

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Apcotex Limited

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1986PLC039199
2	Name of the Listed Entity	Apcotex Industries Limited
3	Year of incorporation	1986
4	Registered office address	C-403/404, 4th Level, Wing C, Tower 1, Seawoods Grand Central, Sector 40, Navi Mumbai – 400706, Maharashtra, India
5	Corporate address	NKM International House, 178, Backbay Reclamation, Babubhai M. Chinai Marg, Mumbai - 400020, India
6	E-mail	redressal@apcotex.com
7	Telephone	+91-22-62060800
8	Website	www.apcotex.com
9	Financial year for which reporting is being done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Rs.1,036.90 lacs
12	Contact Person	
	Name of the Person	Ravishankar Sharma
	Telephone	+91-22-62060800
	Email address	redressal@apcotex.com
13	Reporting Boundary	
	Type of Reporting	Standalone
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Product/Services

16	Details of business activities	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Manufacturing of synthetic rubber and lattices	100%

17	Products/Services sold by the entity	S. No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Manufacture of Synthetic Rubber	20132	34%
		2	Manufacture of other products or preparations of a kind used in the textile, paper, leather and like industries	20297	66%

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	2	2	4
		International	0	0	0
19	Market served by the entity	Locations	Numbers		
	No. of Locations	National (No. of States)	28		
		International (No. of Countries)	47		
	What is the contribution of exports as a percentage of the total turnover of the entity?	32%			
	A brief on types of customers	Our customers are manufacturers of downstream products derived from synthetic latex and synthetic rubber. <ul style="list-style-type: none">Synthetic latex products are used by manufacturers engaged in activities of tyre cord dipping, paper and paperboard coating, carpet backing, concrete modification/water proofing, non-woven, textile finishing, paints, gloves, etc.Synthetic rubber is used by manufacturers of footwear, automotive components, rice rolls, moulded items, v-belts, conveyor belts, hoses, etc.			

IV. Employees

20. Details as of the end of Financial Year:						
Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
A. Employees and workers (including differently abled)						
Employees						
1	Permanent (D)	380	359	94.47 %	21	5.53 %
2	Other than Permanent (E)	35	31	88.57%	4	11.43%
3	Total Employees (D+E)	415	390	93.98 %	25	6.02%
Workers						
4	Permanent (F)	216	216	100%	-	NA
5	Other than Permanent (G)	623	623	100%	-	NA
6	Total Workers (F+G)	839	839	100%	-	NA
B. Differently abled employees and workers						
Employees						
1	Permanent (D)	-	-	NA	-	NA
2	Other than Permanent (E)	-	-	NA	-	NA
3	Total Employees (D+E)	-	-	NA	-	NA
Workers						
4	Permanent (F)	1	1	100%	-	NA
5	Other than Permanent (G)	-	-	NA	-	NA
6	Total Workers (F+G)	1	1	100%	-	NA

21. Participation/Inclusion/Representation of women				
Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	9	2	22.2%
2	Key Management Personnel [Excluding EDs]	2	-	-

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total*	Male	Female	Total*	Male	Female	Total*
Permanent Employees	20%	26.3%	21.1%	22.7%	12.5%	13%	19.1%	16.7%	19%
Permanent Workers	1.4%	-	1.4%	2.8%	-	2.8%	2.4%	-	2.4%

* Note: Includes those who leave the entity voluntarily or due to dismissal, termination, retirement or death in service.

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

23	Names of holding / subsidiary / associate companies / joint ventures	Not Applicable
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VI. CSR Details

24	a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	Turnover (in Rs.)	INR 139235.60 Lakhs
	Net worth (in Rs.)	INR 55318.37 Lakhs

VII. Transparency and Disclosures Compliances

		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
25	Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Communities	Yes	Currently, we are in the process of updating our grievance redressal policy and mechanism	0	0	NA	0	0	NA
		Investors (other than shareholders)	Yes		0	0	NA	0	0	NA
		Shareholders	Yes		9	0	NA	20	0	NA
		Employees and workers	Yes		0	0	NA	0	0	NA
		Customers	Yes		39	0	NA	69	0	NA
		Value Chain Partners	Yes		0	0	NA	0	0	NA

26	Overview of the entity's material responsible business conduct issues	Material Issue Identified	Indicate whether risk or opportunity	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)
		Climate Change and Energy Management	Risk/ Opportunity	Climate change poses physical and transitional risks in business. Furthermore, due to resource scarcity the cost of fossil fuel is expected to increase. Pursuit of clean energy- based manufacturing has direct impact on cost savings and lesser dependency on fossil fuel purchases.	The company has a strong commitment for sustainable development and has adopted several process improvements & energy efficiency initiatives. The company has also conducted LCA for 5 major products and, as recommended in LCA, is focusing on increasing the share of renewables.	Negative impact in short run due to capex involved. Positive impact in long-run due to energy security and lower operating expenditure.
		Occupational Health and Safety	Risk	The company's operations and activities include working with machinery and chemicals. There is a need to manage these conditions towards health and safety of the employees and workers.	The company has adopted a structured integrated safety management program to achieve the goal of no-harm workplace. The focus of this program is on behaviour-based safety, asset integrity, and automation. The company has defined a health & safety management system and all operations are ISO 45001:2018- and Responsible Care-certified.	Negative impact due to short-term and long term disruption of services due to accidents, training cost and capex on automation and asset management.
		Water Stewardship	Risk/ Opportunity	The company understands the importance of water as a precious natural resource and the future risk being in chemical industry. Therefore, water scarcity is a risk for business.	The company has worked towards achieving water efficiency in all operations and has established a zero-liquid discharge system. The company is committed to installation of rainwater harvesting.	Negative impact due to cost expenditure on building zero-liquid discharge system. Positive impact due to reduced dependency on water withdrawal from municipal sources.
		Ethical Business Conduct	Risk	Due to multi-stakeholder and multi-geography operations, exporting chemical companies are exposed to risks of corruption, conflict of interest, and other unethical practices. Any such event can substantially harm reputation.	All the company's directors, KMPs, and employees are trained in ethical business practices. The company has instituted robust systems and processes to conduct its business in an ethical and fair manner. The company also takes annual independence declarations from directors and KMPs to ensure non-conflict of interest.	Negative impact due to potential bad reputation with customers and outside community.
		Regulatory Compliance	Risk	External regulatory environment is dynamic. Due to multi-geographical operations, a variety of regulations are applicable to operations. Any violations can result in a substantial impact on the business.	The company has adopted a compliance tool which tracks all applicable compliances and helps in ensuring adherence with the same.	Negative impact due to disruption of services due to non-compliance, cost incurred on tracking and managing compliances through the software tool.

		Local Community Engagement	Risk/ Opportunity	The nature of the chemical business creates a major impact on the surrounding environment and the local communities, making it one of the crucial topics for the company. Local community engagement helps the company to build trust in the community and avoid conflicts.	The company engages with local communities near areas of operation in Gujarat and Maharashtra on a regular basis to understand expectations and concerns. The company also contributes through CSR in local communities.	Negative impact due to CSR expenditure and bad potential reputation in the community. Positive impact due to community engagement and social work.
		Materials	Risk/ Opportunity	Bulk and specialty chemical business' major raw materials are sourced from the crude oil value chain. Risk to oil & gas sector due to climate change can affect supply chain and business. Customer demand for biomaterials and market for biomaterials is slowly picking up ground.	The company focuses on increasing yield and achieving material efficiency. The company is also partnering with other organizations conduct research on bio-materials to create long terms options away from fossil fuels.	Negative Impact due to high dependence on oil & gas industry and capital expenditure on R&D. Positive impact due to higher yield in the short run and positive in the long-run if the company is successful in derisking from crude oil.
		Product Stewardship	Risk/ Opportunity	With technological advances product quality and safety can be enhanced. It helps in minimizing lifecycle impact of products.	The company have implemented TPM at operating sites and has adhered with the standards prescribed by Responsible Care.	N e g a t i v e impact due to increased capital expenditure. Positive impact is due to better plant management, better customer service and e n h a n c i n g s t r a t e g i c relationships.
		Human Capital Management	Risk/ Opportunity	Maintaining a talent pool equipped with relevant skillsets is critical for operations. Due to the demographic dividend, India's large pool of talented workforce provides an opportunity for businesses to scale-up and expand.	The company engages with employees through several initiatives to keep them motivated and focuses on building a great place to work with an inclusive culture. The company has planned to conduct employee engagement surveys on a periodic basis and support employees by upskilling on a regular basis.	Negative impact due to disruption of services owing to ill-managed human capital and expenditure to maintain and add initiatives. Positive impact due to higher productivity.
		Value Chain Management	Risk	Any form of disruption in the value chain can directly affect the bottom line overall. Supplier stability is key for operations. Compliance by suppliers is necessary for sustainable business operations. Diversification of value chain partners can help reduce overall risk.	The company regularly interacts with suppliers regarding expectations and support whenever required. The company regularly assesses suppliers including product quality and ESG aspects and conducts various awareness and capacity building programs.	Negative impact due to potential disruption of operations owing to disruption in supply chain.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The Company is committed to operate in responsible manner as prescribed by the National Guidelines on Responsible Business Conduct (NGRBC). The nine principles are listed below:

- 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 service 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		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)	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://apcotex.com/investor-corporate-policy We have our policies covering the above principles for internal purposes and for external stakeholders.								
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	Responsible Care, ISO 9001, ISO 45001:2018, ISO 14001:2015; ISO 50001:2018, Ecovadis, CII Greenco Bronze								

5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Climate change: Energy management & Water Stewardship:</p> <ul style="list-style-type: none"> • Net Zero by 2045 • Reduction of GHG (Scope 1 & 2) emission: 40% by FY 2032 (baseline FY 2022) • Reduction in energy efficiency: 3% YOY till FY 2030 • Reduction of specific freshwater withdrawal: 10 % by FY 2024-2025 (baseline FY 2022) • Reduction of water consumption, rainwater harvesting to meet water neutrality by 2030. • Recycling of non-hazardous and incineration of hazardous waste: 100% by FY 2024-25 <p>Occupational Health and Safety:</p> <ul style="list-style-type: none"> • Reduction in injuries and sustain zero accidents goal. • Reduction in process safety incidents to 0.5 (per million person hours). <p>Sustainable Value Chain:</p> <ul style="list-style-type: none"> • Screening of new suppliers and assessing critical suppliers - ESG Criteria <p>Product Stewardship:</p> <ul style="list-style-type: none"> • Product Life cycle assessment for 5 major products. <p>Employee engagement:</p> <ul style="list-style-type: none"> • Employee satisfaction, Learning and development, DEI. <p>Customer engagement:</p> <ul style="list-style-type: none"> • Customer satisfaction and various initiatives <p>Community engagement:</p> <ul style="list-style-type: none"> • CSR activities, Impact assessment and employee volunteering
6	Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.	<p>Climate change: Energy management & Water Stewardship:</p> <ul style="list-style-type: none"> • Net Zero by 2045: As per plan • Reduction of GHG (Scope 1 & 2) emission: 9.65% reduction achieved with FY2022 baseline • Reduction in energy efficiency 3% YOY: 10 % reduction achieved • Reduction of specific freshwater withdrawal by 10 %: 25 % reduction achieved • Reduction of water consumption, rainwater harvesting - water Neutrality by 2030: As per plan • Recycling of non-hazardous incineration of hazardous waste 100% by FY 2024-25: Completed as per plan <p>Occupational Health and Safety:</p> <ul style="list-style-type: none"> • Reduction in injuries to sustain zero accidents goal: LTI-FR As per plan (0.2 per million person hours) • Reduction in process safety incidents to 0.5 (per million person hours): As per plan <p>Sustainable Value Chain:</p> <ul style="list-style-type: none"> • Screening of new suppliers and assessing critical suppliers - ESG Criteria: As per plan (14 Suppliers covered) <p>Product Stewardship:</p> <ul style="list-style-type: none"> • Product Life cycle assessment for 5 major products: Completed as per plan <p>Employee engagement:</p> <ul style="list-style-type: none"> • Employee satisfaction, Learning and development, DEI: Achieved as per plan <p>Customer engagement:</p> <ul style="list-style-type: none"> • Customer satisfaction and various initiatives: Achieved as per plan <p>Community engagement:</p> <ul style="list-style-type: none"> • CSR activities, Impact assessment and employee volunteering: Achieved as per plan

Governance, leadership, and oversight		
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements: Apcotex's ESG journey is defined on its three strategic pillars: Product Stewardship, Stakeholders' Delight and Responsible Business which reflect our five core values, i.e. Respect & Care, Transparency & Openness, Proactivity & Response, Innovation towards Excellence and Collaborative Ownership. Based on materiality, we have set short, medium- and long-term commitments for all our internal and external stakeholders. Our strong belief in driving sustainable practices and environmentally conscious innovations is reflective of our core values. Our strong commitment for sustainable development is reflecting in our achievements like increasing renewable energy, reducing GHG, water & waste footprints and zero accidents in the last four years. Our TPM and business excellence journey is helping us achieve optimum operational efficiency while minimizing waste. Overall, this is enabling us to move towards India's long-term commitment to achieve Net Zero by 2070. We also have implemented impactful initiatives in the fields of healthcare, education & skill development and Water, Sanitation and Hygiene (WASH), focusing on communities near our operations. In addition, continuous plantation to increase the green cover at our plants and creating a Miyawaki forest at our Talaja plant are unique case studies. Overall, these efforts are reflected in Apcotex being named twice in Forbes Asia 'Best Under a Billion' List in the past few years.	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ies.	The Managing Director, Executive Director, Chief Financial Officer, and Company Secretary are jointly and severally responsible for implementing the Business Responsibility Policy. The Executive Director and Chief Financial Officer are the Heads of Business Responsibility Committee and will oversee the implementation of the Policy
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 established ESG steering committee for decision making on sustainability related issues. This committee is led by ED and CFO. Other SMPs participate in the management of ESG aspects on need-basis. The performance of the company's ESG KPIs is regularly reviewed by the MD and the Board of Directors.

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	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									Annually								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P 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
	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
	The company is in the process of getting third-party evaluation of our BRSR Policies in the upcoming financial year.																	

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	7	Code of Conduct, Corporate Governance, Information, Independent Directors of the Company are familiarized on the Company's Core Values, SEBI LODR, amendments, Digital Personal Data Protection Act and others including the purpose and the business it operates in at regular intervals.	100%
Key Management Personnel	2	Ethical business conduct, Fire & Safety Awareness, Medical Counselling, Information and Cyber Security, POSH, Digital Personal Data Protection Act, SEBI LODR amendments.	100%
Employees other than BODs and KMPs	22	Fire & Safety Awareness, First Aid, Medical Counselling, Information and Cyber Security, Ethical business conduct, POSH, Prevention of Insider Trading.	100%
Workers	22	Fire & Safety Awareness, First Aid, Medical Counselling, POSH, Core Value Trainings.	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.

a. Monetary					
Type	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					

b. Non-Monetary				
Type	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/ enforcement agencies/ judicial institutions
	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 has a Business Responsibility Policy / HR Policy through which it endeavors to protect / prevent practices that are abusive, corrupt, or anti-competition.

Web-link: <https://apcotex.com/investor-corporate-policy>

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

Category	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Directors	NIL	
KMPs		
Employees		
Workers		

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

Topic	FY 25 (Current Financial Year)		FY 24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Not Applicable			
Number of complaints received in relation to issues of Conflict of Interest of 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

8. Number of days of accounts payables

Topic	FY 2024-25	FY 2023-24
No of days of account payable	53	52

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)	PY (2023-24)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	36.47%	38.94%
	b. Number of trading houses where purchases are made	82	66
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	83.43%	91.00%
Parameter	Metrics	FY (2024-25)	PY (2023-24)
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	24.0%	26.1%
	b. Number of dealers / distributors to whom sales are made	33	33
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	87.1%	85.6%
Parameter	Metrics	FY (2024-25)	PY (2023-24)
Share of RPTs in Transactions	a. Purchases (Purchases with related parties as % of Total Purchases)	0%	0%
	b. Sales (Sales to related parties as % of Total Sales)	0.092%	0.084%
	c. Loans & advances given to related parties as % of Total loans & advances	0%	0%
	d. Investments in related parties as % of Total Investments made	0%	0%

LEADERSHIP INDICATORS

1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in value chain covered by the awareness programmes
2	Product quality and safety	100%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has processes in place to avoid/manage conflict of interest involving members of the Board. The Code of Conduct for Board Members and Senior Management Person clearly elucidates the clauses on conflict of interest and highlights the disclosure mechanism of the same to the Board/Chairman/Managing Director /Whole-Time Director. The Company takes independence declarations from the Independent Directors on an annual basis. Additional details can be found in the following weblink : <https://apcotex.com/investor-corporate-policy>.

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

ESSENTIAL INDICATORS

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

Type	Current Financial Year	Previous Financial Year	Details of improvement in social and environmental aspects
R&D	78%	78%	<ul style="list-style-type: none"> • Reduce – Volatile organic compound emissions have been reduced in all our products. Yield improvement and cycle time reduction has been done in Apcotex latex grades which directly reduces carbon footprint. • Reprocess – Processes are modified and optimized to reduce further blending or recycling of latexes and rubber. • Redesign – All products are redesigned with optimum water-based chemicals. Non-ecofriendly surfactants have been replaced in our processes. Product quality is improved with lower processing temperatures and reduced rejection rates.
CAPEX	24%	53%	<ul style="list-style-type: none"> • Reduce – A smaller pilot facility has been established to reduce chemical consumption and energy consumptions during development. • Reuse – Pilot plants at both sites have been modified to have minimum batch sizes. Most of the developmental latexes are reused in commercial products.

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

The Company has adopted sustainable procurement practices which include the Supplier code of conduct and screening and assessment of new and existing suppliers on ESG criteria. The company encourages its suppliers pursuing REACH certification and ISO IMS (14001) certification.

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

~39% of our raw material purchases are based on sustainable supply chain (i.e. having REACH compliance and ISO IMS (14001) certification).

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

Considering our nature of business and usage of products, reclamation of products from customers and consumers after useful life is not material and feasible. Furthermore, reclaiming packaging materials from customers has operational challenges due to diverse industries. We encourage our customers to recycle packaging materials. Our customers may choose to pursue post-consumer recycling of our materials independently for use in their own products, such as tyres or textiles.

The Company does dispose e-waste to authorized vendors and continues to work to find useful applications for the hazardous waste and other waste products that are either co-processed or incinerated or used in landfills.

- 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.**

We are compliant with EPR Regulation and registered with CPCB. As per the Plastic Waste Management (Amendment) Rules, 2022, EPR Credits have been purchased from plastic waste processors. Details of EPR registration are provided below:

- Taloja:2023042508544822699
- Valia: 2023042708544823314

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.
NIC 20297	VP Latex	100%	Cradle-to-customer-gate	Yes	Results are not showcased in the public domain but are shared with the relevant external and internal stakeholders
NIC 20297	CMA latex		Cradle-to-customer-gate	Yes	
NIC 20132	High Styrene Rubber		Cradle-to-customer-gate	Yes	
NIC 20297	XNB Latex		Cradle-to-customer-gate	Yes	
NIC 20132	NB Rubber		Cradle-to-customer-gate	Yes	

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
VP Latex	High energy consumption & water consumption	a) Transition to renewable energy (Solar + Wind) b) Biomass usage increased (Briquette + Biofuel) c) Electrification of processes d) Rainwater harvesting is in the process
CMA latex		
High Styrene Rubber		
XNB Latex		
NB Rubber		

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).

Not Applicable

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)			PY (2023-24)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-					

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

Not Applicable

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

ESSENTIAL INDICATORS

1A. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	359	359	100%	359	100%	NA	NA	359	100%	-	-
Female	21	21	100%	21	100%	21	100%	NA	NA	-	-
Total	380	380	100%	380	100%	21	5.53%	359	94.47%	-	-
Other than Permanent Employees											
Male	31	31	100%	31	100%	NA	NA	31	100%	-	-
Female	4	4	100%	4	100%	4	100%	NA	NA	-	-
Total	35	35	100%	35	100%	4	11.43%	31	88.57%	-	-

1B. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	216	216	100%	216	100%	NA	NA	216	100%	-	-
Female	-	-	-	-	-	-	-	NA	NA	-	-
Total	216	216	100%	216	100%	-	-	216	100%	-	-
Other than Permanent Workers											
Male	623	623	100%	623	100%	NA	NA	-	-	-	-
Female	-	-	-	-	-	-	-	NA	NA	-	-
Total	623	623	100%	623	100%	-	-	-	-	-	-

1C. Spending on measures towards well-being of employees & workers (including permanent and other than permanent) in the following format:

	FY (2024-25)	PY (2023-24)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.03%	0.02%

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

Sr. No.	Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF*	100%	100%	YES	100%	100%	YES
2	Gratuity*	100%	100%	YES	100%	100%	YES
3	ESI*	100%	100%	YES	100%	100%	YES

***Note:** Applicable to all eligible employees and workers

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 is committed to the well-being of people with special needs. Our sites have accessibility features such as ramps, wheelchairs and toilets for people with special needs. The Company is in the process of enhancing these facilities at all locations.

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 is an equal opportunity employer and does not discriminate on grounds of gender, race, religion, caste, creed, ethnicity, disability, etc. The Company is in process of developing a policy to respect in accordance with the Rights of Persons with Disabilities Act, 2016.

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	100%	100%	NA	NA
Female	50%	50%	NA	NA
Total	90%	90%	NA	NA

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	Details of the mechanism in brief
Permanent Workers	Yes	Designated workmen committee has been established at Taloja and Valia Plants to address the grievances of the workers.
Other than Permanent Workers	Yes	The grievances are raised with respective contractors which is escalated to HR department, which is further thoroughly investigated by the department and resolved.
Permanent Employees	Yes	The grievances are raised to respective managers and HR department, which is further thoroughly investigated by the department and resolved.
Other than Permanent Employees	Yes	The grievances are raised to respective managers and HR department, which is further thoroughly investigated by the department and resolved.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	359	-	-	342	-	-
Female	21	-	-	18	-	-
Others	-	-	NA	-	-	NA
Total	380	-	-	360	-	-
Permanent Workers						
Male	216	216	100%	219	219	100%
Female	-	-	-	-	-	-
Others	-	-	NA	-	-	NA
Total	216	216	100%	219	219	100%

*The Company respects the rights of employees and workers to form unions and associations and prescribe to membership of any trade union or equivalent body.

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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)
Permanent Employees										
Male	359	359	100%	359	100%	342	342	100%	342	100%
Female	21	21	100%	21	100%	18	18	100%	18	100%
Total	380	380	100%	380	100%	360	360	100%	360	100%
Permanent Workers										
Male	216	216	100%	216	100%	219	219	100%	219	100%
Female	-	-	NA	-	NA	-	-	NA	-	NA
Total	216	216	100%	216	100%	219	219	100%	219	100%

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	359	359	100%	342	342	100%
Female	21	21	100%	18	18	100%
Total	380	380	100%	360	360	100%
Permanent Workers						
Male	216	216	100%	219	219	100%
Female	-	-	NA	-	-	NA
Total	216	216	100%	219	219	100%

10. Health and safety management system:

The Company has implemented an Occupational, Health and Safety Management System (OHSMS) across its plants, and all operations are ISO 45001-certified. The Company encourages active participation of all employees in EHS related activities e.g., Safety committee meetings, Hazard identification (HIRA and HAZOP), Incident Investigations etc. The Company provides regular awareness for handling chemicals and provides the appropriate PPEs to all the employees. The Company has conducted root caused analysis for all the incidents at the sites and corrective actions are implemented for elimination of the root causes. An occupational health centre is available with visiting factory medical officers and 24x7 availability of paramedical staff. A fully equipped ambulance is available 24x7 with a driver for emergencies. The pre-employment and periodic health check-up are conducted for all the employees including contract employees. The outputs of the medical check-ups are being analysed for the identification of abnormalities in the health of the employees. The Company maintains data related to sickness and occupational diseases, analyzed by the EHS department.

As a result of this, we have been consistently meeting our targets of LTIFR (per million hours) <0.2 and goal of a no-harm workplace.

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) What is the coverage of such system?	Yes, the Company has implemented an Occupational, Health and Safety Management System (OHSMS) across its plants. The OHSMS of the Company covers the physical boundaries of both its plants and all employees, contractors, and visitors. The Company is ISO 45001:2018 certified for both its plants.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Qualitative Risk Assessment has been carried out by a third-party agency. It includes HAZOP and HIRA for existing products to check robustness of the process, job safety analysis for identification of the work-related hazards. A safety risk tracker is maintained for identified hazards. Employees and workers can report on incidents and near-misses. In addition, the following are also conducted: monitoring of the air quality monitoring and other parameters monitoring, review of Material Safety Data Sheet (MSDS) and Safety Data Sheet, technical information, process review, medical surveillance, review of the daily OPD records, and incident records.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the Company provides access to non-occupational medical and healthcare services for all its employees/workers.

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Occupational health & safety is identified as a key material issue, and an integrated safety management program has been designed and implemented in the following manner in both operation sites:

1) **Behaviour- based safety**

- EHS Induction Training: 100% of company employees, workers and contract workers must undergo this mandatory training.
- Need-based additional training: Based on the needs of the role, company employees, workers & contract workers must undergo this mandatory training covering different topics like emergency preparedness, basic fire and safety, safe operations etc.
- Visual Communication for Safety: Safety signages are provided in user-friendly, vernacular languages and sketches/ pictograms for relevant operations highlighting unsafe conditions.
- Safety apparel: Needs for safety apparel are continuously identified and need-based apparel PPEs are provided to company employees, workers & contract workers, such as helmets, safety shoes, safety goggles, and other PPEs as per operation requirement.

2) **Chemical Process Safety and Management System**

Being a chemical manufacturing company, the key hazards have been identified, and the following measures have been implemented:

- Engineering control has been provided and defined in process areas like interlocks, safety relief valve, rupture disc provided on critical operation. In addition, the Company has conducted assessments for aboveground and underground solvent tank farm.
- All rotating equipment is guarded for avoidance of safety incidents
- Scrubbers have been included in the CPP plant to control the gas emissions.
- Fire extinguishers, fire hydrant system, smoke detector and fire alarm have been installed in critical areas.
- More focus has been on Process Safety aspects, especially implementing process control measures such as Automation, Layers of Protection, and Pre-start up safety reviews.
- The operational controls department conducts regular monitoring of the air quality, illumination and implementing corrective actions for abnormal results.

3) Risk Assessment

- a) HAZOP studies have been conducted by a third party to assess hazards associated with new processes and products. Additionally, third-party HAZOP studies have been carried out for various products and their respective stages. Hazard Identification and Risk Assessment (HIRA) is also conducted across our operations and is followed by the implementation of control measures to eliminate or reduce risks.
- b) The Company has established a system for incident reporting, including first aid cases, near-miss incidents, and unsafe conditions. All reported incidents are investigated to determine the root cause. Regular training sessions are provided for workers and employees to encourage the reporting of safety incidents. In FY 2024–25, we reported 3,295 near misses, compared to 2,658 in the previous year.

4) EHS Management System

- a) An approved and signed copy of the QEHS policy is displayed at appropriate locations, including the main gate.
- b) The EHS department regularly conducts safety audits, safety rounds, and safety surveys to identify workplace hazards and risks.
- c) The Company also undergoes regular audits by external agencies to achieve various certifications in Occupational Health and Safety Management Systems (OH&S MS).

The above four pillars of safety are supporting the Company to excel and sustain safety practices in both their operations as per international standards such as ISO 45001:2018 and Responsible Care.

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

Topic	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

- a) EHS Induction Training: 100% of company employees, workers and contract workers must undergo this mandatory training.
- b) Need-based additional training: Based on the needs of the role, company employees, workers & contract workers must undergo this mandatory training covering different topics like emergency preparedness, basic fire and safety, safe operations etc.
- c) Visual Communication for Safety: Safety signages are provided in user-friendly, vernacular languages and sketches/ pictograms for relevant operations highlighting unsafe conditions.
- d) Safety apparel: Needs for safety apparel are continuously identified and need-based apparel PPEs are provided to company employees, workers & contract workers, such as helmets, safety shoes, safety goggles, and other PPEs as per operation requirement.
- e) Display of QEHS Policy: An approved and signed copy of the QEHS policy is displayed at appropriate locations, including the main gate.

- f) Incident Reporting: The Company has established a system for incident reporting, including first aid cases, near-miss incidents, and unsafe conditions. All reported incidents are investigated to determine the root cause. Regular training sessions are provided for workers and employees to encourage the reporting of safety incidents. In FY 2024–25, we reported 3,295 near misses, compared to 2,658 in the previous year.

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).**

Employees (Yes/No): The Company has term insurance policy for the employees, we also have life insurance coverage provided to all employees as per Gratuity Act, 1972. In addition, the company has a benevolent fund. In event of death of an employee, family is provided with financial support through this fund.

Workers (Yes/No): Yes, for both plants. Insurance is provided as per Workmen Compensation Act, 1923.

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

Yes, internal audits are conducted to ensure that statutory liabilities are deducted and deposited by our contractors.

3. **Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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, general counselling is provided to the employees during retirement in terms of employability after retirement.

5. **Details on assessment of value chain partners:**

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	> 90%
Working Conditions	> 90%

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.**

The Company has a structured supply chain sustainability program comprising elements of supplier code of conduct, supplier screening on ESG criteria, and supplier engagement on ESG. We have two quality meetings every year which are attended by select suppliers and customers. Aspects such as product safety, quality, EHS, etc., are deliberated during these meetings. While selecting a new vendor, the following aspects are verified in their operations: H&S, Working Conditions, Human Rights. In addition, we have assessed 14 top vendors in FY24-25, which covers > 90% of our raw material purchases. In addition, 25% of our top vendors were involved in the ESG-based capacity building program in FY24-25.

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:

The Company defines stakeholders as an individual, group of individual, entity, authority, body, or organization, those who are affected by operations of our business or/and have an impact on our business.

Our key internal stakeholders comprise our employees, contractual personnel, senior management and the Board of Directors. Our key external stakeholders comprise our investors & stakeholders (capital providers), vendors, suppliers & other business partners, customers, local community, and governments & regulatory bodies.

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
Providers of capital	No	Email, Newspaper, Website, Letters, Submission of Data to Stock Exchanges	<ul style="list-style-type: none"> Quarterly: Earnings call Annually: AGM As & when required- Analyst calls, investor presentations 	<ul style="list-style-type: none"> Statutory dissemination of information Feedback on our performance and business model Understand expectation and concerns Other matters of significance
Employees	No	Email, personal meetings, Intranet, notice board	Continuous	<ul style="list-style-type: none"> Understand expectation and concerns Performance management and Career Planning Learning and Development Workplace safety Ethical business conduct Other matters of significance
Vendors/ Suppliers	No	Email, personal meetings, website	Need basis	<ul style="list-style-type: none"> Contract negotiations Evaluation at the time of on-boarding Feedback on supplies and services Other matters of significance
Customers	No	Email, website, personal meetings	Need basis	<ul style="list-style-type: none"> Contract negotiations Customer satisfaction survey Other matters of significance
Community	Yes	Through site CSR committee meetings, direct engagement	Monthly & need basis	<ul style="list-style-type: none"> Local developmental needs Understanding concerns and expectations Feedback on ongoing projects Other matters of significance
Government and regulatory bodies	No	E-mail, website, statutory and legal compliance filings	Annually & need basis	<ul style="list-style-type: none"> Compliance and Approval Verification of annual returns and filing

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 Board interacts with senior leadership on ESG aspects every 6 months. The senior leadership team is delegated with the responsibility to interact with internal and external stakeholders on various ESG aspects.

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, stakeholders' consultation is used to support the identification and management of environmental and social topics. Every 6 months, 2 independent directors and senior management team (Managing Director, ED & COO, CFO and other Senior Members) meet to discuss and deliberate the progress of ESG goals identified by the Company.

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

Community engagement is one of the key material topics and the Company identifies the engagement programs with a need analysis. A detailed community engagement plan for the short-term and long-term engagement is articulated accordingly. Details of our interactions with and support to the local communities are as follows:

- A. The Company, in collaboration with NGO Uthaan and Edelgive Foundation, continued its community development efforts. During the year, six Gram Sabha sessions, two water budgeting trainings, and three exposure visits were held. New WASH (Water, Sanitation, and Hygiene) committees were formed, 170 toilets (new and renovated) and 209 soak pits were completed across Ghoda, Siludi, and Dodwada. Eighteen WASH awareness programs reached 525 children, and two post-construction trainings were held for 65 committee members in six Valia villages. Eleven review and planning meetings were conducted with the Apcotex team. The Company contributed ₹ 85.59 lakhs to Uthaan during the financial year.
- B. The Company has supported Seva Sadan Society, Mumbai, over the past two years by fully funding the operating expenses of its English Medium Secondary School (Standards 5–8) and partly funding the Primary School (Standards 1–4). In the reporting year, a contribution of ₹ 49 lakhs supported 93 secondary and 106 primary students. The school partnered with Umeed through its Fellowship Program, leading to improved student behavior and enhanced teacher capabilities. Parental counseling fostered collaboration, while various recreational and educational events, including Founders' Day skits, Sports Day, Republic Day, Science Exhibition visits, and Environment and Literacy Day celebrations, enriched the students' experience.
- C. The Company has partnered with Deepak Foundation for several years to support skill development in Facility Management & Services for women and youth around the Taloja Plant. In the reporting year, it contributed ₹ 30 lakhs. The program offers classroom and practical training in cooking, housekeeping, fire safety, soft skills, yoga, mock interviews, and more. Participants undergo assessments and receive certification upon successful completion.
- D. The Company supported the Adopt a Home & Livelihood & Aftercare Support program through Catalysts for Social Action (CSA), benefiting 67 children and 48 Care Leavers (CLs) in skill training. Of these, 26 CLs are currently enrolled in courses, while 22 have completed them—14 secured jobs, 1 is interning, and 7 are in the placement process. The Company contributed ₹ 24 lakhs, supporting CSA's initiatives across Health & Basic Necessities, Learning & Wellness, and Aftercare. Recreational activities included digital literacy, self-defense training, non-fire cooking, and health awareness sessions.
- E. The Company contributed ₹ 30 lakhs to Bhagwan Trust for constructing a Bhojanalaya to support 180 resident students receiving free education and accommodation. The facility will serve over 90,000 free meals annually, aligning with our CSR objectives focused on education and child nutrition.
- F. The Company supported education through need-based scholarships at Shree Chandulal Nanavati Women's Institute & Girls' High School, contributed to Shri Ram Ek Dharmada Trust for maternity and childcare services for underserved communities, and funded the construction of compound walls for a school in Dolatpur and an Anganwadi in Ghoda village.

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 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	380	380	100%	360	360	100%
Other than permanent	35	35	100%	39	39	100%
Total Employees	415	415	100%	399	399	100%
Workers						
Permanent	216	216	100%	219	219	100%
Other than permanent	623	623	100%	634	634	100%
Total Workers	839	839	100%	853	853	100%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 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)
Employees										
Permanent										
Male	359	-	-	359	100%	342	-	-	342	100%
Female	21	-	-	21	100%	18	-	-	18	100%
Other than Permanent										
Male	31	-	-	31	100%	32	-	-	32	100%
Female	4	-	-	4	100%	7	-	-	7	100%

Workers										
Permanent										
Male	216	-	-	216	100%	219	-	-	219	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	623	-	-	623	100%	634	-	-	634	100%
Female	-	-	-	-	-	-	-	-	-	-

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4*	9,50,000	3	8,60,000
Key Managerial Personnel (including KMP ED)	4	1,00,72,700	-	NA
Employees other than BoD and KMP	359	5,48,400	21	4,84,600
Workers	216	6,63,592	-	NA

*Total Board strength is 9, however, 2 executive directors are KMPs. Therefore, they have been included under KMPs and not Board to avoid double counting.

b. Gross wages paid to females:

	FY 2024-25	PY 2023-24
Gross wages paid to females as % of total wages	4.08%	3.58%

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.

Chief Human Resources Officer is entrusted with the responsibility to receive and dispose of all cases related to human rights violation. All such complaints are either made directly to CHRO or forwarded through appropriate channels. The identity of the complainant is kept confidential to promote reporting of such cases.

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

	FY 2024-23 Current Financial Year			FY 2023-24 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	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labor	-	-	NA	-	-	NA
Forced Labor/Involuntary Labor	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2023 in the following format:

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

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

We have Internal Complaints Committee established in accordance with Preventions of Sexual Harassment at Workplace Act. All cases of sexual harassment are forwarded to this committee. Furthermore, whistle blower protection mechanisms can also be leveraged to file any cases of discrimination and harassment.

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

Yes, the human rights requirements form part of the Company's business agreements and contracts.

For all our business agreements with new suppliers and business partners, clauses regarding labour law compliances including fair wages and timely payment of statutory dues have been included for adherence. All our partners have to adhere to our supplier code of conduct.

10. Assessments for the year:

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

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

Regular factory inspections are conducted by the Company to ensure there is no child labour, involuntary labour, and discrimination.

LEADERSHIP INDICATORS

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

The Company has not received any grievances/complaints of human rights.

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

The Company has not conducted any Human Rights due diligence during the reporting period.

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 of the entity are accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Company has accessibility features such as ramps, wheelchairs, toilets, etc. as required.

4. Details on assessment of value chain partners:

The company conducts supplier audits on aspects including health, safety, forced labour, child labour, product quality, etc. During the reporting period, 14 suppliers were audited on these aspects, which covers > 90% of our raw material purchases.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	> 90%
Discrimination at workplace	> 90%
Child Labour	> 90%
Forced Labour/Involuntary Labour	> 90%
Wages	> 90%
Others – please specify	> 90%

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

The Company has not identified any significant risks/concerns.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	5572.32	5317.97
Total fuel consumption (B)	18136.82	15725.51
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	23709.14	21043.48
From non- renewable sources		
Total electricity consumption (D)	120025.10	76890.07
Total fuel consumption (E)	292207.55	626990.87
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	412232.64	703880.95
Total energy consumed (A+B+C+D+E+F)	435941.79	724924.42
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/INR mn)	31.31	64.46
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/USD mn) (Total energy consumed / Revenue from operations adjusted for PPP)	646.86	1316.99
Energy intensity in terms of physical output (GJ/ MT dry basis)	5.87	10.80

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.

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards in the upcoming years.

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.

The Company has not been identified as Designated Consumer under PAT scheme.

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

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.:

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards in the upcoming years.

4. Provide the following details related to water discharged:

Parameter	FY (2024-25)	PY (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	2,46,920	167,029
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	2,46,920	167,029

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. Not Applicable

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

We have installed ZLD infrastructure at Valia plant. The Valia plant operates a ZLD facility during monsoon season in accordance with the regulatory requirements.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Parameter	Please specify unit	FY 2024-25	PY (2023-24)
NOx	MT	1.24	1.0
SOx	MT	1.70	1.10
Particulate matter (PM)	MT	1.35	1.53

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.

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards in the upcoming years.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (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)	tCO ₂ e	31,001	62,875
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	24,238	15,528
Total Scope 1+ 2 emissions	tCO ₂ e	55,240*	78,402**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/INR Mn	3.97	6.97
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (PPP-adjusted)	tCO ₂ e/USD Mn	81.97	142.44
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/MT dry basis	0.74	1.17

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.:

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards in the upcoming years.

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

During FY 2021-22, the Company formulated an enterprise-level sustainability strategy and has adopted various qualitative and quantitative targets to reduce GHG emissions. Both of our plants have been certified under ISO 50001:2018 (Energy Management System). In addition, we have been aligning our energy mix towards renewable energy and electrification of processes, thereby reducing dependence on fossil fuels (Coal used in captive power plants, diesel oil etc.) This has led to overall reduction of 29.5% in absolute Scope 1 +2 emissions and 36.3% in production-based GHG intensity as compared to FY2023-24.

The details of initiative undertaken are:

Sr. No.	Details	Savings (GJ of Energy)
1	Replaced electric motor of significant energy consuming equipment by Energy efficient (IE4 and IE 5) type motors.	158
2	Installed solar energy panels	313.17
3	Provided VFDs for air compressors	191.76

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	17.46	40.16
E-waste (B)	4.38	3.99
Bio-medical waste (C)	0.0092	0.0037
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify if any(G)		
ETP Sludge	881.93	711.036
Process Waste	84.788	53.235
Waste residue containing oil	5.577	3.55
Discarded containers and barrels	283.51	279.817
Used/ Spent Oil	12.816	13.716
Other Non-hazardous wastegenerated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1006.521	1959.458
Total (A+B + C + D + E + F + G+ H)	2296.997	3064.972
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR mn)	0.16	0.27
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/USD mn) (Total waste generated / Revenue from operations adjusted for PPP)	3.41	5.57
Waste intensity in terms of physical output (MT/ MT dry basis)	0.0309	0.0457

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	1318.546	2343.797
(ii) Re-used	0	0
(iii) Other recovery operations (Co-processing + Co-incineration)	374.605	194.72
Total	1693.151	2538.517
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	3.785	15.852
(ii) Landfilling	647.67	700.72
(iii) Other disposal operations (Co-processing)	0	0
Total	651.455	716.57

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.

a. Plastics (including packaging)	<p>Valia: The waste generated is disposed of through an authorised vendor.</p> <p>Taloja: Instead of raw material sourced and stored via drums, raw materials with bulk supply are received in tankers, resulting in the reduction of plastic drums' usage. For chemicals with lesser consumption in process, plastic drums are used as containers which are disposed to the authorised agency after decontamination. The plastic waste generated from other sources of packaging is recycled to authorised agency.</p>
b. E-Waste	<p>Valia: The waste generated is disposed of through an authorised vendor.</p> <p>Taloja: The E-waste generated is being disposed to the authorised recycling agency.</p>
c. Hazardous Waste	<p>Valia: The waste generated is disposed of through an authorised vendor.</p> <p>Taloja: The hazardous waste generated is treated at Effluent Treatment Plant (ETP). The hazardous waste generated out of Wastewater treatment is partly disposed-off to Mumbai Waste Management Limited, Taloja and partly to authorised vendor for co-processing. Furthermore, the contaminated clothes, hand gloves, etc are sent to Mumbai Waste Management Ltd for disposal.</p>
d. Other Waste	<p>ETP Sludge, Process Waste is partially being sent to a third party for co-processing (waste as raw material), and oil waste is being sent for co-incineration (incineration with energy recovery).</p> <p>Valia: The waste generated is disposed of through an authorised vendor.</p> <p>Taloja: a) Used spent oil is recycling through authorised agency b) Paper waste (Non-hazardous waste) is disposed to paper recycler.</p>

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:

Not applicable

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

Name and Brief Details of the Project	EIA Notification Number	Whether Conducted by independent Agency	Results Communicated to Public
Not Applicable	Not Applicable	Not Applicable	Not Applicable

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with applicable environmental laws and regulations in India under Water and Air Act and Environmental protection Act 1986.

LEADERSHIP INDICATORS

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

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

Name of the area	NA	
Nature of operations	NA	
Water withdrawal, consumption and discharge in the following format:		
Parameter	FY (2024-25)	PY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-

(iii) Into Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

The company has not conducted any independent assessment.

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

The Company has not estimated scope-3 GHG emissions in the reporting period. The Company plans to do so in the next two years.

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.

The Company has not conducted any independent assessment of non-financial data. We have planned to conduct independent assurance in accordance with ISAE 3000/AA1000AS Standards.

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

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Manufacturing Technology	The Company has adopted advanced manufacturing technologies and automation. As a result of such initiatives, yield has improved significantly which has resulted in reduced waste generation.	
2.	Co-generation Power Plant	The Company has installed a cogeneration power plant at the Valia site with a steam recovery system. Co-generation technology has helped in achieving higher efficiency. Electrostatic precipitators have been installed on stacks to reduce air emissions.	
3	Zero-liquid Discharge (ZLD)	The ZLD system has been installed on Valia site. The site operates as ZLD facility during monsoon period	
4	Renewable Energy	To improve the Company's energy mix, solar panels and windmill have been installed which is helping in reduction of overall GHG emissions.	

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

Yes. The company has identified potential disasters and has developed an appropriate disaster mitigation plan. Furthermore, it has formulated and adopted appropriate Business Continuity and Disaster Resilience Plan (BCP/DR). BCP/DR focuses on the following aspects:

- Major risks considered: Natural disasters, industrial accidents, infectious diseases, social unrest, cyber-attacks, and other unforeseen events.
- Plans for effective rescue to minimize damage.
- Data Continuity: Establishing back-up servers at a distant location to ensure data continuity and integrity.
- Handling of hazardous materials: Safety measures to prevent leakage/spillage of hazardous materials.
- Supply Chain: Identification of alternative vendors and logistic routes in case of disruption of supply chain

Operations: Measures to resume operations at the earliest including provisions for inventory management, resumption of human resources, staggered shifts, work-from-home if needed subject to feasibility, resumption of activity post safety incidents etc.

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?

The Company's operations are energy and water intensive and are dependent on crude oil derivatives. Furthermore, raw materials are hazardous in nature. These have potential to cause adverse impacts on the environment. As a mitigation strategy, the Company has developed plans to increase the share of renewable energy in its energy mix and reuse and recycle wastewater wherever possible. The Company have also developed plans to store rainwater for use. We have developed a 70-acre green belt in our Valia plant.

Reduction in environmental impact in our value chain is also being done via bulk supply of raw materials instead of transferring in plastic drums.

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

The Company has recently developed a structured supply chain sustainability program comprising elements of supplier code of conduct, supplier screening on ESG criteria, and supplier engagement on ESG. We have assessed 14 vendors in FY24-25 by value comprising > 90% of raw material purchases. In addition, we have conducted ESG-based capacity building programs for 25% of our top vendors.

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.

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	Bombay Chamber of Commerce and Industry	National
2	Confederation of Industry association	National
3	Indian Chemical Council, etc	National
4	Member of Chemicals and Petrochemicals Manufacturers Association	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

Not applicable

LEADERSHIP INDICATORS

3. Details of public policy positions advocated by the entity

S.no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1	EXIM Policy of Latex and Synthetic Rubber	Through participation in policy advocacy of CPMA	No	Quarterly	NA

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

ESSENTIAL INDICATORS

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

Not applicable.

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

Not applicable

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

The Company maintains a register at the entrance of its manufacturing site for recording grievances or communications from the community. The visits of the elected representatives from nearby villages, teachers, opinion makers are arranged for understanding the expectations and concerns of the respective stakeholders.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ Small producers	17.79%	15.35%
Sourced directly from within the district and neighboring districts	48.32%	49.20%

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:

	FY 2024-25	FY 2023-24
1. Rural	72.21%	72.9%
2. Semi-urban	6.85%	2.1%
3. Urban	16.86%	21.3%
4. Metropolitan	4.08%	3.7%

LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**
Not applicable
2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**
Not applicable
3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)** - The company is in process of revising its procurement policy to include principles of inclusivity and sustainability
(b) **From which marginalized /vulnerable groups do you procure?**
The company follows a transparent and fair process of procurement. MSMEs are preferred on a case-to-case basis.
(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**
Not applicable
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.**
Not applicable
6. **Details of beneficiaries of CSR Projects**

S.no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	EdelGive Foundation	4660	100%
2	Catalysts for Social Action	a) Adopt a Home Project - 62 Children b) Aftercare & Livelihood - 53 Care leavers	100 %
3	Seva Sadan Society	Funded Operating expenses for Primary English Medium School (Standard. 1 to 4) and Secondary English Medium School (Standard. 5 to 8) in the academic year 2023-24 at Seva Sadan Society's English School - Secondary & Primary Sections for 199 students.	100 %
4	Deepak Foundation	129 Beneficiaries (Facility Management and Services - 67, Home Health Aide - 62)	100 %

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

ESSENTIAL INDICATORS

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
 1. Consumer complaints are received through a consumer complaint portal or through mail which are communicated to QC/ QA dept.
 2. QC/ QA registers the complaint and does the investigation. After thorough investigation they send the CAPA (Corrective action preventive action) to the Sales & marketing department.
 3. S& M dept communicates the CAPA to the customers & checks the effectiveness of CAPA after 3 continuous

supplies. After 3 continuous supplies, if there is no issue, the complaint is closed.

As of FY24-25, there have been no voluntary or forced recalls. We track returned products from consumers in terms of quality

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

Business:	As a percentage to total turnover
Environment and Social parameters relevant to product	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints

	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA
Restrictive Trade Practices	-	-	NA	-	-	NA
Unfair Trade Practices	-	-	NA	-	-	NA
Others (Quality)	39	0	NA	69	0	NA

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

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

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

The company has a robust information security framework. It covers aspects of data protection and prevention from cyber-attacks. The company is in the process of certifying its operations as per ISO 27001 standard. The company has uploaded a privacy policy for individuals visiting Apcotex's website. Details of the link are as follows.

<https://apcotex.com/privacy-policy>

The company also has an internal IT policy for its employees and workers. Salient features of the policy are as follows:

- Adoption of end-to-end encryption technology
- Periodic Vulnerability Assessment and Penetration Testing and availing SEIM services
- Training and capacity building of all directors, KMPs, SMPs, and employees
- Adherence with the norms prescribed by ISO 27001 standards and certification for ISO 27001
- Access control mechanisms

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

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact - Nil**
- b. Percentage of data breaches involving personally identifiable information of customers - Nil**
- c. Impact, if any, of the data breaches - Nil**

LEADERSHIP INDICATORS

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

Details of product offerings are provided on our website: www.apcotex.com

We also provide product information in brochures and product catalogues which are provided upon specific requests.

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

A majority of our products are not used by end consumers. We provide relevant product information to our customers through Material Safety Data Sheet (MSDS) and product labels developed in accordance with Globally Harmonized System (GHS).

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

We inform the customers through circulars about force majeure, delays in supplies, etc.

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)

We follow the Globally Harmonized System of product labelling which comprehensively covers all aspects of relevant product information. We regularly engage with customers to understand their expectations and get feedback on our product quality and delivery service. The company conducts a Customer Survey through an independent agency to better understand our strengths and areas of weaknesses.