

Date: 5th July, 2025

BY E FILING

The Manager Department of Corporate Services BSE Limited MUMBAI-400 001 Re: BSE Scrip Code: 506618	The Manager Listing Department National Stock Exchange of India Limited MUMBAI-400 051 NSE Scrip Symbol: PUNJABCHEM
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2024-25 which forms part of the Annual Report FY 2024-25.

The BRSR is also available on the website of the Company at www.punjabchemicals.com.

Thanking you,

Yours faithfully

**For PUNJAB CHEMICALS AND
CROP PROTECTION LIMITED**

**RISHU CHATLEY
COMPANY SECRETARY
& COMPLIANCE OFFICER
(ACS-19932)**

Encl : as above

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24231PB1975PLC047063
2.	Name of the Listed Entity	Punjab Chemicals and Crop Protection Limited
3.	Year of incorporation	1975
4.	Registered office address	Milestone 18, Ambala Kalka Road, Village & PO Bhankharpur, Derabassi, Dist. SAS Nagar, Mohali (Punjab)-140201
5.	Corporate address	Plot No. 645-646, 5th Floor, Oberoi Chambers II, New Link Road, Andheri (West), Mumbai – 400 053
6.	E-mail	info@punjabchemicals.com
7.	Telephone	01762- 280086, 522250
8.	Website	www.punjabchemicals.com
9.	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital (in ₹)	12,26,21,850
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Vinod Kumar Gupta, CEO Address: Milestone 18, Ambala Kalka Road, Village & PO Bhankharpur, Derabassi, Dist. SAS Nagar, Mohali (Punjab)-140201 Email: info@punjabchemicals.com, Telephone: 01762- 280086, 522250
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures made in the report are on a standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products.	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
1.	Manufacturing of Performance Chemicals	20119,20211	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	1	4
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	23

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

For the financial year 2025, exports comprised 38% of our total turnover.

c. A brief on types of customers

The Company serves customers in Performance Chemicals including Agrochemicals, Specialty Chemicals & Pharmaceuticals and Industrial Chemicals.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	372	330	88.71%	42	11.29%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total Employees (D + E)	372	330	88.71%	42	11.29%
Workers						
4.	Permanent (F)	858	857	99.88%	1	0.12%
5.	Other than Permanent (G)	713	712	99.86%	1	0.14%
6.	Total workers (F + G)	1571	1569	99.87%	2	0.13%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
Differently Abled Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent employees and workers:

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.28%	7.46%	14.74%	8.86%	1.90%	10.76%	9.43%	2.36%	11.79%
Permanent Workers	4.29%	0.00%	4.29%	6.00%	0.00%	6.00%	4.05%	0.00%	4.05%

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? (Yes/No)
1.	SD Agchem (Europe) NV, Belgium	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹): **900 crore**

(iii) Net worth (in ₹): **384 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 2024-25 Current Financial Year			FY 2023-24 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, the Senior Leadership Team engages regularly with local community representatives to address any concerns. Contact details for all locations are available at the following link. https://www.punjabchemicals.com/contact-us/	0	0	-	0	0	-
Investors (Other than Shareholder)	Yes, the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us	0	0	-	0	0	-
Shareholders	Yes, the Company has a grievance redressal mechanism for shareholders. The Company has appointed Alankit Assignments Limited as the Share Transfer Registrars / Agents. The Alankit Assignments Limited takes care of shareholders' enquiries / queries, requests and complaints.	8	1	-	7	0	-

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 2024-25 Current Financial Year			FY 2023-24 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
	The Share Transfer Registrars / Agents respond to enquiries / queries, requests and complaints within the framework specified / defined by SEBI. There is a dedicated email id to receive the grievances from shareholders i.e. investorhelp@punjabchemicals.com (weblink: https://www.punjabchemicals.com/investor-relations/)						
Employees and workers	Yes, the Company has in place Whistle Blower Mechanism and Prevention of Sexual Harassment Policy specifying the grievance redressal mechanism. https://www.punjabchemicals.com/contact-us	0	0	-	0	0	-
Customers	Yes, the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us	0	0	-	0	0	-
Value Chain Partners	Yes, the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us	0	0	-	0	0	-
Other (please specify)	Yes, the contact no., address and email id of different locations have been specified on the following link. https://www.punjabchemicals.com/contact-us	0	0	-	0	0	-

26. 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:

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.	Health and Safety	Risk	Workplace accidents, hazards, and injuries can significantly impact employee morale, productivity, financial performance, and the integrity of assets. As such, continuous efforts are being made to foster a safe and healthy work environment.	The company operates an ISO 45001 certified Occupational Health and Safety (OH&S) management system, ensuring a safe and healthy workplace for its employees while striving to achieve zero accidents and incidents in line with the standards of Environmental, Health, and Safety (EHS) management systems. This commitment is supported through regular training, raising awareness, and improving visual displays to enhance safety. The company emphasizes good housekeeping, proper maintenance practices, and routine audits to maintain a safe environment. Additionally, efforts are made to prevent pollution at all stages of manufacturing. Safety risk mitigation plans are regularly reviewed by the Risk Management Committee and the Board to ensure continuous improvement. Furthermore, comprehensive on-site and off-site emergency plans are in place, complemented by regular mock drills to enhance employee preparedness and emergency response skills.	Negative
2.	Environment and Sustainability	Risk	The environmental risks associated with emissions, climate change, and the preservation of nature and biodiversity.	The company holds ISO 14001 certification and implements effective measures to address climate change, pollution, and emission control. It utilizes an online Continuous Emissions Monitoring System connected to pollution control boards to ensure compliance with regulations. Efforts include enhancing water recycling through Zero Liquid Discharge, increasing tree planting, and improving green cover in local communities as part of its CSR initiatives. The company has installed scrubbers for emission control, provided utilities to prevent solvent vent losses, and implemented closed-loop systems for raw materials, solvents, chemicals, and bromine to minimize environmental impact.	Negative
3.	Energy efficiency	Opportunity	Implementing effective energy and waste management systems enhances a company's resource efficiency, leading to improved operational performance and contributing to topline growth.	In an effort to reduce the consumption of fossil fuels and minimize environmental impact, the company is actively exploring alternative and renewable energy sources. Biomass, an eco-friendly fuel, is utilized for steam generation in the boiler, significantly contributing to a sustainable energy mix. In addition, the company prioritizes the reuse and recycling of solvents to conserve natural resources and reduce waste. To ensure the efficiency of its operations, proper preventive maintenance is conducted on key utility systems, such as the boiler and chilled water system, enabling optimal performance.	Positive

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)
4.	CSR	Opportunity	Developmental projects to create a positive impact and improve community relations.	<p>Furthermore, solvent recovery processes are maximized to facilitate the recycling of solvents, while water usage is minimized through an effective water recycling strategy. These efforts collectively contribute to a more sustainable and resource-efficient operation.</p> <p>The Corporate Social Responsibility (CSR) contributions made by the company towards community upliftment have a significant impact on both the local society and the company's brand. By focusing on key areas such as education, health, rural infrastructure development, sanitation, and environmental conservation, the company is not only improving the lives of community members but also strengthening its reputation and trustworthiness within the local community.</p>	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions (Details of P1 to P9 are provided in Section C)	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.punjabchemicals.com/company-policies/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N

Disclosure Questions (Details of P1 to P9 are provided in Section C)	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The company has developed and implemented policies that are in full alignment with relevant national standards and regulations, including but not limited to the Factories Act, 1948, the Companies Act, 2013, and Listing Regulations. These policies are designed to ensure the company operates in compliance with the legal framework governing its business activities.</p> <p>Additionally, the company is certified under internationally recognized standards, holding ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety) certifications. These certifications reflect the company's dedication to maintaining high standards in quality, environmental stewardship, and workplace safety.</p> <p>Furthermore, the company adheres to essential statutes such as the Environment Protection Act, 1986, the Child Labor (Prohibition and Regulation) Act, 1996, and the Minimum Wages Act, 1946. This ensures that all business operations are conducted with full respect for labor rights and environmental sustainability.</p> <p>The company's commitment extends beyond legal compliance; it strives to uphold the highest standards of honesty, integrity, governance, ethical conduct, and transparency in all business dealings. These principles guide every facet of the organization, ensuring it continues to act in a responsible and ethical manner across all its operations.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The company is committed to creating long-term value for all stakeholders by aligning its business objectives with sustainability goals. We continuously work towards minimizing our environmental impact through energy-efficient initiatives and innovative, sustainable practices aimed at reducing our carbon footprint. We place a strong emphasis on the health and safety of our employees, contractors, and the surrounding communities. To this end, comprehensive control measures are implemented to maintain a safe and healthy working environment. As part of our broader environmental responsibility, we are actively engaged in addressing climate change, controlling pollution, and reducing greenhouse gas emissions.</p> <p>Key recent initiatives include:</p> <ul style="list-style-type: none"> • Installation and commissioning of bromine tanks with a closed-loop handling system to ensure safe and sustainable management. • Achieved a 5% improvement in solvent recovery for Toluene, MPC, Benzene, and Morphine, contributing to resource efficiency and waste minimization. • Revamping of old infrastructure to enhance safety, operational efficiency, and environmental performance. <p>These initiatives reflect our ongoing commitment to responsible business practices and continuous improvement in sustainability performance.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The performance of the Company with respect to its defined commitments, goals, and targets is systematically monitored and evaluated. Each principle is subject to regular audits and reviews conducted by specialized teams and committees, all operating under the guidance and leadership of Senior Management. These periodic assessments ensure alignment with the organization's strategic objectives, compliance with applicable regulatory frameworks, and adherence to industry best practices.</p> <p>In instances where specific targets are not met, root cause analyses are conducted to identify contributing factors. This process enables the development of corrective and preventive actions, reinforcing a culture of transparency, accountability, and continuous improvement.</p>								

Disclosure Questions (Details of P1 to P9 are provided in Section C)	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).

The Company is committed to embedding Environmental, Social, and Governance (ESG) principles into its core operations, recognizing their importance in driving sustainable and inclusive growth. Our ESG strategy emphasizes product stewardship, environmental impact reduction, and resource-efficient practices, including wastewater management and biodiversity conservation. Strong Environment, Health, and Safety (EHS) policies ensure safe, clean, and healthy workplaces for our employees and partners. We actively promote ethical business conduct through policies such as the Code of Conduct, Whistle Blower Policy, and the Prevention of Sexual Harassment (POSH) policy, fostering a transparent and respectful work environment. Through targeted CSR initiatives, we aim to support the holistic development of the communities we serve. While ESG challenges such as climate risks and evolving stakeholder expectations persist, we remain focused on continuous improvement and long-term value creation.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). Mr. Shalil Shashikumar Shroff, Managing Director (DIN: 00015621) and Mr. Vinod Kumar Gupta, Chief Executive Officer, reports to Board periodically on progress made on ESG agenda of the Company.

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- The Company has a committee of Board of Directors for Risk Management which is also responsible for making decisions on sustainability issues. The composition of the Committee is detailed in the Corporate Governance Report, which forms an integral part of the Annual Report.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

Note: In alignment with the Company's Code of Conduct, all Board-level and business meetings are led by the Managing Director and Chief Executive Officer, ensuring a continuous focus on sustainability and business responsibility. Furthermore, Directors and Senior Management are required to affirm their compliance with the Code of Conduct on an annual basis, reinforcing our commitment to ethical practices and governance.

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
No. However, the policies are periodically reviewed from both a best practices and risk management perspective. Additionally, the process and adherence to these policies are regularly assessed internally by various departmental and business heads.									

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

Disclosure Questions (Details of P1 to P9 are provided in Section C)	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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 /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)									

All the above principles are covered by the policies

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	6	During Board and Committee meetings, directors are provided with regular presentations on various key topics critical to the Company's operations. These topics include strategy, business performance, market outlook, organizational structure, financial results, risk management, human resources, research and development, information technology, health, safety, and environmental issues, as well as regulatory updates and whistleblower mechanisms. Furthermore, Key Managerial Personnel (KMP) have undergone training on awareness of the Prevention of Sexual Harassment (POSH) policies and emergency preparedness, ensuring that they are equipped with the necessary knowledge and skills to address these important matters effectively.	100%
Key Managerial Personnel	8		100%
Employees other than BoD and KMPs	364	Undergone training on awareness of the Prevention of Sexual Harassment (POSH) & Code of Conduct, Whistle Blower, Anti Corruption.	80%
Workers	835	Undergone training on awareness of the Prevention of Sexual Harassment (POSH) & Code of Conduct, Whistle Blower, Anti Corruption	50%

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement					
Compounding Fee					
Punishment					
			Nil		

	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				
			Nil	

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

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

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

Yes, The Company is dedicated to conducting business in full compliance with laws, regulations, and the highest standards of integrity, ethics, and transparency. We have implemented an Anti-Bribery and Anti-Corruption Policy to prevent unethical practices in business transactions. Additionally, a Whistleblower Mechanism is in place for reporting any unethical behavior, fraud, or violations of the Company's Code of Conduct. This policy applies to all employees, including Board Members and Senior Management. The anti-corruption or anti-bribery policy is available at <https://www.punjabchemicals.com/wp-content/uploads/2023/03/Anti-Bribery-and-Anti-Corruption-Policy.pdf>

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

Particulars	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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:

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	136 Days	74 Days

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25%	20%
	b. Number of trading houses where purchases are made from	72	64
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	54%	56%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	3%	3%
	b. Number of dealers/ distributors to whom sales are made	55	58
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	68%	67%

Parameter	Metrics	FY 2024-25	FY 2023-24
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/ Total Sales)	2.29%	2.45%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	99%	99%
	d. Investments (Investments in related parties/ Total Investments made)	Nil	Nil

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
Nil		

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 is committed to the highest standards of corporate governance and ethical leadership. To this end, a comprehensive Code of Conduct for the Board has been implemented, which clearly outlines the identification, prevention, and resolution of conflicts of interest. The Board members are required to proactively disclose any potential conflicts related to matters discussed during meetings. In such cases, the concerned members abstain from voting on the relevant agenda items to ensure impartial decision-making. Additionally, a specific policy on related party transactions is in place to further reinforce transparency and accountability. For a more detailed overview, please refer to our Code of Business Conduct and Ethics for Directors and Senior Management, available at: <https://www.punjabchemicals.com/code-of-conduct/>.

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.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	27%	24%	Improvement in Environmental impact parameters such as water, Air, Hazardous
Capex	54%	67%	To improve Emission absorption system, health and safety environment for workers

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

Yes, At Punjab Chemicals, we are committed to upholding the Supplier Code of Conduct, which reflects our dedication to sustainable procurement practices. Our commitment goes beyond compliance; we actively strive to enhance our environmental and social impact through a proactive, risk-based strategy designed to mitigate potential risks and promote positive outcomes.

b. If yes, what percentage of inputs was sourced sustainably?

100%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

- Plastics (Including Packaging): In compliance with the Plastic Waste Management Rules, the company has established a comprehensive procedure for the collection and segregation of plastic waste generated during operations. Additionally, the recycling and disposal of plastic waste are conducted in strict adherence to the guidelines set forth by the Central Pollution Control Board (CPCB).
- E-Waste Management: The Company follows a standardized procedure for the handling, storage, and disposal of generated e-waste in compliance with the E-Waste (Management) Rules. Additionally, the recycling and disposal of e-waste are carried out in accordance with the guidelines set by the Central Pollution Control Board (CPCB).
- Hazardous Waste Management: The Company adheres to established Standard Operating Procedures (SOPs) for the handling, storage, and disposal of hazardous waste in accordance with the Hazardous Waste (Management and Transboundary Movement) Rules. Disposal activities are carried out in compliance with the guidelines set forth by the Central Pollution Control Board (CPCB) and the respective State Pollution Control Boards (SPCBs). Additionally, the Company has a formal agreement with a Treatment, Storage, and Disposal Facility (TSDF) for the safe and environmentally responsible disposal of all hazardous waste generated.
- Other Waste: The Company has established a standard operating procedure (SOP) for the handling, storage, and disposal of canteen waste, which includes its subsequent processing through vermiculture (vermi-composting).

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, Punjab Chemicals complies with all waste management regulations, as updated periodically and mandated by law. Additionally, the company is duly registered under the Extended Producer Responsibility (EPR) framework.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Not Applicable

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

Name of Product / Service	Description of the risk / concern	Action Taken
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3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Benzene	90.02%	88.12%
Toluene	95.80%	96.37%
Denatured Spirit	91.90%	61.41%

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	45MT	34MT	143.34MT	34.4MT	33MT	97MT
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	1246.35MT	0	0	1149.404MT
Other waste	0	0	1000MT	0	0	1096.08MT

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Nil

PRINCIPLE 3

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

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	330	97	29.39%	330	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	42	3	7.14%	41	97.62%	42	100.00%	0	0.00%	0	0.00%
Total	372	100	26.88%	371	99.73%	0	11.29%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent workers											
Male	857	290	33.84%	857	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	1	0	0	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Total	858	290	33.80%	858	100.00%	1	0.12%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	712	0	0.00%	707	99.30%	0	0.00%	0	0.00%	0	0.00%
Female	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Total	713	0	0.00%	708	99.30%	1	0.14%	0	0.00%	0	0.00%

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.64%	0.60%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total Employees	No. of workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total Employees	No. of workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	11.00%	67.00%	Y	13.00%	65.00%	Y
Others -please specify	Nil	Nil	Nil	Nil	Nil	Nil

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, The Company's premises and offices are fully accessible to employees and workers with disabilities.

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.

At Punjab Chemicals, our commitment to diversity, equity, and inclusion is reflected in our 'All In' initiative. We value diverse perspectives and experiences, recognizing their role in enriching our workplace and driving innovation. Guided by our Code of Conduct and the principles of Reflect, Expose and Transform, we strive to create an inclusive environment where trust, respect, and compassion thrive. Our efforts include building diverse leadership, empowering our workforce, and promoting social change through initiatives like bias-sensitization workshops and enhanced safeguards. weblink: <https://www.punjabchemicals.com/code-of-conduct/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100	100	0	0
Total	100	100	0	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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

The Company maintains a comprehensive grievance redressal policy and mechanism that ensures fair and timely resolution of concerns for all categories of employees across all its locations.

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

Benefits	FY 2024-25			FY 2023-24		
	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	372	0	0.00%	362	0	0.00%
- Male	330	0	0.00%	316	0	0.00%
- Female	42	0	0.00%	46	0	0.00%
Total Permanent Workers	858	837	97.55%	853	828	97.07%
- Male	857	837	97.67%	852	828	97.18%
- Female	1	0	0.00%	1	0	0.00%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	330	180	54.55%	278	84.24%	316	147	46.52%	115	36.39%
Female	42	23	54.76%	35	83.33%	46	18	39.13%	22	47.83%
Total	372	203	54.57%	313	84.14%	362	165	45.58%	137	37.85%
Workers										
Male	857	601	70.13%	701	81.80%	852	506	59.39%	320	37.56%
Female	1	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Total	858	601	70.05%	701	81.70%	853	506	59.32%	320	37.51%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	330	330	100.00%	316	280	88.61%
Female	42	42	100.00%	46	44	95.65%
Total	372	372	100.00%	362	324	89.50%
Workers						
Male	857	857	100.00%	852	816	95.77%
Female	1	1	100.00%	1	0	0.00%
Total	858	858	100.00%	853	816	95.66%

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?**

Punjab Chemicals is fully committed to upholding the principles and requirements of ISO 45001. This commitment encompasses the provision of a safe and secure working environment for all employees, contractors, sub- contractors, visitors, and neighboring communities across our sites in Derabassi, Lalru, and Pune. We actively implement robust measures to prevent work-related injuries and illnesses, mitigate occupational health and safety risks, and continuously improve our safety performance. Our certifications in both ISO 45001 and ISO 14001 reflect our unwavering dedication to maintaining the highest standards in occupational health, safety, and environmental management.

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

The Company has a well-defined Risk Management process aimed at preventing incidents, injuries, occupational illnesses, and ensuring business continuity. Considering the hazards associated with operations and the use of hazardous chemicals, sites follow a structured approach to Hazard Identification, Risk Assessment, and Management-using both qualitative and quantitative methods. Activities, whether routine or non-routine, undergo risk evaluation through tools like HIRA, JSA, and SOPs by trained cross-functional teams. The process includes clear roles, regular monitoring, competency training, and awareness programs. Advanced safety techniques such as PHA, FMEA, LOPA, and HAZOP are applied as needed. Employees and contractors are encouraged to report unsafe conditions, which are tracked to closure. High-risk areas, such as those involving toxic and flammable chemicals, are managed through QRAs and engineering reviews by internal and external experts.

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

Yes, we actively encourage employees in all departments to report near-miss incidents using a designated register. These reports are consolidated on digital platforms to support compliance and enable comprehensive statistical analysis, managed by a centralized team of experts at each site. Every location follows specific procedures for reporting work-related hazards, injuries, unsafe conditions, and unsafe behaviors.

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

Yes, employees and workers of the organization have access to non-occupational medical healthcare services. Dedicated medical professionals are available at all sites, and individuals are encouraged to consult them for any health concerns not related to occupational activities.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
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

*Including in the contract workforce

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

The Company is committed to maintaining high standards of Environmental, Health, and Safety (EHS) through continuous improvement across all sites. Our EHS Policy, aligned with the Group Safety Policy and Corporate Sustainability goals, is implemented company-wide. We follow globally recognized standards such as ISO 45001:2018 and established safety procedures including HIRA, JSA, and HAZOP to identify, assess, and manage risks effectively. Risk control measures are applied using the hierarchy of controls to ensure a safe working environment. Regular safety audits, inspections, and consistent communication of hazards support safe operations and protect our employees, stakeholders, and the environment.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

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.

Safety-related incidents are thoroughly investigated, and the resulting reports are shared across all sites to facilitate the implementation of corrective actions and prevent recurrence. The effectiveness of these corrective actions is verified during safety audits. Additionally, significant risks or concerns identified through health and safety risk assessments are addressed through appropriate engineering measures and systematic controls.

Leadership Indicators

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

(A) Employees	The Company provides a comprehensive compensatory package to all employees, including
(B) Workers	workers, in the event of death.

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

The company systematically tracks the remittance of statutory dues by its value chain partners during the routine bill processing and conducts periodic audits to ensure adherence to compliance standards.

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.

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, on case to case basis.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The company routinely conducts customer visits before the purchase of technical products to verify that appropriate training is provided. Furthermore, our supply chain partners are committed to delivering comprehensive training to both domestic and international value chain partners to ensure the safe handling of the products.
Working Conditions	

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.

Our comprehensive supply chain assessments have identified no substantial risks related to health and safety practices or working conditions. Through diligent due diligence processes, we proactively identify and mitigate potential risks across our supply chain. All Active Pharmaceutical Ingredient (API) suppliers and third-party logistics partners undergo thorough evaluations by auditors to ensure strict compliance with our established standards.

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 Punjab Chemicals, we recognize the importance of engaging with stakeholders to address sustainability-related concerns. We believe that involving diverse stakeholder groups provides a comprehensive range of perspectives, which helps build trust and understanding across all parties. To identify key stakeholders, we conduct a thorough peer review process, evaluating both internal and external groups that could potentially impact or influence our business operations. This systematic approach ensures that we engage with the most relevant stakeholders, allowing us to effectively manage and address their concerns.

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
Local Communities/ NGO	No	<ul style="list-style-type: none"> Regular meetings Emails and telephonic conversations CSR Reports 	Continuous	<ul style="list-style-type: none"> CSR Activities
Suppliers	No	<ul style="list-style-type: none"> Emails and Meetings Training workshop and seminars Supplier assessment and review Supplier grievance mechanism 	Continuous	<ul style="list-style-type: none"> Supplier development Promoting local supplier Supplier assessment Promoting shared growth
Employees	No	<ul style="list-style-type: none"> Training and Programmes Employee engagement surveys Performance appraisal reviews Grievance redressal mechanism Emails and Meetings 	Continuous	<ul style="list-style-type: none"> Employee health, safety and well-being initiatives. Providing E Learning and development platforms for behavioral and skill development. Employee engagement and satisfaction. Updates and communication on policies, processes, systems.
Shareholders/ Investors	No	<ul style="list-style-type: none"> Annual Report Annual General Meeting (AGM) One-on-One Interactions Announcement through stock exchanges Company website Dedicated email ID for Investor Grievances Investor/Analyst meet Quarterly Financial Statements 	Continuous/ Need Basis	<ul style="list-style-type: none"> Financial performance Operational performance Business outlook CSR Programs Corporate Governance Material Disclosures etc.
Trade Partners	No	<ul style="list-style-type: none"> Emails and Meetings 	Periodically/ Need Basis	<ul style="list-style-type: none"> Ensuring availability of products Explain emerging channels of trade

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 a Stakeholder Relationship Committee to facilitate consultation between the Board and stakeholders, ensuring their interests are protected. Management regularly engages with key stakeholders (investors, customers, suppliers, employees) to address concerns. The Board receives quarterly updates on the company's Environmental, Health, and Safety (EHS) initiatives, with feedback from these consultations incorporated into decision-making.

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, the Company conducts community engagement studies to interact with stakeholders. Through these consultations, the Company identifies and prioritizes issues related to economic, environmental, and social matters. The feedback received from stakeholders is then integrated into the Company's policies and operational activities to ensure alignment with community concerns and expectations.

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

The Company adheres to a comprehensive and targeted approach to development, with a specific focus on addressing the needs of vulnerable and marginalized stakeholder groups. Our ongoing commitment to fostering inclusive and collaborative growth is reflected in our initiatives in local communities surrounding our areas of operation. These initiatives aim to enhance the quality of life through improved access to education, healthcare, sustainable agriculture and animal husbandry practices, enhanced livelihood skills, and increased employment opportunities.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	372	233	62.63%	362	190	52.49%
Other than permanent	0	0	0	0	0	0
Total Employees	372	233	62.63%	362	190	52.49%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees Permanent										
Male	330	0	0.00%	330	100.00%	316	0	0.00%	316	100.00%
Female	42	0	0.00%	42	100.00%	46	0	0.00%	46	100.00%

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Other than Permanent										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers Permanent										
Male	857	80	9.33%	777	90.67%	852	90	10.56%	762	89.44%
Female	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%
Other than Permanent										
Male	712	0	0.00%	712	100.00%	558	0	0.00%	558	100.00%
Female	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakh)	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakh)
Board of Directors (BoD)*	6	8.00	2	4.00
Key Managerial Personnel**	3	386.00	1	27.00
Employees other than BoD and KMP***	290	5.00	38	6.00
Workers***	788	4.00	1	4.00

* The Independent Directors and Non-Executive Non-Independent Directors are entitled to Sitting Fees and Commission as per the statutory provisions. Only Non-Executive Directors are included in the Board of Directors.

** KMPs include Managing Director along with CEO, CFO and CS of the Company.

*** The Median salary of the staff/workers is arrived by taking into account the gross salary of the employees/workers who worked through the year. The employees who joined or left in any part of the year have not been considered for computing the median.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	5.81%	5.42%

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, a Human Rights Policy is in place, and a designated individual/committee is responsible for overseeing and addressing related impacts or issues.

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

The Company has established a standardized mechanism to address grievances related to human rights issues, consistent with its broader grievance redressal procedures. Grievances are typically submitted via email, letter, telephone, or other communication channels, and are initially registered by the HR and Admin departments at the respective locations. A preliminary sanity check is conducted to assess the validity of the complaint. For complaints falling under the purview of the Code of Conduct Committee, a more in-depth investigation is initiated. The investigation is carried out either internally or externally, depending on the severity of the issue. The designated investigator gathers relevant data, validates the information, analyzes the findings, and provides observations and recommendations. The investigation report is subsequently reviewed by the CEO, who ensures that appropriate actions are taken based on the recommendations. All actions taken are documented and filed for record-keeping purposes. Additionally, the Audit Committee conducts periodic reviews to ensure the effectiveness and compliance of the grievance redressal process.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labor	0	0	-	0	0	-
Forced Labor/ Involuntary Labor	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human Rights related issues	0	0	-	0	0	-

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	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.

To safeguard the rights and well-being of individuals who report discrimination or harassment, strict measures are in place to prevent any adverse consequences to the complainant. The confidentiality of the complainant is rigorously protected throughout the entire process. All investigations are carried out with the highest level of discretion and sensitivity to ensure that the identity of the complainant is not inadvertently disclosed. These protocols reflect our unwavering commitment to maintaining a respectful, safe, and supportive environment for all parties involved.

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

Yes, At our organization, we conduct thorough due diligence to ensure full compliance with recognized human rights standards. We are committed to integrating human rights principles into all aspects of our operations, including our business agreements, contracts, and our overarching Code of Conduct. These principles are communicated proactively across internal teams and external stakeholders, reinforcing our dedication to transparency, accountability, and ethical business practices. Through this approach, we foster a culture where respect for human rights is embedded in every partnership and decision we make.

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	100%

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

There were no significant risks or audit concerns identified in the assessments conducted for the financial year 2024-2025; therefore, no corrective actions are required at this time.

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

While no formal grievances or complaints related to Human Rights principles have been reported, we remain committed to fostering a safe and respectful work environment. As a proactive measure, we have introduced specific policies-including a revised leave policy and comprehensive travel guidelines-aimed at enhancing the safety and comfort of our female employees both at the workplace and during their commute.

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

Our human rights due diligence framework comprehensively covers all employees and workers on the Company's payroll. The scope of our assessments includes, but is not limited to, the right to freedom of association, the prohibition of forced and child labour, adherence to the Prevention of Sexual Harassment (POSH) policy, and other relevant human rights considerations. This ensures alignment with both national regulations and international human rights standards.

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

Yes, the premises are fully accessible to persons with disabilities, in compliance with the requirements outlined in the Act.

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	The company is committed to fostering responsible partnerships through the implementation of a comprehensive supplier assessment process. This rigorous evaluation encompasses critical areas including Environmental, Health and Safety (EHS) compliance, Corporate Social Responsibility (CSR), Anti-Bribery Due Diligence (ABDD), cybersecurity measures, and financial stability.
Discrimination at workplace	
Child labour	
Forced labour/involuntary labour	
Wages	
Others – please specify	

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

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	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through sources (C) other	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	42074168954	37439583157
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	802706320	1098902130
Total energy consumed from non-renewable sources (D+E+F)	42876875274	38538485287
Total energy consumed (A+B+C+D+E+F)	42876875274	38538485287
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	4.76	4.13
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total energy consumed / Revenue from operations adjusted for PPP *	98.43	94.51
Energy intensity in terms of physical output Total energy consumed/Total Production in MT converted to KG	1047	1100
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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

* The intensity adjusted for PPP has been stated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database i.e. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>.

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

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
i. Surface water	13225m ³	15584m ³
ii. Groundwater	102478m ³	100909m ³
iii. Third party water	N.A.	N.A.
iv. Seawater / desalinated water	N.A.	N.A.
v. Others	N.A.	N.A.
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	115703m ³	116493m ³
Total volume of water consumption (in kilolitres)	115703m ³	116493m ³
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000013	0.000012
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000266	0.000286
Water intensity in terms of physical output	0.002824	0.003325
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	Not Applicable	Not Applicable

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

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

Yes, the Company has implemented a Zero Liquid Discharge (ZLD) system. All generated effluent is directed to a Multiple Effect Evaporator (MEE) for thermal decomposition. The resulting condensate is subsequently recovered and recycled for use in the cooling towers, ensuring complete reuse of wastewater and compliance with ZLD principles.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	MT	4.78	3.30
Sox	MT	1.91	3.42
Particulate matter (PM)	MT	1.23	3.53
Persistent organic pollutants (POP)	-	0	0

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

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2293.35MT	2125.67MT
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	0	0
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.00000025	0.00000023
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	0.00000526	0.00000521
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	0.00005597	0.00006067
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	Not Applicable	Not Applicable

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

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

Yes, the company has implemented a system aimed at reducing carbon emissions. As part of this initiative, the company utilizes rice husk as a sustainable fuel source in its boilers for steam generation. This approach contributes to a reduction in greenhouse gas emissions by replacing traditional fossil fuels with a renewable biomass alternative.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	165.10MT	164.66MT
E-waste (B)	0.07MT	8.52MT
Bio-medical waste (C)	0.0008MT	0.271MT
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A + B + C + D + E + F + G + H)	165.170MT	173.451MT

Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000018	0.000000019
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000379	0.000000425
Waste intensity in terms of physical output	0.000004031	0.000004951
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

Parameter	FY 2024-25	FY 2023-24
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1216.56MT	954.05MT
(ii) Landfilling	1235.76MT	1079.304MT
(iii) Other disposal operations	1.050MT	1096.97MT
Total	2453.37MT	3130.324MT

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

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.

The Company has implemented a comprehensive waste management strategy that focuses on waste minimization, segregation, and safe disposal. We reduce hazardous and toxic chemical usage through plant modifications and source reduction. Waste recovery and recycling are prioritized, along with treatment methods such as destruction, detoxification, and neutralization for non-reusable waste. Continuous process reviews further optimize waste reduction, ensuring sustainable production while maintaining environmental responsibility and regulatory compliance.

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:

The company's manufacturing facility and office are strategically located in areas that are distanced from ecologically sensitive zones. We are committed to environmental stewardship by minimizing our environmental footprint and maximizing value for all stakeholders.

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

During the financial year, the Company has not undertaken any projects requiring an Environmental Impact Assessment (EIA) under applicable environmental laws and regulations. Accordingly, no EIA was conducted during the reporting period.

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. During the reporting period, the Company remained in full compliance with all applicable environmental laws, regulations, and guidelines in India, including but not limited to the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment (Protection) Act, and the rules framed thereunder. The Company holds a valid Consent to Operate, issued by the relevant State Pollution Control Board, and there were no instances of non-compliance reported during the period under review.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area- Derabassi, Lalru and Pune
- (ii) Nature of operations- Manufacturing of Agrochemicals, Specialty Chemicals & Pharmaceuticals and Industrial Chemicals.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	13225m ³	15584m ³
(ii) Groundwater	102478m ³	100909m ³
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	115703m³	116493m³
Total volume of water consumption (in kilolitres)	115703m³	116493m³
Water intensity per rupee of turnover (Water consumed / turnover)	0.000013	0.000012
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	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.-No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	0	0
Total Scope 3 emissions per rupee of turnover	MT/₹	0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable	Not Applicable

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

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 entity's business operations are not located within or in proximity to any ecologically sensitive areas as identified in Question 11 of the Essential Indicators. Consequently, there are no significant direct or indirect impacts on biodiversity in such zones. As such, no specific prevention or remediation activities are required in this context.

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Integrated Waste Management	i) Conversion of hazardous waste into usable materials, including: Spent Acetic Acid, Spent Poly Aluminium Chloride, Spent Hydrochloric Acid (HCl), Spent N-Methyl-2-pyrrolidone (NMP), Spent Potassium Chloride (KCl) Solution, Spent Oxalic Acid (Layer), and Spent Morpholine (Layer). ii) Installation of scrubbers in boilers to mitigate air pollution. iii) Adoption of Mechanical Vapor Recompression Evaporation (MVRE) technology to significantly reduce steam consumption.	Conservation and efficient utilization of raw materials and natural resources. Effective air pollution control. Enhanced sustainability through reduction in natural resource consumption.

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

Yes, the Company has a comprehensive Business Continuity and Disaster Management Plan in place. It includes a structured command system to effectively address Environment, Health, and Safety (EHS) emergencies. A global business continuity framework and impact assessment guide the development of disaster recovery strategies, covering life safety, cyber threats, product crises, customer service, revenue protection, regulatory compliance, and reputation management. These plans are periodically reviewed and updated based on function-specific assessments conducted across the country, ensuring preparedness and resilience in safeguarding operations, employees, customers, and the broader community during any crisis.

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.

We conduct regular due diligence to assess risks across our value chain, ensuring operational resilience and compliance. During the reporting period, no significant environmental impacts or violations related to human rights, health, or safety were identified. We remain committed to proactive risk management and continuous improvement in our sustainability practices.

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

The company is committed to fostering responsible partnerships and applies a comprehensive supplier assessment framework. This framework encompasses evaluations across critical domains, including Environmental performance, Health and Safety (EHS), Corporate Social Responsibility (CSR), Anti-Bribery and Corruption Due Diligence (ABDD), cybersecurity resilience, and financial stability. Through this rigorous approach, the company ensures that its value chain partners align with its sustainability and ethical standards.

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 holds active membership in five recognized trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CHEMEXIL-Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
2	PHDCCI-PHD Chamber of Commerce and Industry	National
3	BCCI-Bombay Chamber of Commerce and Industry	National
4	Crop Care Federation of India	National
5	The Council of EU Chamber of Commerce in India	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
Not applicable, as no instances of anti-competitive conduct were identified during the reporting period		

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.	The Company actively engages with a range of trade and industry associations to represent the interests of the sector in dialogues with governmental bodies and regulatory authorities. Our approach to policy advocacy is grounded in transparency, responsibility, and alignment with the broader national interest, ensuring that our contributions support sustainable and inclusive economic development.	We maintain active representation across key industry and business associations, and regularly engage in critical sectoral discussions to contribute to the advancement of the broader industry	No	NA	NA



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.

No Social Impact Assessments (SIA) were conducted during the reporting period.

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

Not Applicable

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

The Company is committed to fostering strong relationships with the communities we serve. Our management team efficiently handles incoming grievances, emails, and requests, ensuring they are promptly and appropriately redirected to the relevant department for timely resolution. We prioritize addressing concerns with professionalism and diligence to maintain transparency and uphold the trust of the community.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	6.96%	5.11%
Directly from within India	59.23%	64.14%

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

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	-	-
Urban	100%	100%
Metropolitan	-	-

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nil	NA

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

No such projects have been undertaken.

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?

Not Applicable

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

Not Applicable

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

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Preventive Healthcare Projects (Medical and Eye Check-up Camps)	1250	100% beneficiaries form rural areas
2.	Rural Development Projects	1700	100% beneficiaries form rural areas
3.	Education Projects	11500	100% beneficiaries form rural areas
4.	Environment Projects	12000	100% beneficiaries form rural areas

PRINCIPLE 9

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

Essential Indicators

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

The Company has a structured process for handling consumer complaints and feedback. Product-related issues are managed by our quality team, who ensure prompt resolution, including product replacements if necessary. Complaints regarding personnel, supply, or service matters are directed to specialized teams, who provide tailored solutions. This approach ensures efficient resolution and maintains our commitment to customer satisfaction and operational excellence.

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%
Recycling and/or safe disposal	100%

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

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

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

Yes. The policy can be accessed at the following link: <https://www.punjabchemicals.com/wp-content/uploads/2023/06/Security-Policy.pdf>

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 as no such instances were recorded during the reporting period.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- Impact, if any, of the data breaches: Not Applicable

Leadership Indicators

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

Information regarding our products and services is available on our official website. For detailed insights, please visit: www.punjabchemicals.com.

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

We prioritize consumer safety by providing clear packaging and labels that include essential details such as usage instructions, composition, effects, and storage guidelines. To enhance accessibility, we incorporate QR codes linking to detailed product safety and usage information. Additionally, we emphasize the importance of purchasing products only from authorized distributors to avoid risks associated with unverified online platforms. This approach reflects our commitment to transparency, consumer trust, and upholding the integrity of our brand.

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

The Company ensures that consumers are promptly notified of any potential disruptions or discontinuations of essential services through multiple communication channels, including email notifications and phone calls.

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. Our product labels provide detailed information that goes beyond local legal requirements, including hazard warnings, safe handling instructions, and contact details for both manufacturing sites and the registered office. We also conduct surveys to assess consumer satisfaction with our key products/services and primary operational locations.