Meghmani Organics Limited

BRSR 2024

Annexure II

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2023-2024
1	Corporate Identity Number (CIN) of the Listed Entity	L24299GJ2019PLC110321
2	Name of the Listed Entity	Meghmani Organics Limited
3	Year of incorporation	15/10/2019
4	Registered office address	1st to 3rd Floor, Meghmani House", Nr.safal Profitaire, Prahlad Nagar, Satellite Ahmedabad-380015
5	Corporate address	1st to 3rd Floor, Meghmani House", Nr.safal Profitaire, Prahlad Nagar, Satellite Ahmedabad-380015
6	E-mail	ir@meghmani.com
7	Telephone	91-79-29709600/ 71761000
8	Website	www.meghmani.com
9	Financial year for which reporting is being done	**1st Apr 2023 to 31st Mar 2024**
10	Name of the Stock Exchange(s) where shares are listed	BSE and National Stock Exchange
11	Paid-up Capital	Rs. 2,543.14 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	**Jayesh Patel** **Telephone No:** 6367248959 **Email ID :** jayesh.patel@meghmani.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Name of assurance provider	Not Assured
15	Type of assurance obtained	-

II. Products/services

16. Details of business activities *(accounting for 90% of the turnover):*			
Sr. No.	**Description of Main Activity**	**Description of Business Activity**	**% of Turnover of the entity**
1	Agrochemicals	Manufacture of Insecticides and Herbicides	70.07%
2	Pigment	Manufacture of Pigments from any source in basic form or as concentrate.	29.93%

17. Products/Services sold by the entity *(accounting for 90% of the entity's Turnover):*			
Sr. No.	**Product/Service**	**NIC Code**	**% of total Turnover Contributed**
1	Manufacture of Insecticides and Herbicides	24211	70.07%
2	Manufacture of pigments	24224	29.93%

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	7	2	**9**
International	0	2	**2**

19. Markets served by the entity:	
a. Number of locations	
Locations	**Number**
National (No. of States)	16
International (No. of Countries)*	75
*We do not have any physical presence outside the country	
b. What is the contribution of exports as a percentage of the total turnover of the entity?	81.95%
c. A brief on types of customers	
We serve B2B and B2C, MNC and domestic customers in Agrochemicals. We supply technical bulk formulation and Formulation in small pack(P2P). In the case of pigment, we serve MNC and domestic customers dealing in ink, plastic, paint and polymer, wherein 90% are repeat customers.	

IV. Employees

20. Details as at the end of Financial Year:						
a. Employees and workers (including differently abled):						
Sr. No.	**Particulars**	**Total**	**Male**		**Female**	
		(A)	**No. (B)**	**% (B / A)**	**No. (C)**	**% (C / A)**
EMPLOYEES						
1	Permanent (D)	1129	1116	98.85%	13	1.15%
2	Other than Permanent (E)	14	12	85.71%	2	14.29%
3	**Total employees (D + E)**	**1143**	**1128**	**98.69%**	**15**	**1.31%**
WORKERS						
4	Permanent (F)	591	591	100%	0	0%
5	Other than Permanent (G)	992	992	100%	0	0%
6	**Total workers (F + G)**	**1583**	**1583**	**100%**	**0**	**0%**
b. Differently abled Employees and workers:						
Sr. No.	**Particulars**	**Total**	**Male**		**Female**	
		(A)	**No. (B)**	**% (B / A)**	**No. (C)**	**% (C / A)**
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	3	3	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	**Total differently abled employees (D + E)**	**3**	**3**	**100%**	**0**	**0%**
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	3	3	100%	0	0
5	Other than Permanent (E)	1	1	100%	0	0
6	**Total differently abled workers (F + G)**	**4**	**4**	**100%**	**0**	**0%**

21. Participation/Inclusion/Representation of women			
Particular	**Total**	**No. and percentage of Females**	
	(A)	**No. (B)**	**% (B / A)**
Board of Directors	10	1	10%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers*									
Particular	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31.74%	30.77%	31.72%	28.12%	0.14%	28.26%	23.33%	0%	23.33%
Permanent Workers	31.56%	0%	31.26%	17.78%	0%	17.78%	13.26%	0%	13.26%

* The turnover rate for permanent employees and workers is calculated by excluding fixed-term employees.

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures				
Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1	Kilburn Chemicals Limited	Subsidiary	100.00%	No
2	Meghmani Crop Nutrition Limited	Subsidiary	100.00%	No
3	Meghmani USA INC	Subsidiary	100.00%	No
4	P T Meghmani Organic Indonesia	Subsidiary	100.00%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in Rs.)	15,39,85,10,949
b. Net worth (in Rs.)	15,64,81,16,824

VII. Transparency and Disclosures Compliances

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	24	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	0	0	0	-	0	0	-

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	
Stakeholder group from whom complaint is received	**Web Link for Grievance Policy**
Communities	https://meghmani.com/sustainability/
Investors (other than shareholders)	https://meghmani.com/investors/corporate-governance/
Shareholders	https://meghmani.com/investors/corporate-governance/
Employees and workers	https://meghmani.com/investors/corporate-governance/
Customers	https://meghmani.com/sustainability/
Value Chain Partners	https://meghmani.com/sustainability/
Other (please specify)	https://meghmani.com/sustainability/

25. Overview of the entity's material responsible business conduct issues					
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format					
Sr. No.	**Material issue identified**	**Indicate whether risk or opportunity (R/O)**	**Rationale for identifying the risk / opportunity**	**In case of risk, approach to adapt or mitigate**	**Financial implications of the risk or opportunity (Indicate positive or negative implications)**
1.	Climate change and GHG emissions	Risk	Climate change and GHG emission risks are critical for a chemical manufacturing company due to their significant environmental impact. These risks can lead to regulatory penalties, increased operational costs, and reputational damage. By addressing climate change and GHG emissions, the company can enhance sustainability, comply with regulations, and reduce its carbon footprint. Proactively managing these risks also aligns with global efforts to combat climate change, ensuring long-term business resilience and market competitiveness while meeting stakeholder expectations for environmental responsibility.	For the reduction of GHG emissions, we installed vent condensers on solvent storage tank vents to reduce VOC. Common vent line headers are provided with tail condensers and brine on plant holding tanks and distillation units to recover solvent. Solvent losses are curbed by providing additional jacketed receivers with brine circulation in the recovery system. We are transitioning to energy-efficient operations and clean energy inclusion. Actions include decarbonising our business through energy and emissions reduction initiatives, increasing the share of renewable power.	Negative
2.	Energy Management	Risk	Effective energy management is crucial for a chemical manufacturing company due to the high energy demands of its operations. Poor energy management can lead to increased operational costs, supply chain disruptions, and regulatory non-compliance. By optimising energy use, the company can reduce costs, enhance operational efficiency, and minimise its environmental footprint.	To improve energy efficiency, we installed redesigned steam traps to reduce steam consumption and optimised pressure requirements in steam tracing tubing. Also, we have reduced our dependency on non-renewable energy by substituting to renewable sources of energy such as wind and solar. Our energy management actions includes energy reduction initiatives, increasing the share of renewable power through solar windmills and power purchase agreements, conducting	Negative

				energy audits, and implementing energy management system ISO 50001 standards.	
3.	Water and Wastewater Management	Risk	As chemical manufacturers, we depend heavily on water, but inefficient management poses significant risks. Water wastage and improper wastewater treatment can result in fines, environmental harm, and costly clean-ups. Effective water management helps us comply with environmental regulations, mitigate operational risks, and protect local water resources. Prioritising water management aligns with our broader ESG goals, fostering long-term business resilience and a sustainable future.	We strive to minimise water consumption through water-efficient technologies and recycling recovered water. Steam condensate from operations and MEE plants is recycled to boiler feed, and condensates are recycled in cooling towers to reduce water consumption. Also, we have ETP and STP plants installed at our sites, which reduces the demand for fresh water and increases the contribution of recycled water.	Negative
4.	Waste and Hazardous chemicals handling	Risk	Effective waste and hazardous chemical management is crucial. Improper handling poses significant health, environmental, and regulatory risks. Environmental contamination from spills or leaks could lead to costly clean-up efforts and legal penalties. Additionally, mishandling hazardous chemicals can endanger worker safety.	We have SOPs and trained staff for waste and hazardous chemical handling. We maintain comprehensive records of waste generation, disposal, treatment, and conduct regular audits. Collaboration with authorised vendors ensures safe disposal. We have improved disposal systems by shifting process waste from incineration to co-processing, Recycling of Acid generated during manufacturing, and recycling product drums.	Negative
5.	Occupational health and safety	Risk	Chemical manufacturing inherently poses risks to worker health and safety (OHS) due to hazardous materials and processes. Identifying these OHS risks allows companies to implement safeguards, ensuring worker well-being, legal compliance, cost savings, and improved productivity. Prioritising OHS strengthens a company's reputation and demonstrates responsible business practices.	We adopted IMS and RC systems to improve occupational health and safety, and the implementation of safety systems through Responsible Care Management and process safety management helps eliminate operational risks. Key initiatives include integrating global standards, monitoring and improving employee involvement, enhancing site head accountability, and conducting regular audits.	Negative
6.	Community Relation and Engagement	Opportunity	Successful businesses are grounded in the strength of local communities. By actively engaging with these crucial stakeholders, businesses work to eliminate barriers to access and address community needs, such as providing affordable prescription drugs. Recognising and collaborating with these stakeholders is crucial for business success and making a meaningful impact.		Positive

			Building strong relationships with communities allows companies to reduce potential operational disruptions, mitigate regulatory risks, and maintain a solid social license to operate.		
7.	Employee Well-being	Risk	High employee retention rates reflect effective company policies and practices, while high attrition rates signal low employee satisfaction to investors. Prioritising employee well-being can enhance morale and significantly lower hiring and onboarding costs.	We recognize that our employees are our most valuable asset.We prioritize their well-being through a comprehensive benefits package. This includes health insurance, accident insurance, and maternity benefits, offering financial security and peace of mind. We also go beyond basic benefits by fostering a culture of equal opportunity and growth. We offer ongoing training and development programs to equip our employees with the skills they need to succeed in their careers.	Negative
8.	Human Rights and Labour Management	Risk	Companies that prioritise human rights show their dedication to fostering sustainable and mutually beneficial relationships with those affected by their operations, including customers, communities, employees, and investors. This commitment reflects their concern for the well-being of the individuals they interact with. Similarly, businesses that require on-site workers must implement effective labour management practices. This involves considering the complexity of their workforce (in terms of size, labour intensity, and operational locations), the quality of management-labour interactions, the enforcement of worker rights, and their efforts to engage with their employees. The loss of skilled labour, in particular, is a critical concern.	Our policies safeguard human rights and oppose abuses. We enforce zero-tolerance for human rights deviations and have comprehensive HR policies. Our code of conduct and whistle-blower policies protect human rights. We ensure compliance with human rights in supplier and contractor agreements and prohibit forced or compulsory labour. Training and governance practices enhance human rights and workplace culture.	Negative
9.	Corporate Governance	Risk	Effective corporate governance depends on accessible and unbiased policies, along with clearly defined behavioural expectations that are consistently enforced throughout the organisation. Conducting business operations with transparency and integrity enables companies to achieve their long-term financial and strategic objectives. Companies are assessed based on their performance in key governance areas, including ownership and control, board compensation, accounting practices, business ethics, and tax transparency.	High corporate governance standards include risk management, transparency, improved accountability, internal audits, and stakeholder involvement. We promote an ethics-driven culture of accountability and integrate sustainability into decision-making. Regular board meetings and awareness programs on governance principles enhance governance practices.	Negative

10.	Sustainable Supply chain	Opportunity	Chemical companies that source materials sustainably and encourage the reuse, refurbishment, and recycling of existing materials are often perceived as more responsible. This approach can improve their brand reputation and build trust among consumers, investors, and other stakeholders, potentially increasing brand loyalty and boosting sales. Additionally, sustainability in supply chain management can enhance brand reputation and customer loyalty, attracting eco-conscious investors and creating financial opportunities. Thus, sustainable sourcing and supply chain management offer a strategic advantage for chemical companies in a sustainability-focused future.	-	Positive
11.	Compliance and Business Ethics	Risk	Robust corporate governance is essential for achieving an organisation's mission, as it builds stakeholder trust, safeguards reputation, and ensures smooth business operations. Any lapses in governance can jeopardise these crucial elements, leading to a loss of stakeholder confidence, reputational damage, and potential business disruptions. Therefore, maintaining strong governance practices is critical for the organisation's long-term success and stability.	We adopt best practices to ensure compliance and uphold business ethics. Revisiting our code of conduct improves accountability and benefits stakeholders. Our employee code of conduct aligns with standards for directors and senior management, enhancing overall governance.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No	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/NA)	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**
b	Has the policy been approved by the Board? (Yes/No/NA)	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**
c	Web Link of the Policies, if available	**https://meghmani.com/investors/corporate-governance/**								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	**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 18001	ISO 14001, ISO 45001,	-		ISO 900, Responsible Care, GLP-certification
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	At MOL, we are committed to a sustainable future. We set ambitious goals to guide our environmental and social responsibility efforts, focusing on renewable energy, resource efficiency, and employee engagement. **Targets for a Sustainable Future:** • **Renewable Energy:** We are determined to transition to cleaner energy sources. Our goal is to achieve 50% of our electricity needs through renewable sources by 2030. • **Circular Economy:** We strive to incorporate recycled materials into our production processes. In 2023, we aimed to increase the use of recycled bromine from 39% to 45%. • **Employee Engagement:** We value open communication and feedback from our workforce. In 2023-24, we established a target of covering 80% of employees in our employee satisfaction survey.								

6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are proud of the progress we made towards our sustainability goals: • **Renewable Energy Progress:** This year, we generated 33% of our electricity from renewable sources, demonstrating movement towards our 2030 goal of 50%. We are actively exploring additional renewable energy options and implementing energy-efficiency measures to accelerate our progress. • **Increased Use of Recycled Bromide:** We successfully achieved our target, increasing recycled bromide use in production to 45% in 2023. • **Enhanced Employee Engagement:** We surpassed our target for employee participation in the satisfaction survey, reaching 80% coverage in 2023-24. By setting ambitious goals and measuring our performance, we remain committed to continuous improvement and a sustainable future for our business and the environment.

	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)
	At Meghmani Organics, we firmly believe that integrating Environmental, Social, and Governance (ESG) principles forms the bedrock of responsible business practices. It's not just about profitability but about creating a positive impact on the communities where we operate. Integrating measurable targets into our existing systems will enable data-driven decision-making and effective tracking of our sustainability progress. Additionally, we've identified and are actively working to mitigate our top material risks. Ethical conduct is woven into the fabric of Meghmani Organics. We ensure adherence to our business values through responsible conduct, respecting established codes to foster a resilient and ethical business environment. Safety and environmental responsibility are paramount. Our success in implementing the Responsible Care program in the agrochemical division for three years stands as a testament to this commitment. Furthermore, achieving committed badge recognition from EcoVadis signifies our progress towards sustainable practices. Our commitment extends to social responsibility. Education, skill development and Health care facilities remain cornerstones of our Corporate Social Responsibility (CSR) efforts. We actively assess the impact and effectiveness of these programs, as demonstrated by the recent FY 2023-24 study. The lifetime achievement award bestowed upon our founder serves as an acknowledgement of Meghmani Organics' significant contribution to the chemical industry. Looking forward, aligning our business goals with the UN Sustainable Development Goals (SDGs) is a top priority. This allows us to fulfill our responsibility as a responsible chemical producer, contributing positively to society and working towards a more sustainable future for all. **Ankit Patel** **Chairmen and Managing Director**
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
	Board of Directors are responsible for implementation and oversight of the Business Responsibility policies. **ESG Committee headed by Independent directors**
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). — **Yes**
	If Yes please provide details
	The Company has committee of Board of Directors for risk management and responsible for making decisions on sustainability issues.

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								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Directors								

b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	**Directors**								
	Subject for Review	**Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)**								
		P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
a.	Performance against above policies and follow up action	**Annually**								
c.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	**Annually**								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	-	-	Yes	-	Yes	Yes	-	-	Yes
	If yes, provide name of the agency.	-	-	Responsible Care	-	International Standard Organisation	International Standard Organisation	-	-	International Standard Organisation Responsible Care Logo, Department of Science and Technology, Government of India.

12	**If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	The entity does not consider the Principles material to its business (Yes/No)									
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical									

	resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves withintegrity, and in a manner that is Ethical, Transparent and Accountable.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

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	Media Communication Code of conduct, Sustainable procurement, EHS, CSR policy, Risk management and minimisation, POSH, post-audit practice	100%
Key Managerial Personnel	7	Media Communication, Code of conduct, Sustainable procurement, EHS, CSR policy, Risk management and minimisation, POSH, post-audit practice	100%
Employees other than BOD and KMPs	772	• Good work practices, POSH, labour and human rights at the workplace • Media Management • Crisis Communication • Plant Specific safe operations • HR practise and procedure • Manager training on HR policies • Code of Conduct • Corporate Policies • lifestyle management- wellbeing, • Leadership & Human Relations, • Teamwork & Team Building, Goal Setting, • skill development, career advancement at the workplace, • Security Training, Communication & Interpersonal Skills, Information security, • sustainable procurement,	100%
Workers	340		100%

		• product distribution safety, product safety and stewardship, • process safety, emergency preparedness and response, • contractor management, 5S, Housekeeping Training, • How to prevent accident in plant, • First Aid Training, • Risk Management- HAZOP, HIRA, JSA, JRA etc., • Asset management. • Fire Hydrant operation. • Machine Guarding, pollution control/prevention, • sustainable sourcing, Energy conservation, • regulatory compliance, • waste reduction, segregation of waste and compatibility • Water saving, Environment Management • Transportation of hazardous chemical • Promoting Values & Harmony	

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

Monetory

Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetory Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non Monetory

Particular	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
	Not Applicable

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)	Yes

If Yes, provide details in brief
Our company maintains a robust Anti-Corruption and Anti-Bribery Policy, underscoring our unwavering commitment to integrity and transparency in all business dealings. We strictly prohibit the giving or receiving of illegal payments, remuneration, gifts, or donations aimed at securing business advantages. While nominal gifts of a commemorative nature for special events are permissible, they must align with customary practices and not compromise integrity. Regular training ensures staff awareness of their obligations under this policy and equips them to identify and address potential risks. Our commitment to ethical conduct and responsible business practices is unwavering, reflecting our dedication to fair competition and upholding the highest standards of integrity.
If Yes, provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place
https://meghmani.com/investors/corporate-governance/

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

Particular	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2023-24		FY 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
No Corrective Action Required

8. Number of days of accounts payables in the following format:		
Particular	**FY 2023-24**	**FY 2022-23**
Number of days of accounts payables	114	63

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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0 %	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0 %	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	5.70%	3.96%
	b. Number of dealers / distributors to whom sales are made	3952	4112
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	6.17%	4.42%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	8.42%	8.83%
	b. Sales (Sales to related parties / Total Sales)	1.95%	2.63%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments	0	0

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**	**Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes**
300	• Product safety and product Handling Sessions for Farmers, dealers, retailers, Customers etc • Training for nearby community on safe transportation of chemicals • Awareness sessions conducted for transporters and drivers	70%*

* We have covered more than Ten thousand product users in the awareness sessions related to product handling and product usage. B2B customers in the domestic market are also covered in trainings related to safe handling of products.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)	Yes
If Yes, provide details of the same.	
Our company prioritises ethical conduct. We have a Code of Conduct for our board and key managers, requiring them to avoid any business dealings or relationships that could clash with the company's best interests. This ensures transparency. We collect annual declarations from our board and senior management detailing any outside interests or holdings they might have. Any changes are also reported. Furthermore, board members are expected to recuse themselves from discussions or decisions where they have a personal stake. To actively manage and track potential conflicts, our dedicated team maintains a database of directors' affiliations. This information is shared with the Finance department, allowing them to flag relevant parties in their system and monitor any transactions with them. Weblink:-https://meghmani.com/wp-content/uploads/2021/10/Code-of-conduct-for-Directors-and-Senior-Management-MOL0	

PRINCIPLE 2 Businesses should provide sustainable and safe goods and services.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimise the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.				
Sr. No.	**Particular**	**FY 2023-24**	**FY 2022-23**	**Details of improvements in environmental and social impacts**
1	**R&D**	0%	28.70%	
2	**Capex**	0%	0.22%	

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes
b. If yes, what percentage of inputs were sourced sustainably?	70%

***** We have developed a sustainable procurement policy and supplier code of conduct for responsible sourcing. The code of conduct and policy is being acknowledged by all suppliers. https://meghmani.com/sustainability/health-safety-environment/

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)**	Our commitment to sustainability extends to the plastic used in our products. We have an Extended Producer Responsibility (EPR) plan that aligns with the Central Pollution Control Board (CPCB) guidelines. This plan ensures the safe collection and responsible recycling of plastic waste generated from our products, minimising their environmental impact.
(b)	**E-waste**	-
(c)	**Hazardous waste**	Standard operating procedures are in place to safely reclaim, recycle, or dispose of expired products (hazardous and non hazardous) at the end of their lifecycle. These procedures ensure proper waste management for customers, helping to reduce the environmental impact of expired products.
(d)	**other waste**	

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

Leadership Indicators

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).			
Sr. No.	**Indicate input material**	**Recycled or re-used input material to total material (In % to Total Material considering the Value)**	
		FY 2023-24	**FY 2022-23**
1	**Mono Chloro Benzene**	99.4%	99.4%
2	**Hydro chloric acid**	100%	100%
3	**Solvent overall**	95.2%	95%
4	**Bromine**	45%	39%
5	**Phenol**	1.2%	1.2%
6	**Ammonium chloride**	100%	100%

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:							
Sr. No.	**Particular**	**FY 2023-2024**			**FY 2022-2023**		
		Re-Used (In MT)	**Recycled (In MT)**	**Safely Disposed (In MT)**	**Re-Used (In MT)**	**Recycled (In MT)**	**Safely Disposed (In MT)**
1	**Plastics (including packaging)**	0	0	0	0	0	0
2	**E waste**	0	0	0	0	0	0
3	**Hazardous waste**	0	0	0	0	0	0
4	**Other waste**	0	0	0	0	0	0

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

(This principle emphasises the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

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	**1116**	1116	100 %	1116	100 %	0	0%	0	0%	0	0%
Female	**13**	13	100 %	13	100 %	13	100%	0	0%	0	0%
Total	**1129**	**1129**	**100 %**	**1129**	**100 %**	**13**	**100%**	**0**	**0%**	**0**	**0%**
Other than permanent employees											
Male	**12**	12	100 %	12	100 %	0	0%	0	0%	0	0%
Female	**2**	2	100 %	2	100 %	2	100%	0	0%	0	0%
Total	**14**	**14**	**100 %**	**14**	**100 %**	**2**	**100%**	**0**	**0%**	**0**	**0%**

1. 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	591	591	100 %	591	100 %	0	0%	0	0%	0	0%
Female	**0**	0%	0%	0	0%	0	0%	0	0%	0	0%
Total	**591**	**100 %**	**100 %**	**591**	**100 %**	**0**	**0%**	**0**	**0%**	**0**	**0%**
Other than permanent workers											
Male	992	0	0%	992	100 %	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%

Total	**992**	**0**	**0%**	**992**	**100 %**	**0**	**0%**	**0**	**0%**	**0**	**0%**

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format	**FY 2023-24**	**FY 2022-23**
Cost incurred on well- being measures as a % of total revenue of the company	0.48%	0.32%

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

Benefits	**FY 2023-24**			**FY 2022-23**		
	No. of employees covered as a % of total employees	**No. of workers covered as a % of total workers**	**Deducted and deposited with the authority (Y/N/N.A.)**	**No. of employees covered as a % of total employees**	**No. of workers covered as a % of total workers**	**Deducted and deposited with the authority (Y/N/N.A.)**
PF	100%	100%	Y	100.00%	100%	Y
Gratuity	100%	100%	Y	100.00%	100%	Y
ESI	25.42%	1.18%	Y	21.28%	17.82%	Y
Others – please specify	-	-	-	-	-	-

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?	Yes
If not, whether any steps are being taken by the entity in this regard.	
Our office is designed to ensure accessibility and ease of navigation for all individuals, fostering inclusivity and comfort within our diverse workforce. We prioritise creating a welcoming environment that accommodates the needs of employees with disabilities, embodying our commitment to diversity and accessibility.	

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	At our company, we believe in fostering a work environment that celebrates and leverages the unique talents and perspectives of all our employees. We are committed to equal opportunity and take active steps to ensure that every individual, regardless of background, has the chance to succeed. This commitment extends to all aspects of the employment process, from recruitment and selection to training and development opportunities. We actively recruit from diverse talent pools and implement inclusive hiring practices to build a workforce that reflects the richness of the communities we serve. We value a culture of respect and understanding. Our company policy strictly prohibits discrimination on any basis, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other protected characteristic under applicable law. By creating a workplace where everyone feels valued and respected, we can unlock the full potential of our workforce and achieve greater success. Weblink- https://meghmani.com/wp-content/uploads/2021/10/Code-of-conduct-

	for-Directors-and-Senior-Management-MOL02.pdf-

5. Return to work and Retention rates of permanent employees and workers that took parental leave.				
Gender	**Permanent Employees**		**Permanent Workers**	
	Return to work rate	**Retention Rate**	**Return to work rate**	**Retention Rate**
Male	0	0	0	0
Female	0	0	0	0
Total	**0**	**0**	**0**	**0**

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.		
Category	**Yes/No**	**If Yes, then give details of the mechanism in brief**
Permanent Workers	**Yes**	MOL is dedicated to fostering a work environment that prioritises both safety and respect for all employees. We believe in open communication and offer various channels for employees to raise concerns and report workplace issues or safety hazards. **Formal Grievance Redressal Mechanism** To ensure a fair and transparent process, MOL has established a formal grievance redressal mechanism. This system offers employees multiple options to report concerns: • **In-person meetings:** Employees can discuss issues directly with an HR officer. • **Electronic reporting:** They can submit grievances electronically via email. • **Written communication:** A formal written letter to HR is also an option. Once a grievance is reported, our dedicated HR team takes ownership of investigating the matter. They work to resolve the issue effectively and provide employees with periodic updates on the status and resolution process. Furthermore, regular meetings are held with worker representatives and the HR department. These collaborative sessions are crucial for discussing workplace safety and ensuring everyone adheres to established safety protocols. **Additional Measures for Feedback and Improvement** MOL recognises that a safe and respectful environment requires ongoing improvement. We actively seek feedback through multiple channels beyond the formal grievance system: • **Contractor Feedback Meetings:** Recognising the valuable perspective of contractors, we hold regular meetings to discuss Environmental, Health, and
Other than Permanent Workers	**Yes**	
Permanent Employees	**Yes**	
Other than Permanent Employees	**Yes**	

		Safety (EHS) conditions at the workplace. These meetings allow contractors to share their insights on potential improvements. • **Whistleblower Policy:** For situations involving potential misconduct or safety violations, we have a robust whistleblower policy in place. This policy empowers employees to report these issues anonymously. • **Contract Worker Participation:** We actively encourage participation from contract workers. They are involved in safety meetings, allowing them to raise concerns and contribute to discussions on creating a safe work environment. By providing various avenues for communication, MOL fosters a culture of openness and encourages employees to address issues promptly. This not only enhances employee well-being but also promotes a safer and more productive work environment for everyone.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
Category	FY 2023-24			FY 2022-23		
	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						
Male	1116	0	0%	1,241	0	0%
Female	13	0	0%	13	0	0%
Total Permanent Workers						
Male	591	591	100%	740	740	100%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:										
Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	1128	1115	98.85 %	572	50.71 %	1253	1,138	90.82 %	883	70.47 %
Female	15	15	100%	0	0	14	14	100%	14	100%
Total	**1143**	**1130**	**98.86 %**	**572**	**50.04 %**	**1267**	**1,152**	**90.92 %**	**897**	**70.79 %**
Workers										
Male	1583	1583	100%	722	45.61 %	2813	2813	100%	740	26.30 %
Female	0	0	100%	0	0%	18	18	100%	0	
Total	**1583**	**1583**	**100%**	**722**	**45.61 %**	**2831**	**2831**	**100%**	**740**	**26.14 %**

9. Details of performance and career development reviews of employees and worker:						
Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees*						
Male	1116	1116	100%	1241	1241	100.00%
Female	13	13	100%	13	13	100.00%
Total	**1129**	**1129**	**100%**	**1254**	**1254**	**100.00%**
Workers**						
Male	591	591	100%	740	0	0.00%
Female	0	0	0%	0	0	0.00%
Total	**591**	**591**	**100%**	**740**	**0**	**0.00%**

*Data provided is permanent employees
**Data provided is for permanent workers

10. Health and safety management system	
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)	Yes
If Yes, the Coverage such systems?	
At Meghmani Organics, safety is paramount. We have a comprehensive Occupational Health & Safety (OHS) Management System that aligns with the EHS Management System and ISO 45001:2018. This framework covers all employees, contractors, and anyone involved in our operations. Further strengthening our commitment, we've implemented an Integrated Management System (IMS) across manufacturing sites, harmonising safety (ISO 45001), environment (ISO 14001), and quality (ISO 9001). We actively embrace Responsible Care and Process Safety Management for enhanced protection. Regular internal reviews and external audits by certified auditors ensure continuous improvement and alignment with evolving needs.	
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	
At Meghmani Organics, we take worker safety extremely seriously. We have implemented a comprehensive approach to identifying work-related hazards and assessing potential risks, ensuring a safe working environment for all employees. **Our Proactive Measures:** • **Incident Reporting:** We encourage the immediate reporting of unsafe conditions and near-misses. This provides a valuable starting point for identifying potential hazards. • **HIRA and HAZOP Studies:** We utilise both Hazard Identification and Risk Assessment (HIRA) procedures and Hazard and Operability (HAZOP) studies to proactively identify physical, chemical, and environmental hazards across all manual activities and manufacturing sites. These studies ensure adequate measures are in place to prevent accidental chemical releases. • **Job Safety Analysis:** For non-routine tasks, we conduct Job Safety Analysis (JSA) in conjunction with our work permit system. This helps to identify and address potential hazards specific to each unique job, mitigating risks before work begins. • **Pre-Start-Up Safety Review:** Before starting any operation, we conduct a thorough pre-start-up safety review. This helps to identify any potential hazards and confirm that all necessary controls are in place to maintain acceptable risk levels. • **Continuous Monitoring and Audits:** Regular housekeeping audits, plant inspections, and preventive maintenance programs play a vital role in identifying work-related hazards and supporting effective risk assessment. • **Industrial Hygiene Monitoring:** We conduct ongoing monitoring of work areas to ensure a safe and healthy environment for employees, addressing any potential industrial hygiene concerns. • **Collabourative Safety Culture:** Departmental and central safety committees foster a culture of safety awareness and participation. These committees actively work to identify and address workplace hazards. • **Audit Inspection:** We have multiple level system audit process and inspection. This regular audit are conducted to identify the and address the risk by taking suitable control actions. All these processes are part of our integrated EHS management system, which combines ISO 45001 (Occupational Health & Safety), ISO 14001 (Environmental Management), Process Safety Management, and Responsible Care principles. This comprehensive approach ensures a holistic and proactive approach to workplace safety.	

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks? (Yes/ No)	**Yes,** We've established a robust system to identify and eliminate potential hazards across all our locations. **Open Communication and Proactive Measures:** We encourage employees to report work-related hazards through designated channels, with prompt action taken to remove identified dangers. Multi-level safety committees at each site foster communication and encourage employee participation in hazard identification. Regular audits complement this, proactively pinpointing potential issues. **Continuous Improvement for Lasting Safety:** Recognising the ever-changing nature of hazards, we continuously refine our practices. Annual HIRA reviews ensure their effectiveness. We also conduct HAZOP studies at plant sites to identify potential hazards in complex chemical processes. Finally, Pre-Startup Safety Reviews (PSSR) are mandatory for new facilities, assuring all safety measures are implemented before use. This comprehensive approach fosters a culture of safety awareness, prioritising employee well-being.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	**Yes**

11. Details of safety related incidents, in the following format:			
Safety Incident/Number	**Category***	**FY 2023-24**	**FY 2022-23**
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0.26	0.23
	Workers	0.64	0.00
Total recordable work-related injuries	**Employees**	1	1
	Workers	3	0.
No. of fatalities	**Employees**	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	**Employees**	0	0
	Workers	0	0
***Including contractual workforce**			

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

At MOL, employee well-being is paramount. We've established a robust safety management system to identify, assess, and control workplace hazards.

Risk Assessment:

- **HIRA and JSA:** We utilise both HIRA (Hazard Identification and Risk Assessment) and JSA (Job Safety Analysis) procedures. HIRA systematically assesses risks for routine tasks, while JSA pinpoints hazards specific to non-routine maintenance jobs, ensuring targeted mitigation strategies.
- **HAZOP Studies and QRA:** For complex chemical processes, HAZOP studies identify potential hazards, and QRA (Quantitative Risk Assessment) helps us quantitatively assess risks associated with storage tanks. This allows for implementing the most effective control measures.

Monitoring and Controls:

- **Workplace Monitoring:** We proactively identify potential health hazards through workplace monitoring and detection systems.
- **Hierarchy of Controls:** We prioritise eliminating or substituting hazards whenever possible, followed by engineering controls, administrative controls, and lastly PPE. Dedicated steering committees review resource allocation for safety.
- **Control Measures and Safe Work Practices:** Implemented control measures keep risks within acceptable ranges. Regular safety audits ensure effectiveness of our safe work systems.

Safety Through Design and Communication:

- **Engineering Controls:** We've invested in engineering controls to prevent chemical releases, protecting employees and the environment.
- **Operating Procedures and Safe Work Practices:** Clear procedures minimise operational errors, and safe work practices promote consistent performance.
- **Hazard Communication:** Continuous monitoring of hazards associated with materials and processes ensures timely communication to employees, promoting safe behavior.

By implementing these comprehensive measures, prioritises a culture of safety and the well-being of its workforce.

13. Number of Complaints on the following made by employees and workers:						
Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	
Health & Safety	0	0	-	0	0	

14. Assessment for the year:	
Particulars	**% of your plants and offices that were assessed (by entity or statutory authorities or third parties)**
Health and safety practices	100%
Working Conditions*	100%

***** 100% of plants have been assessed by IMS auditors and third parties.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health &safety practices and working conditions.
Safety-related incidents undergo thorough investigation, with insights from these reports disseminated across all sites to facilitate the implementation of corrective measures and prevent the recurrence of similar incidents. The efficacy of deploying corrective actions is regularly assessed during safety audits. Moreover, any significant risks or concerns identified through safety risk assessments of health and safety practices are promptly addressed through the implementation of appropriate engineering and system controls. This proactive approach ensures continual improvement in our safety standards and minimises potential hazards across our operations.

Leadership Indicators

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

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
We take a proactive approach to ensure our value chain partners comply with statutory requirements. Here's how we achieve this: • **Contractual Safeguards**: Legal requirements related to Provident Fund, Employee Insurance, workman salary, and insurance details are explicitly included in purchase orders issued to service providers. • **Compliance Verification**: Before releasing payments or approving invoices, we verify that service providers have met their statutory obligations. This verification process helps mitigate risks associated with non-compliance. • **Focus on Mandatory Permissions:** We conduct periodic checks on essential permissions and approvals held by our value chain partners. Examples include vehicle registration renewals, licenses for electrical work, permits for hazardous material transportation, and registration of labour agencies with their annual returns filed. This ensures they operate legally and minimise potential disruptions.

By implementing these measures, we aim to build a responsible and compliant value chain, fostering a sustainable business environment for all stakeholders.

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:

Particular	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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
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/ NA)	**Yes**

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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.

We're committed to a sustainable and responsible supply chain. Here are some key initiatives we've implemented in the past year:

- **Sustainable Procurement:** Annual contracts for both on-site contractors and logistics service providers have been updated to align with our sustainable procurement policy and supplier code of conduct. This ensures responsible practices throughout our value chain.
- **Enhanced Safety Measures:** We've revised on-site safety and health audit checklists to strengthen safety protocols for contractors working at our facilities.
- **Improved Communication:** We've increased the frequency of communication with our partners. Quarterly meetings are now held with on-site contractors, while annual meetings have been established with logistics providers handling critical and hazardous materials. This fosters collabouration and transparency.
- **Driver Training & Wellness:** To prioritise safety on the roads, we've initiated driver and transporter training programs. Additionally, mandatory medical check-ups have been implemented for drivers transporting chemicals.
- **Risk Management:** To minimise risks associated with domestic bulk transportation of agrochemicals, we've completed a comprehensive journey risk assessment.

These initiatives demonstrate our dedication to building a sustainable and responsible supply chain. We continuously strive to improve our practices and collabourate with our partners to achieve a positive environmental and social impact.

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.
At MOL, we recognise the importance of stakeholders in our strategic planning process. We employ a meticulous approach to identify and prioritise stakeholders based on several key criteria: • **Impact & Influence:** We consider stakeholders who are significantly affected by our operations (impacted) or who have the capacity to influence our success (influence). This ensures we address the concerns of those invested in our performance. • **Business Dependency & Criticality:** We prioritise stakeholders based on their reliance on our business (dependency) and the essential nature of their role in our operations (criticality). This helps us understand crucial relationships that contribute to our long-term sustainability. • **Stakeholder Inclusivity:** We embrace an inclusive approach, acknowledging that all stakeholders, regardless of size or influence, have value. This broadens our perspective by incorporating a diverse range of viewpoints and expectations. • **Top Management Insights:** We leverage the extensive knowledge and experience of our top management from various functional areas to identify key stakeholders across the organisation. • **Potential Conflicts & Risk Mitigation:** We acknowledge that stakeholder engagement may present potential conflicts or risks. By proactively identifying such stakeholders, we can anticipate, manage, and mitigate these challenges, minimising disruption to our business. • **Industry Benchmarking:** We extend our stakeholder identification process to include peers and organisations within our industry sector. Their insights keep us informed of evolving industry trends, best practices, and stakeholder expectations. By employing this comprehensive approach, MOL fosters strong relationships with key stakeholders, ultimately contributing to our long-term success.

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

Stakeholder Group	**Whether identified as Vulnerable & Marginalised Group**	**Channels of communication** (Email, SMS, Newspaper, Pamphlets,Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	**Frequency of engagement** (Annually, Half-yearly, Quarterly, others- Please specify)	**Purpose and scope of engagement including key topics and concerns raised during such engagement**
Shareholders	No	Email/newspaper/con-call/ Meetings	Monthly/quarterly/ annually	Update on business performance and new product development/ initiatives

Customers	No	Email/newspaper/con-call/ Meetings	Monthly/quarterly/ Annually	Update on business performance and new product development/ initiatives
Suppliers	No	Email/newspaper/con-call/ Meetings	Monthly/quarterly/ annually	Update on business performance and new product development/ initiatives
Employees	No	Email/newspaper/con-call/ Meetings	Regularly	Update on policies/ achievement/awards/ employee engagement initiatives/training
Government and govt. officials	No	E-mail, calls, meetings, legal submissions and approvals	Annually or as and when required	Regulatory filings, Legislation
Banks/ Financial institutions	No	Email/meetings	Quarterly	Update on business performance and new products/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 has established a Stakeholder Relationship Committee to uphold an efficient self-regulatory framework aimed at safeguarding the interests of diverse stakeholders. Stakeholder concerns are systematically reported to this committee for thorough consideration, while the company's policies and actions are shared to solicit input from stakeholders. Identified concerns are diligently addressed and resolved to the satisfaction of shareholders, ensuring transparency, accountability, and mutual trust between the company and its stakeholders.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). **Yes**
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.
The feedback received from stakeholders is integrated into the activities and policies of the entity whenever applicable. This proactive approach ensures that the company remains responsive to the needs and expectations of its stakeholders, fostering stronger relationships and enhancing overall stakeholder satisfaction.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.
We have not received any concern from vulnerable and marginalised groups. Recognising the needs of vulnerable stakeholders is a priority at Meghmani. We actively engage with marginalised groups to understand and address their concerns. For instance, farmers, who face unique challenges, have expressed concerns about safe pesticide use. To address this, we've conducted regular seminars across rural areas, educating them on proper application techniques, protective gear, and responsible disposal practices. Through these efforts, we empower farmers to protect themselves and the environment while using our products effectively.

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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						
Benefits	**FY 2023-24**			**FY 2022-23**		
	Total (A)	**No. of employees/ workers covered (B)**	**% (B / A)**	**Total (C)**	**No. of employees/ workers covered (D)**	**% (D / C)**
Employees						
Permanent	1129	1129	100%	1254	1254	100%
Other than permanent	14	14	100%	13	13	100%
Total Employees	**1143**	**1143**	**100%**	**1267**	**1267**	**100%**
Workers						
Permanent	591	591	100%	740	740	100%
Other than permanent	992	992	100%	2091	2091	100%
Total Workers	**1583**	**1583**	**100%**	**2831**	**2831**	**100%**

2. Details of minimum wages paid to employees and workers										
Category	**FY 2023-24**					**FY 2022-23**				
	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	1116	0	0%	1116	100%	1241	0	0%	1241	100%
Female	13	0	0%	13	100%	13	0	0%	13	100%
Total	**1129**	**0**	**0%**	**1129**	**100%**	**1254**	**0**	**0%**	**1254**	**100%**
Other than Permanent										
Male	12	0	0%	12	100%	12	0	0%	12	100%
Female	2	0	0%	2	100%	1	0	0%	1	100%
Total	**14**	**0**	**0%**	**14**	**100%**	**13**	**0**	**0%**	**13**	**100%**
Workers										
Permanent										
Male	591	0	0%	591	100%	740	0	0%	740	100%
Female	0	0	0%	0	0%	0	0	0%	0	100%
Total	**591**	**0**	**0%**	**591**	**100%**	**740**	**0**	**0%**	**740**	**100%**

Other than Permanent										
Male	992	0	0%	992	100%	2073	0	0%	2073	100%
Female	0	0	0%	0	0%	18	0	0%	18	100%
Total	**992**	**0**	**0%**	**992**	**100%**	**2091**	**0**	**0%**	**2091**	**100%**

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	5	40,32,000	0	-
Key Managerial Personnel	3	40,32,000	0	-
Employees other than BOD and KMP*	1113	3,13,128	13	5,04,000
Workers*	591	2,95,320	0	-

*Data provided include data for permanent employees/workers

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	1.00%	0.80%

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

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

We have a comprehensive Grievance Handling Policy allowing employees and contractors to report any concerns related to human rights violations. Our Human Rights Policy applies to all within our company and value chain.

We strictly adhere to the Child Labour (Prohibition and Regulation) Act, 1996, prohibiting any involvement in child labour practices. Additionally, we are committed to promoting fair employment practices and upholding the right to freedom of expression.

This system fosters a safe space for raising concerns and ensures a prompt and fair investigation of any alleged human rights violations.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-

Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights-related issues	0	0	-	0	0	-

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

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

We are committed to fostering a work environment free from discrimination and harassment. To ensure the safety of individuals reporting such issues, we have robust mechanisms in place:

- **Anti-Retaliation Policy:** Our whistleblower policy explicitly prohibits any retaliation against those who report discrimination or harassment. This includes threats, intimidation, disciplinary action, or other unfair practices designed to silence the complainant.
- **Confidentiality:** We prioritise confidentiality throughout the investigation process.The policy outlines the steps taken to protect the whistleblower's identity.
- **Supportive Measures:** We recognise that reporting misconduct can be challenging. We aim to minimise any difficulties faced by complainants. This may include providing legal advice and ensuring a safe and supportive work environment during the investigation.
- **Wider Protection:** This protection applies to anyone assisting in the investigation or providing evidence. This fosters a more open environment where individuals feel empowered to speak up without fear of reprisal.

By implementing these mechanisms, we strive to create a culture of trust and accountability, where everyone feels safe to report discrimination and harassment, knowing their concerns will be addressed fairly and without consequence.

Weblink- https://meghmani.com/wp-content/uploads/2022/01/Whisle-Blower-Policy-MOL01.pdf

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

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	**100%**
Forced/involuntary labour	**100%**
Sexual harassment	**100%**
Discrimination at workplace	**100%**
Wages	**100%**
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.
No corrective action has been taken as no such concern has been raised during the assessment.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
No human rights grievances/complaints were raised in FY 23-24; hence, no business process needed to be modified.

2. Details of the scope and coverage of any Human rights due-diligence conducted
At Meghmani Organics, we are committed to upholding human rights throughout our supply chain. Our due diligence process ensures that our suppliers share our commitment to ethical labour practices. Our Supplier Code of Conduct outlines specific requirements regarding working conditions, human rights, and environmental protection. All our suppliers are required to adhere to this code. **Key Focus Areas:** • **Fair Labour Practices:** We prohibit child labour and forced labour in any form. Suppliers are obligated to comply with minimum legal age requirements and industry standards for wages and working hours. • **Respect for Workers:** We believe in treating all workers with dignity and respect. Our code prohibits discrimination and harassment based on any protected characteristic. • **Freedom of Association:** We recognise the right of workers to freely join or form labour unions. Suppliers must comply with all local and national laws pertaining to freedom of association and collective bargaining. • **Health and Safety:** We demand a safe work environment for all. Suppliers are required to have policies and practices in place to minimise physical and chemical hazards through safe work procedures and ongoing safety training. By holding our suppliers accountable for ethical labour practices, Meghmani Organics works towards a more sustainable and responsible supply chain. We believe this collaborative approach is essential for respecting human rights and ensuring a fair and safe working environment for all.

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/No)	Yes

4. Details on assessment of value chain partners:	
Name of the Assessment	**% of value chain partners (by value of business done with such partners) that were assessed**
Sexual harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
We've implemented two key initiatives to ensure legal compliance across our domestic operations: • **On-Site Customer and Storage Facility Visits:** We have initiated on-site visits to our domestic customers and their associated warehouses (depots/godowns) located in India. These visits allow us to directly assess and promote compliance with relevant regulations. • **Monthly Legal Compliance Monitoring:** We established a program for monthly monitoring of legal compliance within warehouses across India. This proactive approach helps us identify and address any potential issues promptly. These measures, combined with ensuring compliance by all our on-site and off-site service providers, strengthen our commitment to operating within the legal framework and mitigating any associated risks.

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

(This principle emphasises the importance of environmental stewardship. Companies should minimise their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
Parameter	**FY 2023-24**	**FY 2022-23**
From renewable sources		
Total electricity consumption (A)	1,02,656.88	99,332.22
Total fuel consumption (B)	-	-
Energy consumption through other sources (C.)	-	-
Total energy consumed from renewable sources (A+B+C)**	**1,02,656.88**	**99,332.22**
From non-renewable sources		
Total electricity consumption (D)	2,13,841.70	2,82,866.24
Total fuel consumption (E)	15,72,987.00	20,97,370.26
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**17,86,828.70**	**23,80,236.49**
Total energy consumed (A+B+C+D+E+F)	**18,89,485.59**	**24,79,568.72**
Energy intensity per rupee of turnover* (Total energy consumption (in GJ)/ turnover in Rupee))	0.0001227057	0.0000969817
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP)	0.0000338742	0.0000280294
Energy intensity in terms of physical output (Total energy consumed(GJ) per tonne of production)	37.4148152627	41.6433286443
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		

*** The FY 2023-2024 was challenging for the chemical sector, leading to increased intensity per turnover due to market fluctuations. However, our intensity per ton of production has decreased, underscoring our dedication and efforts towards sustainability.**
****From total electricity consumed in FY 23-24, 33% of electricity is from renewable sources**

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? (Yes/No)	No,
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, PAT scheme is not applicable for our company.	

3. Provide details of the following disclosures related to water, in the following format:		
Parameter **Water withdrawal by source (in kilolitres)**	**FY 2023-24**	**FY 2022-23**

(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	9,40,933.57	7,44,304.90
(iv) Seawater / desalinated water	0	0
(v) Water from municipal corporation	0	0
(vi) Others		
Total volume of water withdrawal*(in kilolitres) (i + ii + iii + iv + v)	**9,40,933.57**	**7,44,304.90**
Total volume of water consumption (in kilolitres)	**4,39,693.67**	**3,30,417**
Water intensity per rupee of turnover (Total water consumption(KL) / Revenue from operations(in Rupee))	0.0000285543	0.0000129234
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption (KL)/ Revenue from operations adjusted for PPP)	0.0000078827	0.0000037351
Water intensity in terms of physical output(Total water consumption (KL) per tonne of production)	8.7066329380	5.5492165326
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		**No**
If yes, name of the external agency.		

* From the total water demand 6.83% of the water demand is managed through recycled water.

4. Provide the following details related to water discharged:		
Parameter	**FY 2023-24**	**FY 2022-23**
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*	3,23,581.00	2,79,272.00
No treatment	-	-
With treatment –Tertiary treatment	3,23,581.00	2,79,272.00
(v) Others**	1,77,658.90	1,34,615.90
No treatment	-	-
With treatment –Primary treatment	1,77,658.90	1,34,615.90
Total water discharged (in kilolitres)	**5,01,239.90**	**4,13,887.90**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		**No**
If yes, name of the external agency.		

***After treatment at plant waste water is sent to GIDC plant for further treatment**
****After treatment at plant wastewater is sent to CETP plant for further treatment**

5. Has the entity implemented a mechanism for Zero Liquid Discharge?	No
If yes, provide details of its coverage and implementation.	
We are committed to responsible water management. We achieve this through a two-pronged approach: on-site treatment for wastewater streams that can be effectively treated using our own facilities and collaboration with Gujarat Industrial Development Corporation (GIDC) or the Common Effluent Treatment Plant (CETP). This ensures all wastewater receives proper treatment and responsible disposal, minimising our environmental impact and promoting water conservation.	

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	**Please specify unit**	**FY 2023-24**	**FY 2022-23**
NOx	ppm	19.36	15.30
SOx	ppm	19.26	18.60
Particulate matter (PM)	mg/Nm3	39.91	55.61
Persistent organic pollutants (POP)		0	
Volatile organic compounds (VOC)		0	
Hazardous air pollutants (HAP)			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No

If yes, name of the external agency.	

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	**Unit**	**FY 2023-24**	**FY 2022-23**
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO_2e	1,40,287.71	1,91,440.09
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	TCO_2e	52,491.19	56,258.95
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCO_2e per Revenue from operations (in Rupee)	0.0000118725	0.0000096881
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	TCO_2e per Revenue from operations adjusted for PPP	0.0000032775	0.0000028000
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO_2e per tonne of production	3.6200956049	4.1600026397
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			**No**
If yes, name of the external agency.			

*** We have mitigated nearly 21,396 TCO2 of emissions through generating the electricity from renewable sources.**

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)	Yes,
If Yes, then provide details.	
Yes, the company has several initiatives aimed at reducing greenhouse gas emissions. We have installed four windmills, each generating 2.1 megawatts of power for our captive consumption. Additionally, we utilise solar power through a power purchase agreement with a third party. Throughout FY 2023-2024, we consumed 28,516 MWh of renewable energy, significantly reducing our reliance on non-renewable energy sources. Moreover, we contributed approximately 1,367 MWh of excess renewable energy to the grid. These efforts have collectively helped us reduce carbon emissions by 21,396 tCO_2e from nature, demonstrating our commitment to environmental sustainability.	

9. Provide details related to waste management by the entity, in the following format:		
Parameter	**FY 2023-24**	**FY 2022-23**
Total Waste generated (in metric tonnes)		
Plastic waste (A)	385.17	555.20
E-waste (B)	3.49	4.82
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	530.94

Battery waste (E)	5.57	0.46
Radioactive waste (F)	0	0
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil)	48,282.52	63,046.45
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	5,296.86	3,723.57
Fly ash	2,085.00	1,702.00
Canteen waste	9.93	15.86
Office and operational waste	3081.93	1,885.71
Sludge	120.00	120.00
Total (A+B + C + D + E + F + G + H)*	**53,973.61**	**67,861.44**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000035051	0.0000026542
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000009676	0.0000007671
Waste intensity in terms of physical output	1.0687631250	1.1397046690
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	**FY 2023-24**	**FY 2022-23**
(i) Recycled	12,932.03	16,133.54
(ii) Re-used	56.28	129.26
(iii) Other recovery operations	1,850.33	4,095.23
Total	**14,838.64**	**20,358.03**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	**FY 2023-24**	**FY 2022-23**
(i) Incineration	1,127.95	2,417.53
(ii) Landfilling	19,344.12	23,279.92
(iii) Other disposal operations	14,739.77	23,044.10
Total	**35,211.84**	**48,741.54**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		**No**
If yes, name of the external agency.		

*3923.12 tonnes of waste generated this year will be managed next year

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.

At our establishment, we are dedicated to sustainable and responsible waste management practices. We manage waste efficiently, ensuring hazardous materials are handled properly by certified vendors for safe and compliant disposal. This minimises environmental and health risks. For waste with high calorific value, we send it to cement manufacturing plants to be used as alternative fuel, reducing dependency on fossil fuels and diverting waste from landfills. Comprehensive records of waste generation, disposal, and treatment are maintained, with regular internal audits to ensure compliance with regulations.

We have implemented a strategic approach to reduce the usage of hazardous and toxic chemicals in our products and processes. Standard Operating Procedures (SOPs) are in place at all sites for waste and hazardous chemical handling. Our trained staff ensures that defined parameters are maintained within safe limits. We collaborate with authorised vendors to safely and responsibly dispose of our waste, ensuring all regulatory requirements are met.

In recent years, we have improved our disposal systems. A significant amount of waste is now sent to cement industries for co-processing instead of incineration, enhancing compliance and minimising risks. We also recycle product drums and utilise acid generated during manufacturing processes through recycling or captive consumption to reduce waste generation. Our commitment to sustainability extends to our canteen operations, where waste is converted into compost for local agriculture, promoting a circular economy.

Additionally, we prioritise recycling and reusing waste materials wherever feasible. This significantly reduces the amount of waste sent to landfills and contributes to resource conservation. Our integrated approach to waste management underscores our dedication to environmental stewardship and our commitment to reducing our ecological footprint.

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:

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.
No Company-owned premises are in company-owned premises.				

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No environmental impact assessment of the project has been undertaken in the Fy 23-24					

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/NA).	**Yes**
If not, provide details of all such non-compliances, in the following format:	

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
We are compliant with all the applicable environmental laws/ regulations/ guidelines in India.			

Leadership Indicators

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:			
Initiative undertaken	**Details of the initiative (Web-link, if any, may be provided along-with summary)**	**Outcome of the initiative**	**Corrective action taken, if any**
Cable Loss Reduction by PF Improvement & Removal of Additional Capacitors	Cable Loss Reduction by PF Improvement & Removal of Additional Capacitors. Improved power factor (PF) to reduce cable losses and energy waste.	By implementing a variety of energy-saving initiatives, the facility has achieved a significant reduction in energy consumption, totaling nearly 27.06 lakh units. This decrease in energy use not only lowers overall demand but also indirectly contributes to a cleaner environment by reducing emissions from excess energy production.	
Application of Auto Voltage Regulator	Installed an auto voltage regulator for the lighting system to optimise voltage and reduce energy consumption.		
Stoppage of Unload Hours	Utilised VFD to optimise air compressor operation and avoid running during unload hours.		
Cable Loss Reduction by PF Improvement at Identified MCCs	Improved power factor (PF) at specific Motor Control Centers (MCCs) to reduce cable losses.		
Flow Control in MEE Plant Cooling Water Pump through Return Header Valve	Implemented flow control measures to optimise pump operation and potentially reduce energy consumption.		
Performance Improvement of Water Chiller	Implemented performance improvement measures for the water chiller to potentially reduce energy consumption.		
Performance Improvement of Gas Fired Thermpack	Optimised gas-fired thermpack by controlling excess air to potentially reduce energy consumption.		

(TP:409) through Excess Air Control			
Replacement of Rewound Motors by Energy Efficient IE3 Motors	Upgraded motors to more efficient IE3 models across various plants.		
Renewable energy generation project	The Company has installed 4 Wind Mills to generate 2.1 megawatt power each for captive consumption.The Company also use power generated through Solar by entering into power purchase agreement with the third party.	We have mitigated nearly 21,396 TCO2 of emissions through generating the electricity from renewable sources.	
Phenol Recovery Project	We have installed phenol and bromine recovery plant to recover it from the waste water which helps us in reducing cost of raw material and recovery of phenol from waste water.	We recycle water from scrubber and recover 100% of phenol and bromine from process water to reduce effluent load Phenol recovery resulted in reduction of phenol content in waste water inlet of ETP (biological waste water treatment)	

5. Does the entity have a business continuity and disaster management plan? (Yes/No)	Yes

Give details in 100 words/ web link.

MOL prioritises preparedness for emergencies and disasters. Each site has a comprehensive Emergency Preparedness and Response Plan (EPRP) outlining how to manage critical situations. The EPRP is activated when an emergency overwhelms routine procedures and necessitates a coordinated response.

The declaration triggers a series of sequential and parallel actions. MOL has the necessary infrastructure and trained personnel to effectively handle potential emergencies. Furthermore, we actively engage with local crisis groups within industrial estates. In Dahej, for example, mutual aid agreements exist, allowing us to share resources or receive assistance from nearby companies and emergency services. This collabourative approach strengthens our ability to respond effectively to emergencies.

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.

At Meghmani Organics Limited, environmental responsibility extends beyond our own operations. We believe a sustainable supply chain is crucial. Our Supplier Code of Conduct outlines our expectations. All suppliers must comply with all environmental laws and regulations in their jurisdictions. This ensures responsible practices throughout our network. Additionally, they must maintain necessary permits and adhere to specific protocols for handling regulated substances.

This commitment goes beyond compliance. We encourage suppliers to continuously improve. We advocate for implementing measures to reduce waste generation, including solid waste, wastewater, and air emissions. Additionally, responsible management of any non-hazardous waste produced through their operations is required. By partnering with environmentally conscious suppliers, we work together to minimise our overall environmental impact and create a more sustainable future.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	100%, All our partners throughout the supply chain (100%) actively uphold our Supplier Code of Conduct. This code emphasises environmental responsibility, requiring partners to track, manage, and minimise their environmental impact.

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.	**10**

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/ International)**
1	CHEMEXIL	National
2	Federation of Indian Export Organisations (FIEO)	National
3	Export Promotion Council	National
4	International chamber of commerce	International
5	Pesticides manufacturers association of India - PMFAI	National
6	Gujarat Chamber of Commerce	State
7	Gujarat Chemical Association	State
8	ICC - Indian Chemical Council	State
9	CCFI - Crop Care	National
10	GDMA	State

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.		
Name of authority	**Brief of the case**	**Corrective action taken**
Not Applicable		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalised groups. They should also contribute to the development of local communities and support social and economic empowerment.)

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**
We have conducted the Impact Assessment of CSR Activities of Meghmani Organics limited					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:						
Sr. No.	**Name of Project for which R&R is ongoing**	**State**	**District**	**No. of Project Affected Families (PAFs)**	**% of PAFs covered by R&R**	**Amounts paid to PAFs in the FY (In INR)**
No Rehabilitation and Resettlement is being undertaken						

3. Describe the mechanisms to receive and redress grievances of the community.
At Meghmani, we prioritise the holistic development of communities as a fundamental aspect of our corporate ethos. We are dedicated to supporting communities in enhancing their social and economic well-being through various initiatives. Additionally, the company actively engages with communities as part of our Corporate Social Responsibility (CSR) endeavours, demonstrating our commitment to making a positive impact beyond business operations. To ensure we're addressing community needs effectively, we've also established a platform on our website to connect https://meghmani.com/contact/.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:		
Particular	**FY 2023-24**	**FY 2022-23**
Directly sourced from MSMEs/ small producers	22.67%	15.08%
Directly from within India	88.86%	82.55%

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		
Particular	**FY 2023-24**	**FY 2022-23**
Rural	12.00%	11.80%
Semi-urban	48.50%	48.20%
Urban	10.60%	11.00%
Metropolitan	28.80%	29.00%

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

Leadership Indicators

6. Details of beneficiaries of CSR Projects:			
Sr. No.	**CSR Project**	**No. of persons benefitted from CSR Projects**	**% of beneficiaries from vulnerable and marginalised groups**
1	**Sardardham**	Build a hostel for students at cost capacity of 10000 people (students)	100%
2	**Blood Donation Camps**	Meghmani has organised blood donation camp every year in different places until now. Till date it has collect and donate around 15000 bottles of blood.	100%
3	**Donation in Education & Schools**	Meghmani's contributions have significantly enhance the quality of education by providing better resources and infrastructure, thereby shaping the future of our society. In Mandal, Meghmani is managing school for boys and girls, where students from more than 22 village is coming for education. It is one of kind of school which take very small amount of fees and provides higher and quality education.	100%
4	**My liveable Bharuch**	The My Livable Bharuch initiative is a campaign that aims to promote the city of Bharuch, Gujarat, as a historical, cultural, and Livable destination. The initiative is active on various platforms including Instagram, Facebook, and YouTube. The My Liveable Bharuch initiative is a comprehensive effort to engage the community, enhance the city's liability, and celebrate its rich heritage. It is a great example of how digital platforms can be used to foster civic engagement and improve urban life.	100%
5	**Dwarkadish GauShala & Hospital**	Meghmani has also funded Dwarkadish Gaushala (Cow House) & Hospital. For Cow House's foods and medical purpose.	100%
6	**Madhuram Cheritable Trust**	This NGO works & helps the handicapped & Disabled People. Its aim is to create an impact in the lives of those who have not been fortunate when it has come to living a healthy and comfortable life. Meghmani supported and funded them for providing Prosthetic Legs to the poor and underprivileged person	100%
7	**Koshmadi Gram Panchayat**	Meghmani believes that Children need theoretical Knowledge with mental and physical fitness and that is why Meghmani have donated funds for developing a playground projects to improve Children strength and physical fitness.	100%
8		Meghmani also maintained one flyover which, named as "Narmada Maiya Flyover" in Bharuch	100%

	Naramada Maiya Flyover	. Through tree plantation and maintaining the beatification of the flyover,	
9	**Kalpna Foundation**	Kalpana is the word of the Guajarati language , and the English meaning is a Thought. Kalpana Foundation is managed and run by Meghmani itself. The Kalpana Foundation stands as a beacon of hope and solidarity, dedicated to uplifting the lives of those who form the backbone of our esteemed organisation, Meghmani Chemical Ltd. Our primary focus is to extend a helping hand to our employees.	100%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers responsibly.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services and provide consumers with the information they need to make informed choices.)

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
Customer feedback and complaints are received by the marketing department, which coordinates with relevant departments such as production, supply chain, and R&D to provide a comprehensive response. This collabourative approach ensures that all concerns are addressed effectively and efficiently, enhancing customer satisfaction and fostering continuous improvement across the company. We've also made it easier to reach us by providing a helpline number (9909030545, 18002330122) and email address (care@meghmani.com) directly on our products.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	
Particular	**As a percentage to total turnover**
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:						
Particular	**FY 2023-24**		**Remark**	**FY 2022-23**		**Remark**
	Received during the year	**Pending resolution at end of year**		**Received during the year**	**Pending resolution at end of year**	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	24	0	-	0	0	-

4. Details of instances of product recalls on account of safety issues:		
Particular	**Number**	**Reason for recall**
Voluntary recalls	0	-
Forced recalls	0	-

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

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.
No instance of penalty or complaint on the mentioned issues has occurred in FY 23-24. Hence, no corrective action is required in the current financial year.

7. Provide the following information relating to data breaches	
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	
-	

Leadership Indicator

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
https://meghmani.com/our-business/

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services
At Meghmani, we prioritise the safety of our customers, particularly farmers who face significant exposure to pesticides in rural areas. We've implemented several initiatives to improve knowledge and responsible practices: **Farmer Education:** • **Training Programs:** We conduct extensive training programs on safe pesticide handling and usage. Over the past year, we've delivered 300+ training sessions, reaching over 10,000 individuals across India. These sessions cover proper application techniques, protective gear usage, and responsible disposal practices. • **Field Training:** We supplement classroom training with practical field demonstrations to reinforce safe practices in real-world scenarios. **B2B Customer Awareness:** • **Awareness Sessions:** Recognising the importance of safe handling across the supply chain, we conduct on-site awareness sessions for our B2B customers. For the past three years, we've held six such sessions at key customer locations, educating over 70 individuals on safe product use and handling practices. We have developed product and safety leaflet and shared with B2B and B2CCustomers. These leaflets provide the adequate information on product handling. These initiatives are core elements of our stewardship program. By empowering both farmers and our B2B partners with the necessary knowledge, we strive to minimise risks and promote safe and responsible use of our products.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Although Meghmani's services are not considered essential. We have implemented mechanisms to communicate potential risks arising from service discontinuation.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)	Yes
a. If yes, provide details in brief.	
Ensuring the safety and effectiveness of our products is paramount. That's why we take great pride in providing clear and comprehensive information on all our product labels. These labels adhere stringently to all current CIB regulations and legal metrology guidelines, applicable to both retail and bulk packaging formats. But our commitment goes beyond just compliance. We understand the importance of empowering our customers to get the most out of our products. This is why our labels include detailed Directions for Use (DFU). These instructions guide customers on how to safely and effectively utilise our products, maximising their value for their businesses while adhering to all necessary safety standards.	
b. Did your entity carry out any survey regarding 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, we regularly conduct surveys to assess customer satisfaction. Additionally, we frequently engage with customers to gather feedback and understand their on-ground demands.