue of the employees and workers.</p> <p>The manufacturing plants are equipped with smoke detectors, sprinklers, fire extinguisher, fire hydrant system, gas detector, safety showers, mobile foam monitors, Personal Protection equipment (PPE) for ensuring the safety of the workers and employees.</p>
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has different procedures to identify work-related hazards and assess risk on a routine and non-routine basis i.e. Job Safety Analysis (JSA), Hazard and Operability Study (HAZOP), Hazard Identification and Risk Assessment (HIRA) and Process Safety Hazard.
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Yes.</p> <p>The Company has in place an on-site emergency plan. The Plants are equipped with Occupational Health Centre (OHC) where first aid treatment is readily available and any hazard may be reported through Accident Form.</p> <p>The Company has dedicated Assembly Points at the plants where the workers can assemble in the event of accident. The manufacturing plants has an Emergency Control Centre, Crisis Resolution team and round the clock dedicated safety team for addressing emergency.</p>
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, all eligible employees are covered under the ESI scheme. The Company also organizes annual medical and health check-ups at its plants.

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

Safety Incident/Number	Category	2022-23 (Current financial year)	2021-22 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	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	-	-

12. Describe the measures taken by the entity to ensure a safe and healthy workplace:

The Company takes various measures to ensure a safe and healthy workplace such as:

- HIRA i.e. Hazard identification and Risk Assessment and Management is being done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure.
- Job Safety Analysis (JSA) Procedure is being followed for non-routine jobs.
- HAZOP i.e. Hazard and operability studies are being done to ensure adequate controls are in place to prevent process related events.
- Workplace monitoring and detection systems are in place to detect health hazards such as smoke detectors, sprinklers, fire extinguisher, fire hydrant system, gas detector, safety showers and mobile foam monitors.
- The workers are provided with PPE Kits for ensuring safety.

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

	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	-	-	-	-	-	-
Health & safety	-	-	-	-	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
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. - Nil

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.

At Chemcon, stakeholder identification is an ongoing process. As the Company progresses and evolves, new stakeholders may emerge, and existing stakeholders' roles may change. Regularly reviewing and updating stakeholders ensures effective relationship management and address their concerns. The relevant stakeholder identification exercise has been carried out by senior management in consultation with board members and different departments. The identified stakeholder includes both internal and external stakeholders relevant to the organisation. The key stakeholder for the organisation includes employees and workers, Investors and shareholders, Government and regulators, Suppliers, Customers, Bank and financial institution and the community.

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	Frequency of engagement (annually/ half yearly/ quarterly/other - please Specify)	Purpose and Scope of engagement, including key topics and concerns raised during such engagement
Employees and workers	No	- E-mail - Notice Board - Employee Meets	Annually	<ul style="list-style-type: none"> • Training and development • Health and safety • Performance evaluation and recognition
Investors and shareholders	No	- E-mail - Newspapers - Website - Investor Presentations	Quarterly	<ul style="list-style-type: none"> • Corporate Governance • Regulatory Compliances • Company Performance
Government and regulators	No	- Mandatory regulatory filings	Ongoing	<ul style="list-style-type: none"> • Compliance with rules and regulations • Timely reporting through various compliance-based forms
Suppliers	No	- E-mail - Telephone - Supplier Meets	Ongoing	<ul style="list-style-type: none"> • Fair and ethical procurement & engagement practices • Pricing and favourable terms of payment
Customers	No	- Pamphlets - Website - Product packaging	Need Based	<ul style="list-style-type: none"> • Consistent quality at competitive prices • Timely deliveries

Bank and financial institution	No	- E-mail - In-person meets	Need Based	<ul style="list-style-type: none"> • Access financial resources. • financial services and investments
Community	No	- Newspapers - Website	Need Based	Community development programmes through CSR initiatives

PRINCIPLE 5

Businesses should respect and promote human rights.

❖ **ESSENTIAL INDICATORS:**

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. Employees / Workers covered (D)	% (D/C)
Employees						
Permanent Employees	204	204	100%	207	207	100%
Other than Permanent Employees	-	-	-	-	-	-
Total Employees	204	204	100%	207	207	100%
Workers						
Permanent Workers	-	-	-	-	-	-
Other than Permanent Workers	152	152	100%	154	154	100%
Total Workers	152	152	100%	154	154	100%

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

Category	2022-23 (Current financial year)					2021-22 (Previous financial year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	201	-	-	201	100%	203	-	-	203	100%
Female	3	-	-	3	100%	4	-	-	4	100%
Other than Permanent Employees										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Permanent Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent Workers										
Male	152	152	100%	-	-	154	154	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	*5	31,20,000	-	-
Key Managerial Personnel	1	7,00,00	-	-
Employees other than BoD and KMP	201	2,90,966	3	3,40,260
Workers	152	1,10,230	-	-

*BoD includes Managing Director and Whole-time Directors and excludes Independent Directors.

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.

Employees and Workers who believe their human rights have been violated can submit a formal complaint to the HR Manager. The complaint can be submitted either by e-mail or in writing at the HR Office. The complaints are handled with strict confidentiality to protect complainants from retaliation or harm. Upon receiving a complaint, an impartial and independent investigation will be initiated. This investigation aims to gather evidence, interview relevant parties, and assess the veracity of the complaint. Throughout the process, the complainant will be kept informed about the progress of the investigation and any developments. If a human rights violation is confirmed, appropriate remedy will be provided to the complainant whether legal or otherwise and the responsible party(ies) will be held accountable through legal and administrative actions.

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

	2022-23 (Current financial year)			2021-22 (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
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Preventing adverse consequences to complainants in discrimination and harassment cases is crucial to ensure their safety, well-being, and willingness to come forward with their complaints. The Company's POSH as well as whistleblower policy discloses about the protection of complainant that s/he should not be under any risk of retaliation or adverse consequence due to their disclosure. During the investigation process, the complainant's identity shall be kept confidential as much as possible and shall be provided with strong legal protections. These protections shield them from any form of retaliation, including threats to their job, reputation, or personal safety. The Company also provides a facility to submit the complaint anonymously. If required, the Company shall also provide legal assistance and counselling services to complainants, helping them understand their rights, the process, and provide emotional support. The Company shall prioritize timely resolution of discrimination and harassment cases to minimize the duration of stress on complainants.

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

9. 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	-

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 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, in the following format:

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Total electricity consumption (A)	19767967.2 MJ	16937409.6 MJ
Total fuel consumption (B)	1390686.0 MJ	1776880.0 MJ
Energy consumption through other sources (C)	133420330.8 MJ	173060838.0 MJ
Total energy consumption (A+B+C)	154578984.0 MJ	191775127.6 MJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.05	0.07

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**

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. - **No**

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

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	68538 KL	45736 KL
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	68538 KL	45736 KL
Total volume of water consumption (in kilolitres)	68538 KL	45736 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.00002	0.00002

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**

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

Yes, the Company has implemented zero liquid discharge mechanism at all its plant. The Company has installed Multiple Effective Evaporator (MEE) for reuse of treated Liquid Discharge.

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

Parameter	Please specify unit	2022-23 (Current financial year)	2021-22 (Previous financial year)
NOx	Microgrammes / m ³	20.77	22.33
SOx	Microgrammes / m ³	17.44	20.11
Particulate matter (PM)	Microgrammes / m ³	77.33	77.33
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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, the assessment is carried out by certificated pollution mitigator consultants, Aryan Ecogreens Private Limited.

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

Parameter	Unit	2022-23 (Current financial year)	2021-22 (Previous financial year)
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	Not Available	Not 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	Not Available	Not Available
Total Scope 1 and Scope 2 emissions per rupee of turnover		-	-
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.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. - **No**

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

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	1.080 MT
Bio-medical waste (C)	0.00385 MT	0.00139 MT
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	14128.3 MT	7315.15 MT
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	14128.3038 MT	7316.2313 MT

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	779.91 MT	5104.14 MT
(ii) Re-used	11558.81 MT	2013.22 MT
(iii) Other recovery operations	-	-
Total	12338.72 MT	7117.36 MT

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

Category of waste		
(i) Incineration	77.2438 MT	65.4813 MT
(ii) Landfilling	1712.34 MT	133.39 MT
(iii) Other disposal operations	-	-
Total	1789.5838 MT	198.8713 MT

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**

9. 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.

The Company integrates a waste management plan for hazardous and non-hazardous waste with a comprehensive approach towards waste minimisation, segregation, and safe disposal. Waste generated during the production operations is disposed/recycled in compliance with the applicable environmental laws. The generated waste by the company is transported to an authorized facility specialized in hazardous waste management and disposed off through the authorized TSDF/CHWIF via online tracking system of GPCB manifest only. To reduce the total waste, the company utilized Multiple Effect Evaporation (MEE) processes, additionally the company maintained Zero Liquid Discharge (ZLD) System.

10. 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:

Sr. 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.
-	-	-	-

11. 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
Proposed expansion project for manufacturing of Synthetic Organic Chemical	SIA/GJ/IND3/234042/2021	08.12.2021	Yes	Yes	https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&status=EC_new&statename=Gujarat&pno=SIA/GJ/IND3/234042/2021&pid=192193

12. 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**.

Sr. 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
-	-	-	-	-

PRINCIPLE 7

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

❖ ESSENTIAL INDICATORS:

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

The Company is a member of two industrial chambers / associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Chemexil	National
2.	Federation of Gujarat Industries	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.

Name of authority	Brief of the case	Corrective action taken
-	-	-

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 the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain	Relevant weblink
-	-	-	-	-	-

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 the project for which R&R is ongoing	State	District	No. of project affected. families (PAFs)	% PAFs covered	Amounts paid to PAFs
-	-	-	-	-	-	-

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

Creating effective mechanism to receive and redress grievances of the community is crucial for maintaining harmony, addressing concerns, and ensuring a sense of justice among community members. Chemcon has establish various communication channels such as email, contact numbers, online forms and social media platforms where community members can voice their grievances. The Company also allows community members to submit grievances anonymously if they are uncomfortable to reveal their identity in order to encourage more people to come forward with their concerns. After grievances have been addressed, feedback shall be taken from the individuals involved to ensure that the resolutions were effective and satisfactory.

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

	2022-23 (Current financial year)	2021-22 (Previous financial year)
Directly sourced from MSMEs/ small producers	0.16 %	0.27%
Sourced directly from within the district and neighbouring districts	19.42%	10.75%

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.

Creating effective mechanisms to receive and respond to consumer complaints and feedback is crucial for maintaining customer satisfaction, improving products and services, and building a positive brand reputation. Chemcon has a phone line that customers can call to report complaints or provide feedback. The Company has also provided an email address and online form on its website where customers can submit their complaints and feedback. The Company monitors the social media platforms for mentions of the brand, products, or services and responds to complaints and feedback posted on these platforms promptly and professionally. We believe that the key to successful complaint and feedback management is responsiveness, empathy, and a genuine commitment to improving customer experiences. Regularly analyzing the feedback received and making meaningful changes based on it will build stronger customer relationships and enhance the business's reputation.

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

	As a Percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Usage recycling and/or safe disposal	100%

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

	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Services	-	-	-	-	-	-
Restrictive trade practices	-	-	-	-	-	-
Unfair trade practices	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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. - **No**

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. - **Not Applicable**