



Alkyl Amines Chemicals Limited

Reg. Office: 401-407, Nirman Vyapar Kendra, Plot No. 10, Sector 17, Vashi, Navi Mumbai - 400 703. INDIA
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Responsible Care[®]
OUR COMMITMENT TO SUSTAINABILITY

June 16, 2023

To,
BSE Limited
P. J. Towers
Dalal Street,
Mumbai – 400 001.
Scrip Code: 506767

The National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051.
Symbol: ALKYLAMINE

Sub.: Submission of Business Responsibility and Sustainability Report for the financial year 2022-23

Dear Sirs,

Pursuant to Regulation 30 and 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23 which forms an integral part of the Annual Report for the financial year 2022-23.

The BRSR is also available on the website of the Company at <https://alkylamines.com/wp-content/uploads/2023/06/Annual-Report-FY-2022-2023.pdf>

Kindly take the same on your records.

Thanking you,

For **Alkyl Amines Chemicals Limited**

CHINTAMANI
DATTATRAYA
THATTE
Date: 2023.06.16 14:29:14
+05'30'

Chintamani D. Thatte
General Manager (Legal) & Company Secretary
& Compliance Officer



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

I	Details of the listed entity	Company Information
1.	Corporate Identity Number of the Listed Entity	L99999MH1979PLC021796
2.	Name of the Listed Entity	ALKYL AMINES CHEMICALS LIMITED
3.	Year of incorporation	1979
4.	Registered office address	401-407 Nirman Vyapar Kendra, Sector 17, Vashi, Navi Mumbai 400703
5.	Corporate address	207A, Kakad Chambers, 132, Dr. Annie Besant Road, Worli, Mumbai - 400018
6.	E-mail	legal@alkylamines.com
7.	Telephone	022 6794 6600
8.	Website	www.alkylamines.com
9.	Financial year for which reporting is being done	FY 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹10.22 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Chintamani D. Thatte General Manager (Legal) & Company Secretary and Compliance Officer E-mail: legal@alkylamines.com Telephone: 022 6794 6600
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis. The Company does not have any subsidiary or associate company.

II	Products/services:		
14.	Details of business activities (accounting for 90% of the turnover):		
	Sr. No.	Description of Main Activity	Description of Business Activity
	1	Manufacturing of chemicals	Manufacturing of Aliphatic Amines, Specialty Amines and Amine Derivatives and supply to the pharmaceutical, agrochemical, water treatment, rubber chemical to a variety of industries.
15.	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):		
	Sr. No.	Product/Service	NIC Code
	1	Aliphatic Amines	20119
	2	Amine Derivatives	20119
	3	Specialty Chemicals/Amines	20119

III	Operations			
16.	Number of locations where plants and/or operations/offices of the entity are situated:			
	Location	Number of plants / Operations	Number of offices	Total
	National	3 plants and 2 solar plants	4	9
	International	-	-	-

17	Markets served by the entity:		
a	Number of locations		
	Locations		Number
	National (No. of States)		18
	International (No. of Countries)		20
b	What is the contribution of exports as a percentage of the total turnover of the entity?		25%
c	A brief on types of customers		<ul style="list-style-type: none"> • Pharmaceutical • Agrochemical • Water treatment • Rubber Chemical • Other variety of industries

IV	Employees						
18	Details as at the end of Financial Year:						
a	Employees and workers (including differently abled):						
	Sr. No.	Particulars	Total (A)	Male		Female	
				No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES						
	1	Permanent (D)	646	619	95.82%	27	4.18%
	2	Other than Permanent (E)	18	17	94.50%	1	5.50%
	3	Total employees (D + E)	664	636	95.78%	28	4.22%
	WORKERS						
	4	Permanent (F)	54	54	100%	-	-
	5	Other than Permanent (G)	1404	1362	97%	42	3%
6	Total workers (F + G)	1458	1416	97.12%	42	2.88%	
b	Differently abled Employees and workers:						
DIFFERENTLY ABLED EMPLOYEES							
1	Permanent (D)	2	1	50%	1	50%	
2	Other than Permanent (E)	-	-	-	-	-	
3	Total differently abled employees (D + E)	2	1	50%	1	50%	
DIFFERENTLY ABLED WORKERS							
4	Permanent (F)	-	-	-	-	-	
5	Other than permanent (G)	-	-	-	-	-	
6	Total differently abled workers (F + G)	-	-	-	-	-	
19	Participation/Inclusion/Representation of women						
			Total	No. and percentage of Females			
			(A)	No. (B)	% (B / A)		
Board of Directors			10	1	10%		
Key Management Personnel (including Chairman & Managing Director, two Executive Directors and Whole-time Director – Operations)			6	1	16.66%		

20	Turnover rate for permanent employees and workers											
	(Disclose trends for the past 3 years)											
				FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
				Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees			19.42%	0.43%	19.85%	8.75%	-	8.75%	4.25%	0.35%	4.60%
Permanent Workers			0.43%	-	0.43%	0.50%	-	0.50%	-	-	-	

V Holding, Subsidiary and Associate Companies (including joint ventures)						
21 Names of holding / subsidiary / associate companies / joint ventures						
(a)	Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)	
The Company does not have Holding / Subsidiary / Associate Company						

VI CSR Details			
22	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	(ii)	Turnover (in ₹)	₹ 1696.24 Crores
	(iii)	Net worth (in ₹)	₹ 1168.93 Crores

VII Transparency and Disclosures Compliances								
23	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current FY			FY 2021-22 Previous FY		
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
	Communities	Yes. Manual Register maintained at factories and office for Grievances.	-	-	-	-	-	-
	Investors (other than shareholders)	Yes. https://alkylamines.com/investors-type/investor-center/	-	-	-	-	-	-
	Shareholders	Yes https://alkylamines.com/investors-type/investor-center/	10	-	-	26	-	-
	Employees & workers	Yes. https://alkylamines.com/wp-content/uploads/2022/03/Whistle-Blower-Policy.pdf	-	-	-	-	-	-
	Customers	Yes. We have a well-defined procedure for redressal of customer complaints.	28	-	NA	42	2	NA
Value Chain Partners	Yes. We have a well-defined procedure for redressal of complaints, if any, of value chain partners.	-	-	-	-	-	-	

24	Overview of the entity's material responsible business conduct issues				
	Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, in the following format:				
Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Ethics and Governance	R i s k / opportunity	To prevent adverse impact on the brand image	Training for Ethics and Governance is imparted to most of the employees and planned for others	Negative impact on reputation Positive impact on brand image / value.
2	Green House Gas Emissions / Energy Management	Risk	Carbon footprint and Climate Change	Reduction of carbon footprint	Investment to reduce non-renewable energy.
3	Water Management	Risk	Depletion of water resource	Reduction of water withdrawal	Investment to recycle water
4	Waste Management	Risk	Circular Economy	Reuse & Reprocessing of waste	Sale to coprocessor/ pre processor
5	Environmental compliance	Risk	Impact on business	Compliance review mechanism is in place	Show Cause notice from concerned authorities and government actions
6	Suppliers Sustainability	Risk	Business sustainability	Supplier shall be screened for Environmental, Social, and Governance (ESG) Criteria	Shortage / costlier inputs
7	Human Rights and Community Relations	R i s k / Opportunity	Impact of our operations on communities that we operate in	Engagement with community and employees	Impact on operations and attrition Safe and better place to work
8	E m p l o y e e Engagement, Health & Safety	Opportunity	Aligns with our core value of 'Respect for people'	Employees wellbeing programs, Ongoing Safety Trainings	Investment on employees wellbeing, lower attrition
9	P r o d u c t Innovation	Opportunity	Business Growth	Expansion of Research & Development (R&D)	Investment in R&D

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The Company's Business Responsibility is guided by "National Voluntary Guidelines on Social, Environment and Economic Responsibilities of Business (NVGs)" released by Ministry of Corporate Affairs which has adopted nine areas of Business Responsibility. These are briefly as under:

- P1 - Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable
- P2 - Businesses should provide goods and services in a manner that is sustainable and safe
- P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4 - Businesses should respect the interests of and be responsive to all their stakeholders.
- P5 - Businesses should respect and promote human rights.
- P6 - Businesses should respect and make efforts to protect and restore the environment.
- P7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 - Businesses should promote inclusive growth and equitable development.
- P9 - Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions			P1 Ethics	P2 Product Quality	P3 Employee Wellbeing	P4 Stakehold- ers	P5 Human Rights	P6 Environ- ment	P7 Public Policy	P8 CSR	P9 Customer Relations
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								
	b	Has the policy been approved by the Board? (Yes/No)	Yes								
	c	Web Link of the Policies, if available	<p>The mandatory policies under the Indian laws and regulations have been adopted by the Board and signed by the Chairman & Managing Director. Other operational internal policies are approved by management and signed by the Managing Director/Executive Director/Senior executives.</p> <p>Mandatory Policies viz. Risk Management Policy, Code of Conduct, CSR Policy, Dividend Distribution Policy, Insider Trading Policy, Nomination and Remuneration Policy, Related Party Transactions Policy, Whistle Blower Policy, etc. are available at https://alkylamines.com/investors-type/corporate-governance/</p> <p>Following is the link of some of the policies uploaded on the website:</p> <p>Risk Management Policy: https://alkylamines.com/wp-content/uploads/2022/05/Risk-Management-Policy.pdf</p> <p>Code of Conduct: https://alkylamines.com/wp-content/uploads/2022/03/Code-of-Conduct.pdf</p> <p>CSR Policy: https://alkylamines.com/wp-content/uploads/2022/03/CSR-Policy.pdf</p> <p>Dividend Distribution Policy: https://alkylamines.com/wp-content/uploads/2022/03/Dividend-Distribution-Policy-1.pdf</p> <p>Insider Trading Policy - https://alkylamines.com/wp-content/uploads/2022/03/INSIDER-TRADING-POLICY.pdf</p> <p>Nomination and Remuneration Policy: https://alkylamines.com/wp-content/uploads/2022/03/Nomination-and-Remuneration-Policy.pdf</p> <p>Related Party Transactions Policy - https://alkylamines.com/wp-content/uploads/2022/03/Policy-on-Related-Party-Transaction.pdf</p> <p>Whistle Blower Policy - https://alkylamines.com/wp-content/uploads/2022/03/Whistle-Blower-Policy.pdf</p> <p>Other policies are available internally with the respective department and also on internal network and the same can be accessed at https://alkylamines.com/investors-type/corporate-governance/</p>								
2	Whether the entity has translated the policy into procedures. (Yes / No)		Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)		Yes								
4	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001: 2015	ISO 14001: 2015	ISO 45001:2018 Responsible Care (RC) Certification	ISO 50001 : 2018 Code of Conduct	Responsible Care Certification / POSH Certification	GRI Reporting	Alkyl Policy	CSR Policy	ISO 9001: 2018
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.		Yes, we have adopted the various qualitative and quantitative targets and the Company will be reporting progress on those targets in upcoming years. Following are the details of our targets:								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		<ol style="list-style-type: none"> Increase renewable energy share 300% more than existing solar energy generation by March, 2026 (2 MW to 6 MW) Reduce water withdraw by 15% per ton of production up to March, 2026 (6.49 to 5.51 KI/ MT) Increase Hazardous Waste recycle intensity by 20 % up to March, 2026 (1.16 to 1.39 Kg/MT) Complete Life Cycle Assessment studies of high-risk products by 2030 All our critical RM Manufacturers shall comply with ISO 14001 requirements by March, 2026 								
Governance, leadership and oversight											
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)					Risk Management Committee at the Board level oversees the Environment Social Governance (ESG) Sustainability initiatives of the company. Roadmap with specific goals and targets are under development. Once they are in place, implementation of actions would be monitored for their progress.					

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Yogesh M. Kothari – Chairman and Managing Director, under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility and Sustainability policies.																																		
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	<p>Yes. The Company has a Risk Management Committee (RMC) which oversees the Safety, Health, Environment and Sustainability related issues. The RMC, Audit Committee (which consists of majority of Independent Directors) and the Board of Director provide valuable guidance to the Management to ensure Safety and Sustainability implications are duly addressed in all strategic initiatives, budgets, audit actions and improvement plans. RMC consists of following members:</p> <table border="1" data-bbox="933 507 1474 922"> <thead> <tr> <th data-bbox="933 507 1157 549">Name</th> <th data-bbox="1157 507 1324 549">DIN</th> <th data-bbox="1324 507 1474 549">Designation</th> </tr> </thead> <tbody> <tr> <td data-bbox="933 549 1157 600">Mr. Kirat M. Patel (Executive Director)</td> <td data-bbox="1157 549 1324 600">00019239</td> <td data-bbox="1324 549 1474 600">Chairman</td> </tr> <tr> <td data-bbox="933 600 1157 652">Mr. Suneet Y. Kothari (Executive Director)</td> <td data-bbox="1157 600 1324 652">00021421</td> <td data-bbox="1324 600 1474 652">Member</td> </tr> <tr> <td data-bbox="933 652 1157 735">Mr. Chandrashekhar R. Gupte (Independent Director)</td> <td data-bbox="1157 652 1324 735">00009815</td> <td data-bbox="1324 652 1474 735">Member</td> </tr> <tr> <td data-bbox="933 735 1157 818">Mr. Rakesh Goyal (Whole-time Director – Operations)</td> <td data-bbox="1157 735 1324 818">07977008</td> <td data-bbox="1324 735 1474 818">Member</td> </tr> <tr> <td data-bbox="933 818 1157 922">Mr. Ramchandra N. Iyer (Vice President – Manufacturing)</td> <td data-bbox="1157 818 1324 922">NA</td> <td data-bbox="1324 818 1474 922">Member</td> </tr> </tbody> </table>																	Name	DIN	Designation	Mr. Kirat M. Patel (Executive Director)	00019239	Chairman	Mr. Suneet Y. Kothari (Executive Director)	00021421	Member	Mr. Chandrashekhar R. Gupte (Independent Director)	00009815	Member	Mr. Rakesh Goyal (Whole-time Director – Operations)	07977008	Member	Mr. Ramchandra N. Iyer (Vice President – Manufacturing)	NA	Member
Name	DIN	Designation																																		
Mr. Kirat M. Patel (Executive Director)	00019239	Chairman																																		
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Mr. Rakesh Goyal (Whole-time Director – Operations)	07977008	Member																																		
Mr. Ramchandra N. Iyer (Vice President – Manufacturing)	NA	Member																																		
10	Details of Review of NGRBCs by the Company:																																			
Subject for Review			Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)																								
			P1 P2 P3 P4 P5 P6 P7 P8 P9									P1 P2 P3 P4 P5 P6 P7 P8 P9																								
Performance against above policies and follow up action			Y Y Y Y Y Y Y Y Y Y									Y Y Y Y Y Y Y Y Y Y																								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances			Review was undertaken by respective Committee of the Board of Directors.									Quarterly, Half yearly and annually																								
			The Company complies with all legal and statutory requirement that are relevant to the principles. The Compliance with statutory requirements of relevance to the principles as well as other compliances, if any, and rectification of any non-compliances, if any, placed and discussed before the respective Committee of Board. Respective Heads of Departments certify the compliances on quarterly basis and their certification is place before the Board on quarterly basis. The Company has compliance system in place which monitors the required compliances on occurrence basis.									On occurrence basis. Monthly / Quarterly and Annual compliance reports are generated																								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1 P2 P3 P4 P5 P6 P7 P8 P9									No. Whenever required the Company conducts periodic review of the policies internally by the Senior Management and the Board Committees. However, Production, Product quality and environmental issues are assessed during the external management system audit and accordingly appropriate actions are taken by the respective department.																									
12	If answer to question (1) above is “No” i.e., not all principles are covered by a policy, reason to be stated.	Not Applicable																																		

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 (BoD)	4	No specific training or awareness programs were held. However, during the financial year, the Board of Directors of the Company as well as its committees has invested time on various updates comprising matters pertaining to the business, regulations and environmental, social and governance parameters.	100%		
	Key Managerial Personnel (KMP)	4	Code of conduct, Safety & Health, Skill up gradation and Prevention of Sexual Harassment.	100%		
	Employees other than BoD and KMPs	5	Safety & Health, Skill up gradation, Prevention of Sexual Harassment, on the job training, Systems and Behavioral.	85%		
	Workers	5	Safety & Health, Skill up gradation, on the job training, Systems and Prevention of Sexual Harassment.	90%		
2	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):					
	Monetary					
		NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Penalty/ Fine	NIL				
	Settlement					
	Compounding fee					
	Non-Monetary					
		NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
	Imprisonment	NIL				
	Punishment					
3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed					
	Case Details			Name of the regulatory/ enforcement agencies/ judicial institutions		
	Not Applicable					

4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Yes, our Code of Conduct and Human Resource Policy for employees complies with the legal requirements of applicable laws and regulations, including anti-corruption, anti-bribery policy including ethical handling conflict of interest. The Company also has Whistle Blower Policy which provides a window through which any irregularities may be brought to light by the Employees/Directors			
5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:	FY 2022-23 (Current FY)		FY 2021-22 (Previous FY)	
Directors		NIL			
KMPs					
Employees					
Workers					
6	Details of complaints with regard to conflict of interest:	FY 2022-23 (Current FY)		FY 2021-22 (Previous FY)	
		Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		NIL	Not Applicable	NIL	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs					
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	Not Applicable			
Leadership Indicators					
1	Awareness programmes conducted for value chain partners on any of the Principles during the financial year:				
Total number of awareness programmes held		Topics / principles covered under the training		% age of value chain partners covered (by value of business done with such partners) under the awareness programmes	
5		The Company is providing training to improve capacity and capability of local and small vendors. The Company provides regular inputs and technical assistance in the form of imparting knowledge, training and process skills in order to upgrade their capacity and capabilities to maintain the quality. We have established specifications for required goods and services and communicated to vendors through Purchase orders, and established controls on them to check and deliver desire output.		18%	
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 adopted a code of conduct for the Board of Directors setting out the guidelines for avoiding or discharging the conflict of interest of the Company. The Company obtains an annual confirmation affirming compliance with the Code of conduct from the Directors every year. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, we have maintained a database of the Directors and the entities in which they are interested. This list is shared with the Plants, Projects, Purchase and Accounts departments which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such entities.			

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

Essential Indicators				
1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
		FY 2022-23 Current FY	FY 2021-22 Previous FY	Details of improvements in environmental and social impacts
	R&D	0.40 %	0.36%	All R&D revenue and capital investments are focussed at minimization of waste in terms of liquid effluent and residues by reviewing the existing processes and process development and improvement for new products and implementation of optimised processes in production.
Capex	0.70%	0.34%	Installation of Reverse Osmosis and Multi Effect Evaporator at Kurkumbh and Dahej plants. All the three plants shall have Zero Liquid Discharge system installed next year. We have installed solar power plants at Bhoom, Osmanabad, and at Manwath, Parbhani in Maharashtra.	
2	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)			
	Yes, the Company endeavors on protection of environment, stakeholders' interest and cost effectiveness while procuring any raw material or goods. The main raw materials such as alcohols, ammonia etc. are mainly procured from manufacturers / producers who are well reputed keeping in mind the need for quality and consistency. To further reduce the carbon footprint, the Company has also undertaken research and development activity to use recycled material by continuous process re-engineering. Adequate steps are taken for safety during transportation and optimization of logistics which in turn help to mitigate the impact on climate. The Company participates in developing Product Safety and Stewardship and Product Distribution Code as a part of initiative taken by Indian Chemical Council under Responsible Care Programme. The Company is also a member of "Nicer Globe" to ensure safety of material while under transportation. The Company continues to pursue its system of procurement under sustainable sourcing. We purchase only energy efficient machinery/ products. Environmental concerns are being assessed during the process of Supplier Evaluation			
	b. If yes, what percentage of inputs were sourced sustainably?			
	Approximately 30% of inputs are covered under sustainable sourcing			
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)	Reimport of plastic pallets used for export of products		
	(b) E-waste	Not Applicable. However, the company disposed off hazardous waste and other wastes to authorized vendors and continue to find out useful application for product based like incineration and using in landfills.		
	(c) Hazardous waste and			
(d) other waste.				
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		No	

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.	
	NA	Aliphatic Amines (Eight products covered)	58	From supplier gate to customer gate	No. Conducted by Internal expert team.	No. Internal use only.	
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	
	No significant Risk						
3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).						
	Indicate input material			Recycled or re-used input material to total material			
				FY 2022-23 Current FY	FY 2021-22 Previous FY		
	Effluent water Recycled			8.62%	8.82%		
	Ammonia			Approx. 3%	Approx. 2%		
Caustic			Approx. 33%	Approx. 30%			
4	Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:						
		FY 2022-23 Current FY			FY 2021-22 Previous FY		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
	Plastics (including packaging)	39.5	-	-	47.5	-	-
	E-waste	-	-	-	-	-	-
	Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-	
5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category						
	Indicate product category			Reclaimed products and their packaging materials as % of total products sold in respective category			
	Plastics pallets			75%			

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

Essential Indicators														
1	A	Details of measures for the well-being of employees:												
		Category	% of employees covered by											
			Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities		
			Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)		
		Permanent employees												
		Male	619	600	97%	619	100%	NA	NA	Not Applicable		Not Applicable		
		Female	27	27	100%	27	100%	1	3.70%					
		Total	646	627	97%	646	100%	1	0.15%					
		Other than Permanent employees												
		Male	17	4	24%	17	100%	Not Applicable		Not Applicable		Not Applicable		
		Female	1	-	-	1	100%							
		Total	18	4	22%	18	100%							
		B		Details of measures for the well-being of workers:										
				Category	% of workers covered by									
					Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities
	Number (B)			% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)		
Permanent workers														
Male	54			54	100%	54	100%	Not Applicable		Not Applicable		Not Applicable		
Female	-			-	-	-	-							
Total	54			54	100%	54	100%							
Other than Permanent workers														
Male	1362			1102	81%	1362	100%	Not Applicable		Not Applicable		Not Applicable		
Female	42			25	60%	42	100%							
Total	1404			1127	80%	1404	100%							
2	Details of retirement benefits, for Current FY and Previous FY.													
	Benefits			FY 2022-23 Current FY					FY 2021-22 Previous FY					
				No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)				
	PF	100%	100%	Yes		100%	100%	Yes						
	Gratuity	86%	100%	Yes		88%	88%	Yes						
	ESIC	18.57%	18.50%	Yes		17%	13%	Yes						
Others – please specify	NA					NA								
3	Accessibility of workplaces													
	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.					Yes, All our working locations are accessible for differently-abled employees.								
4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.													
						Yes, the Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. The company provides equal opportunity to all individuals and does not discriminate between individuals based on caste, creed, religion, region, gender and disability which are not in interference with the job or any other category protected by applicable law								

5	Return to work and Retention rates of permanent employees and workers that took parental leave										
				Permanent employees		Permanent workers					
	Gender			Return to work rate	Retention rate	Return to work rate	Retention rate				
	Male			Not Applicable							
Female											
Total											
6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.										
				Yes/No (If Yes, then give details of the mechanism in brief)							
	Permanent Workers			Yes. The Company has Grievances Policy and Procedure as a part of Human Resources Policy and Manual to receive and redress grievances of the employees / worker. The purpose of the grievance procedure is to ensure that, as far as possible, grievances are dealt with and resolved informally through discussion between the aggrieved employee and their direct manager. Grievances are concerns, problems or complaints raised by an employee and must be made in writing.							
	Other than Permanent Workers										
	Permanent Employees										
Other than Permanent Employees											
7	Membership of employees and worker in association(s) or Unions recognized by the listed entity:										
	Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)						
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)				
	Total Permanent Employees	646	0	0%	585	0	0%				
	Male	619	0	0%	565	0	0%				
	Female	27	0	0%	20	0	0%				
	Total Permanent Workers	54	52	96%	56	56	100%				
	Male	54	52	96%	56	56	100%				
	Female	0	0	0%	0	0	0%				
8	Details of training given to employees and workers:										
	Category	FY 2022-23 Current FY				FY 2021-22 Previous FY					
		Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
	No. (B)		% (B / A)	No. (C)	% (C / A)	No. (E)		% (E / D)	No. (F)	% (F / D)	
	Employees										
	Male	619	588	95%	525	85%	565	510	90%	450	80%
	Female	27	26	96%	23	85%	20	18	90%	16	80%
	Total	646	614	95%	548	85%	585	528	90%	466	80%
	Workers										
	Male	54	52	96%	44	85%	55	55	100%	45	80%
	Female	-	-	-	-	-	-	-	-	-	-
	Total	54	52	96%	44	85%	55	55	100%	45	85%

9	Details of performance and career development reviews of employees and workers: We have periodical performance reviews of employees with the designated head of departments. This enables HR to review with top management for effective performance of each employee on an ongoing basis. Based on the performance review of the employees, the employees are given the promotions and career development opportunities.					
	Category	FY 2022-23 Current FY			FY 2021-22 Previous FY	
		Total (A)	No. (B)	% (B / A)	Total (C)	% (D / C)
	Employees					
	Male	619	619	100%	565	100%
	Female	27	27	100%	20	100%
	Total	646	646	100%	585	100%
	Workers					
	Male	54	52	96%	55	0%
	Female	-	-	-	-	-
	Total	54	52	96%	55	0%
10	Health and safety management system:					
	A	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?		Yes, Occupational health and safety management system is in place. The system covers all operating facilities, including R & D.		
	B	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?		Work related hazards are identified through HAZOP, PHA, HIRA, QRA, JSA, PSSR and MOC to capture the risk. For non-routine activity, work permit system is followed.		
	C	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)		Yes. The Company encourages its employees to report near-miss, unsafe acts and unsafe conditions. All sites have procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act.		
	D	Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)		Yes		
11	Details of safety related incidents, in the following format:					
	Safety Incident/Number	Category	FY 2022-23 Current FY	FY 2021-22 Previous FY		
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-		
		Contract workers	0.27	0.34		
	Total recordable work-related injuries	Employees	-	-		
		Contract workers	1	-		
	No. of fatalities	Employees	-	-		
		Contract workers	-	1		
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-		
		Contract workers	-	-		
12	Describe the measures taken by the entity to ensure a safe and healthy work place.		<ul style="list-style-type: none"> • Daily / weekly/ monthly Inspection at workplace, • Risk Assessment before and after installation of new plant. • Management of Change procedure for any change. • Employees are trained in health and safety at workplace • Incident/ Near miss/ Unsafe Acts reporting protocol. • Safety committee meetings • Mock drills at defined frequency for the emergency preparedness. • 5 S implemented at all the Plants. • Pre recruitment and post recruitment health examination for all the employees and contract workers. 			

13	Number of Complaints on the following made by employees and workers:						
		FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-	
Note - We encourage employees to report near miss, unsafe acts and unsafe conditions and have given them objective to report one near miss per employee per month. We have developed software tool Occusafe to capture the improvement opportunities and close the actions on priority. Pending actions for more than 30 days after the target date are reviewed in the monthly EHS Review Meeting chaired by Occupier and Executive Director.							
14	Assessments for the year:		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)				
	Health and safety practices		100% by Director of Industrial Safety and Health (DISH) and other agencies				
	Working Conditions		100% by DISH and other agencies				
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.		All incidents are investigated and correction/ corrective actions taken to avoid recurrence. The significant risk identified during HIRA or HAZOP process was mitigated by taking suitable actions so that the risk will be acceptable.				
	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).		Yes. The company has covered all permanent employees under ESIC/PF/EDLI/Workmen Compensation Policy (whichever is applicable). If a member dies whilst in service, nominee will be entitled to get a certain sum assured. The Company has systems in place to provide financial assistance to the legal dependents of the employees in case of death while in service.				
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners		The Company ensures, through internal audit, that the statutory dues applicable are deducted and deposited by the value chain partners. All supply chain partners must adhere to it in every way in order to support business responsibility principles and ideals of transparency and accountability.				
3	Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:		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 2022-23 (Current FY)	FY 2021-22 (Previous FY)	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)	
	Employees		-	-	-	-	
	Workers		1	1	-	-	
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)		Subject to requirements, the Company provides opportunities for engagement on specific projects / assignments across the organization.				

5	Details on assessment of value chain partners:	
		% of value chain partners (by value of business done with such partners) that were assessed
	Health and safety practices Working Conditions	18%. Environmental concerns, Health and safety practices, Working Conditions are being assessed during the process of Supplier Evaluation only for manufacturer. Safety audits are conducted on the premises of Job – workers by safety and production department of the Company.
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.	All the corrective actions identified during the audit were appropriately closed.

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.		We have documented in Integrated management systems (IMS), the Needs and Specifications of interested parties (stakeholders) and established the mechanism to fulfill these requirements. We have mapped our internal and external stakeholders and carry out engagements with shareholders, investors, employees, lenders, suppliers, customers, business partners, regulators, and non-governmental organizations, amongst others.		
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
	Employees	No	Direct (Townhall Meeting, Workshops, Induction, etc.) & other communication mechanisms including mailers, notice board, Intranet, newsletters etc.	On-going	Training and awareness programs on various topics, open house, long-term strategy plans, health, safety and engagement initiatives, operational efficiencies
	Shareholders/ Investors	No	Phone call, e-mail, website, Quarterly results, Annual General Meetings, notices in newspapers, investors' conference calls, Financial Reports, Announcement, Intimation to stock exchanges etc.,	On-going / Quarterly	Educating them about Company's performance, capex plans, business strategy, growth prospects, to stay abreast of developments in the Company and understanding their expectations
	Customers	No	Phone call, e-mail, discussion and meetings, Personal visits, plant visits, conferences and events etc.	On-going	To enhance business and customer relationships, to understand business challenges. Identify the opportunities to improve product and services.
	Suppliers, service providers, business partners	No	Phone call, e-mail, supplies Services providers' meetings, calls Audits, joint events, supplier risk assessments	On-going	Quality, timely delivery, ESG consideration (sustainability, safety checks, compliances, ethical behavior), ISO and OHSAS standards, collaboration and digitalization opportunities
	Government and Regulatory Bodies	No	Phone call, e-mail, official communication channels like emails, meetings, calls, regulatory audits etc.	On-going	To understand Govt. Schemes, policies, ensure compliance of all applicable laws and regulations, to enhance effectiveness in Company's operations.
	Communities and NGOs	Yes	Site visits, meetings, project meetings, consultative sessions, awareness programs about Company's operations	On-going	Understand areas of sustainable development, manage Company's brand and reputation, work in partnership to develop solutions to challenging areas, improve livelihood, access to healthcare and education. Support socially high impact projects

Leadership Indicators		
1	Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.	The Company management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, government and regulatory authorities and community etc. and updates the progress on the actions to the Board at the Board and Committee meetings.
2	Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.	Yes, the Company has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its Sustainability strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.	<p>The Company goes beyond its business activities to create social impact through its diverse initiatives and is working towards improving lives of marginalized and vulnerable communities. We have taken initiatives in specific areas of social development. We continuously strive to achieve total inclusiveness by encouraging people from all sections of the community irrespective of caste, creed or religion to benefit from our CSR initiatives which would also be focused around communities that reside in the proximity of our Company's various manufacturing locations in the country. The Company has taken a holistic approach towards the development of the deprived groups of the society</p> <p>The details of the CSR projects undertaken which include projects for vulnerable / marginalized group, by the Company are described in 'Annexure - 3' of Directors' Report - Annual Report on CSR activities. Any project that comes up for CSR is first internally reviewed and assessed by the Management. If the Management is convinced of the project, it is put up to the CSR Committee for its consideration and approval. If the project is approved, it is tracked and reports are taken from time to time.</p>

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 2022-23 Current FY			FY 2021-22 Previous FY		
		Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
	Employees						
	Permanent	646	620	96%	153	153	100%
	Other than permanent	18	16	88%	-	-	-
	Total Employees	664	636	95%	153	153	100%
	Workers						
	Permanent	54	50	92%	6	6	100%
	Other than permanent	1404	1125	80%	-	-	-
	Total Workers	1458	1175	80%	6	6	100%

2	Details of minimum wages paid to employees and workers, in the following format:										
Category	FY 2022-23 Current FY					FY 2021-22 Previous FY					
	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	646	-	-	646	100%	605	-	-	605	100%	
Male	619	-	-	619	100%	585	-	-	585	100%	
Female	27	-	-	27	100%	20	-	-	20	100%	
Other than Permanent	18	-	-	18	100%	18	-	-	18	100%	
Male	17	-	-	17	100%	18	-	-	18	100%	
Female	1	-	-	1	100%	-	-	-	-	-	
Workers											
Permanent	54	-	-	54	100%	55	-	-	55	100%	
Male	54	-	-	54	100%	55	-	-	55	100%	
Female	-	-	-	0%	0%	-	-	-	-	-	
Other than Permanent	1404	-	-	1404	100%	1232	-	-	1232	100%	
Male	1362	-	-	1362	100%	1192	-	-	1192	100%	
Female	42	-	-	42	100%	40	-	-	40	100%	
3	Details of remuneration/salary/wages, in the following format:										
		Male				Female					
		Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)			Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)				
	Board of Directors (BoD)	9	₹ 60.14			1	₹ 60.66				
	Key Managerial Personnel (KMP)	1	₹ 49.05			1	₹ 38.48				
	Employees other than BoD and KMP	614	₹ 5.70			26	₹ 7.84				
	Workers	54	₹ 6.85			NA	NA				
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. The Company has human rights policy as a part of Human Resource policies.					
5	Describe the internal mechanisms in place to redress grievances related to human rights issues					The mechanism to redress grievances under human rights is same as for other grievances for the stakeholder to raise concerns or make disclosures when they become aware of any violation of the code of conduct, policy or law. On receipt of any concern through email, letter, oral, etc., the same are reviewed and appropriate action is taken.					

6	Number of Complaints on the following made by employees and workers:						
		FY 2022-23 Current FY			FY 2021-22 Previous FY		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Sexual Harassment	NIL	NA	NA	NIL	NA	
	Discrimination at workplace						
	Child Labour						
	Forced Labour / Involuntary Labour						
Wages							
Other human rights related issues							
7	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.			As part of Whistleblower Policy and POSH Policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence. Also, as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.			
8	Do human rights requirements form part of your business agreements and contracts? (Yes/No)			Yes. Human rights form a part of the terms and condition of agreements and contracts (including purchase orders) wherever necessary. The Company does not employ children at its workplaces and does not use forced labour in any form.			
9	Assessments for the year:						
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Child labour	The Company internally monitors compliance for all relevant laws and policies pertaining to these Human Right issues.					
	Forced/involuntary labour						
	Sexual harassment						
	Discrimination at workplace						
Wages							
Others – please specify							
10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.			Not Applicable			
Leadership Indicators							
1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints			No such grievances on Human Rights violations. The Company remains committed to respect and protect human rights which are applicable to the Company. All aspects of the human rights are in-built and covered under the Code of Conduct, POSH Policy as well as in various human resource practices/policies.			
2	Details of the scope and coverage of any Human rights due-diligence conducted.			We have various internal and external surveillance audits which are conducted through IMS, Responsible Care, Global Reporting Initiative.			
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. All our locations are accessible to differently-abled visitors.			
4	Details on assessment of value chain partners:						
		% of value chain partners (by value of business done with such partners) that were assessed					
	Sexual Harassment	100%. These points form part of terms and conditions of our business agreements / contracts (including purchase orders) wherever necessary.					
	Discrimination at workplace						
	Child Labour						
	Forced Labour/Involuntary Labour						
Wages							
Others – please specify							
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.			Not Applicable			

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

Essential Indicators		
1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:	
	Parameter	FY 2022-23 (Current FY)
		FY 2021-22 (Previous FY)
	Total electricity consumption (A)	1,27,902
	Total fuel consumption (B)	22,63,542
	Energy consumption through other sources (C)	NA
	Total energy consumption (A+B+C) (G)	23,90,621
	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0001409
	Energy intensity (optional) – the relevant metric may be selected by the entity (Energy intensity per ton of production- GJ/MT)	15
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No
2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	No
3	Provide details of the following disclosures related to water, in the following format:	
	Parameter	FY 2022-23 (Current FY)
		FY 2021-22 (Previous FY)
	Water withdrawal by source (in kilolitres)	
	(i) Surface water	7,56,384
	(ii) Groundwater	-
	(iii) Third party water	-
	(iv) Seawater / desalinated water	-
	(v) Others	-
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,56,384
	Total volume of water consumption (in kilolitres)	8,27,689
	Water intensity per rupee of turnover (Water consumed / turnover)	0.00005
	Water intensity (optional) – the relevant metric may be selected by the entity (Water consumption per ton of production (KL/MT))	5.25
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No
4	Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If yes, provide details of its coverage and implementation.	Yes 1 We have installed the facility for ZLD at Patalganga. 2 Kurkumbh and Dahej sites will have the facility for ZLD in FY 2023-24.

5	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	Please specify unit	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
	NO _x	µg/m ³	31	32
	SO _x	µg/m ³	18	20
	Particulate matter (PM)	µg/m ³	74	72
	Persistent organic pollutants (POP)		Not Applicable	Not Applicable
	Volatile organic compounds (VOC)	ppm	36,881	50,004
	Hazardous air pollutants (HAP)		Not Applicable	Not Applicable
	Others – please specify		Not Applicable	Not Applicable
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes. Environmental Monitoring is carried out as per Central Pollution Control Board (CPCB) norms by Ministry of Environment, Forest and Climate Change of India (MOEF) approved laboratory.		
6	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	Unit	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,33,534	3,16,138
	Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	29,489	30,042
	Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00002140	0.000022
	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tons of CO ₂ equivalent/ ton of production	2.30	2.46
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No. Data is collected and verified internally		
7	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	Yes, 1) Solar Energy project. 2) Furnace Oil (FO) replaced with Low Sulphur Heavy Stock (LSHS)		

8	Provide details related to waste management by the entity, in the following format:		
	Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
	Total Waste generated (in metric tonnes)		
	Plastic waste (A)	-	-
	E-waste (B)	-	0.56
	Bio-medical waste (C)	0.014	0.009
	Construction and demolition waste (D)	-	-
	Battery waste (E)	-	-
	Radioactive waste (F)	-	-
	Other Hazardous waste. Please specify, if any. (G) (Hazardous waste as per SPCB Consent)	970	920
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Non Hazardous waste as per SPCB consent)	12,351	12,124
	Total (A+B + C + D + E + F + G + H)	13,321	13,045
	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
	Category of waste		
	(i) Recycled	12,526	12,302
	(ii) Re-used	-	-
	(iii) Other recovery operations	-	-
	Total	12,526	12,302
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
	Category of waste		
	(i) Incineration	412	519
	(ii) Landfilling	382	224
	(iii) Other disposal operations	-	-
	Total	794	743
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes. Third party audit by Bureau Veritas .	
9	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	1) Reuse, recycle of waste water in the process. 2) Green principles during selection of molecules in R&D.	
10	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:		
	Sr. No.	Location of operations/offices	Type of operations
			Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Not Applicable		

11	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:					
	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	Proposed project for expansion in existing products & addition of new products for manufacturing of amines & specialty chemicals at existing unit of Alkyl Amines Chemicals Limited at Kurkumbh unit.	SEIAA-EC-0000002296	8-July-2020	Yes	Yes	https://alkylamines.com
	The proposal is for Environmental Clearance to the Company for setting up expansion of manufacturing plant of Synthetic Organic Chemicals at Dahej unit.	SEIAA/GUJ/EC/5 (F)/1294/2021	2-Jul-2021	Yes	Yes	https://alkylamines.com
	“30000 KLPY Anhydrous (Absolute) Alcohol Manufacturing Plant at Patalganga MIDC”	SEIAA-EC-0000000158	9-Aug-2017	Yes	Yes	https://alkylamines.com
	The Company has gone through Environmental Clearance for their expansion at Kurkumbh, Dahej and Patalganga locations. The EIA study is carried out during the process by independent external agency. The results are communicated to CPCB portal.					
12	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:					
	Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any	
	Yes. The Company has valid consent to operate for all the locations.					
Leadership Indicators						
1	Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:					
	Parameter			FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)	
	From renewable sources					
	Total electricity consumption (A)			17,583	8,693	
	Total fuel consumption (B)			-	-	
	Energy consumption through other sources (C)			-	-	
	Total energy consumed from renewable sources (A+B+C)			17,583	8,693	
	From non-renewable sources					
	Total electricity consumption (D)			1,27,902	1,30,302	
	Total fuel consumption (E)			22,62,719	22,53,190	
	Energy consumption through other sources (F)			-	-	
	Total energy consumed from non-renewable sources (D+E+F)			23,90,621	23,83,492	
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.				NO	

2	Provide the following details related to water discharged:		
	Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) To Surface water	Not Applicable	Not Applicable
	- No treatment		
	- With treatment – please specify level of treatment		
	(ii) To Groundwater		
	- No treatment		
	- With treatment – please specify level of treatment		
	(iii) To Seawater		
	- No treatment		
	- With treatment – please specify level of treatment		
	(iv) Sent to third-parties		
	- No treatment		
	- With treatment – please specify level of treatment		
	(v) Others (CETP)	1,10,481	1,29,782
	- No treatment	1,10,481	1,29,782
	- With treatment – please specify level of treatment	Primary, Secondary and Tertiary treatment at ETP	Primary, Secondary and Tertiary treatment at ETP
	Total water discharged (in kilolitres)	1,10,481	1,29,782
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	NO	

3	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):			
	For each facility / plant located in areas of water stress, provide the following information:			
	(i) Name of the area	Maharashtra and Gujarat		
	(ii) Nature of operations	Manufacturing of Amines and its derivatives		
	(iii) Water withdrawal, consumption and discharge in the following format:			
	Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)	
	Water withdrawal by source (in kilolitres)			
	(i) Surface water	7,56,384	8,74,031	
	(ii) Groundwater	-	-	
	(iii) Third party water	-	-	
	(iv) Seawater / desalinated water	-	-	
	(v) Others	-	-	
	Total volume of water withdrawal (in kilolitres)	7,56,384	8,74,031	
	Total volume of water consumption (in kilolitres)	8,27,689	9,50,775	
	Water intensity per rupee of turnover (Water consumed / turnover)	0.000049	0.000062	
	Water intensity (optional) – the relevant metric may be selected by the entity - Water intensity per ton of production (KL/MT)	5.25	6.76	
	Water discharge by destination and level of treatment (in kilolitres)			
	(i) Into Surface water	Not Applicable	Not Applicable	
	- 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	1,10,481	1,29,782		
- With treatment – please specify level of treatment				
(v) Others (CETP)				
- No treatment	1,10,481	1,29,782		
- With treatment – please specify level of treatment	Primary, Secondary and Tertiary treatment at ETP	Primary, Secondary and Tertiary treatment at ETP		
Total water discharged (in kilolitres)	1,10,481	1,29,782		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	NO			
4	Please provide details of total Scope 3 emissions & its intensity, in the following format:			
	Parameter	Unit	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
	Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	1,85,505	1,38,981
	Total Scope 3 emissions per rupee of turnover		0.000011	0.000009
	Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		1.18	0.99
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

5	With respect to the ecologically sensitive areas reported at Question 10 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		
6	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	Replace non- renewable energy to renewable energy.	Installation of solar system at Maharashtra and Gujarat.	More than three times use of renewable energy
	2	Reduction in Greenhouse Gases	Replace FO with LSHS	Reduction in emissions of SOx
7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.		Yes. The BCP and recovery plan is prepared internally. All the business risks are identified and appropriate mitigation measures are taken. The plan was audited by cross sites and checked its compliance. External verification is planned in coming months.	
8	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.		Sudden release or fire may impact to the environment. There are multiple control measures installed in the process to avoid the incidents like fire and release of chemicals. Onsite Emergency Plan is in place to have immediate control at site.	
9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.		30 % of suppliers assessed for the sustainability practices.	

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.		3		
	b	List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.				
		Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)		
		1	Indian Chemical Council	National		
		2	IMC Chamber of Commerce and Industry	National		
		3	Captive Power Producers' 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					
	Name of authority		Brief of the case		Corrective action taken	
	None					
Leadership Indicators						
1	Details of public policy positions advocated by the entity:					
	Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
	The Company contributes its views and supports the initiatives taken by above associations in their endeavor for the improvement of government policies.					

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development

Essential Indicators						
1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.					
	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	Not Applicable					
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:					
	S r. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
	Not Applicable					
3	Describe the mechanisms to receive and redress grievances of the community.			The Company has taken a holistic approach towards the development of the deprived groups of the society. The Company undertakes various CSR projects for this purpose. Any such project that comes up for the CSR is first internally reviewed and assessed by the Management. The Company has a process to receive and redress concerns/grievances received from the community. We maintain External Communication Register where all records are maintained and the same is addressed by the concerned authorities.		
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
				FY 2022-23 Current FY	FY 2021-22 Previous FY	
	Directly sourced from MSMEs/ small producers			27 %	27 %	
	Sourced directly from within the district and neighboring districts			72% Maharashtra State 28% other than Maharashtra	72% Maharashtra State 28% other than Maharashtra	
Leadership Indicators						
1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):					
	Details of negative social impact identified			Corrective action taken		
	Not Applicable					
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:					
	Sr. No.	State	Aspirational District	Amount spent (In INR - Lakhs)		
	1	Maharashtra	Osmanabad	3.40		
	2	Jammu & Kashmir	Kupwara	10.00		
3	(a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)				
	(b)	From which marginalized /vulnerable groups do you procure?				
		(A) & (b) Yes. The Company has taken steps to procure goods and services from suppliers comprising local and small producers, including job workers and communities surrounding the place of work of the Company. The Company is providing training to improve capacity and capability of local and small vendors. The Company provides regular inputs and technical assistance in the form of imparting knowledge, training and process skills in order to upgrade their capacity and capabilities to maintain the quality. We have established specifications for required goods and services and communicated to vendors through Purchase orders, and established controls on them to check and delivered desire output.				
	(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:				
	Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
None					
5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved				
	Name of authority	Brief of the Case	Corrective action taken		
None					
6	Details of beneficiaries of CSR Projects:				
	Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	
	1	Education and E-learning	10,711	19%	
	2	Rural Development	3,300	3%	
	3	Environment Sustainability	3,500	7%	
	4	Health Care	7,431	5%	
	5	Woman Empowerment	100	2%	

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

Essential Indicators							
1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback	We have a well-defined procedure for redressal of customer complaints. Any complaint from the customer is registered in the ERP system within 48 hours of the receipt of the complaint. A due correction process follows with a proper Root Cause Analysis by Quality control / Quality analysis department. Corrective and preventive actions (CAPA) are suggested and implemented for closure of the complaint.					
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:	As a percentage to total turnover					
	Environmental and social parameters relevant to the product	100 % (Covered in the MSDS)					
	Safe and responsible usage						
	Recycling and/or safe disposal						
3	Number of consumer complaints in respect of the following:						
		FY 2022-23 (Current FY)		Remarks	FY 2021-22 (Previous FY)		Remarks
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	NIL	NIL	NA	NIL	NIL	NA
	Advertising						
	Cyber-security						
	Delivery of essential services						
Restrictive Trade Practices							
Unfair Trade Practices							
Other	28	0	NA	42	2	NA	
4	Details of instances of product recalls on account of safety issues:						
		Number			Reasons for recall		
	Voluntary recalls	NIL			NA		
	Forced recalls						

5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Yes, the Company has detailed framework on cyber security and risk related to data privacy. Vulnerability Assessment and Penetration Testing (VAPT) audit has been conducted by external agency. We have taken Cyber Crime & fraud policy to cover losses against Cyber frauds.
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
Leadership Indicators		
1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	The information on products and services of the entity can be accessed at www.alkylamines.com
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	<p>Each consignment of our products is accompanied by Material Safety Data Sheet which enables our customers about handling and disposal of products.</p> <p>The Company adheres to all the applicable statutory laws regarding product labeling and displays relevant information on product label.</p> <p>Periodic training given to the customers and user on safe handling, storage and usage of the products.</p>
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	The Company informs through emails, phone calls and agreement about force majeure and delay in supply.
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	Yes. The Company adheres to all the applicable statutory laws regarding product labeling and displays relevant information on product label. Customer Satisfaction Surveys are conducted for feedback and for betterment of the products and improving delivery mechanism. We take care of changing / additional requirements of customers from their feedback and align them appropriately by continual improvements.
5	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	