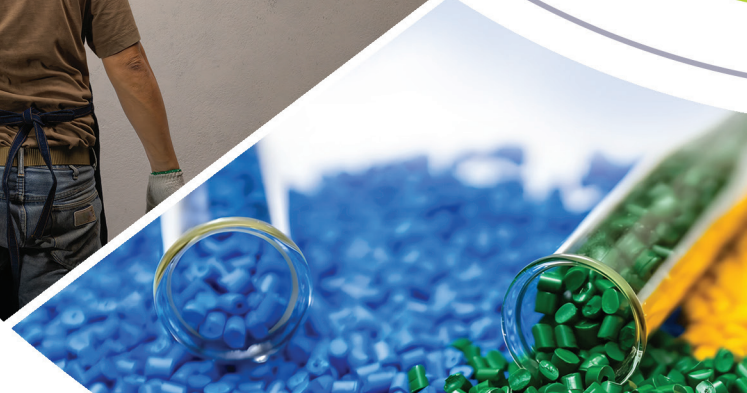
CHEMISTRY OF SUCCESS AT WORK

Meghmani Organics Limited

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING 2024-25



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

(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 2024-2025
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	http://www.meghmani.com/
9	Financial year for which reporting is being done	1st Apr 2024 to 31st Mar 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE and National Stock Exchange
11	Paid-up Capital	25,43,14,211
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	No
15	Type of assurance obtained	No

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	72.39%
2	Pigment	Manufacture of Pigments from any source in basic form or as concentrate.	27.61%

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	72.39%
2	Manufacture of pigments	24224	27.61%

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

*The international presence includes a representative office in China and a subsidiary office in the USA.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	75

*National: The company operates in 16 states in India through its offices, dealers, and website.

International: 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?

83.81%

c. A brief on types of customers

We cater to both B2B and B2C segments, serving multinational as well as domestic clients in the agrochemical industry. Our offerings include technical-grade bulk formulations and small-pack formulations (P2P). In the pigment segment, we serve multinational and domestic customers operating in the ink, plastic, paint, and polymer industries, with approximately 90% of our business coming from repeat clients.

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)	868	855	98.50%	13	1.50%
2	*Other than Permanent (E)	499	499	100%	0	0%
3	**Total employees (D + E)**	**1,367**	**1,354**	**99.05%**	**13**	**0.95%**
	WORKERS					
4	Permanent (F)	360	360	100%	0	0%
5	*Other than Permanent (G)	1,303	1,290	99.00%	13	0.99%
6	**Total workers (F + G)**	**1,663**	**1,650**	**99.22%**	**13**	**0.78%**

* Other than permanent employees/workers, the workforce includes contractual, temporary, intern, and outsourced categories.

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)	4	4	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	**Total differently abled employees (D + E)**	**4**	**4**	**100%**	**0**	**0%**
	DIFFERENTLY ABLED WORKERS					
4	Permanent (F)	2	2	100%	0	0%
5	Other than Permanent (E)	1	1	100%	0	0%
6	**Total differently abled workers (F + G)**	**3**	**3**	**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*	5	0	0

*Total KMP includes the Managing Director and Whole-Time Directors.

22. Turnover rate for permanent employees and workers

Particular	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36.85%	38.46%	36.88%	37.20%	38.46%	37.22%	30.58%	41.38%	30.74%
Permanent Workers	11.28%	0.00%	11.28%	24.28%	0.00%	24.28%	4.88%	0.00%	4.88%

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

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : (Yes/No)

Yes

a. Turnover (in ₹) 20,03,86,97,473

b. Net worth (in ₹) 16,32,16,83,879

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mecha-nism in Place (Yes/No) *	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of compla-ints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of compl-aints 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	5	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)							

*** 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/

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

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	Emissions & Climate Change	Risk	The chemical sector is energy-intensive and subject to increasing scrutiny for GHG emissions. With India pushing carbon markets and carbon taxes, Meghmani is exposed to future regulatory, reputational, and financial pressures.	Installed 4 wind turbines and entered solar PPAs, reducing 21,396 TCO_2. Implemented energy-saving projects like PF improvement, chiller optimization, and cable loss reduction. Focus on low-emission technologies and improving Scope 1 and 2 emissions accounting.	Negative
2	Water And wastewater Management	Risk	Significant water dependency for processes poses operational and regulatory risk, especially in regions with growing water stress.	Installed phenol and bromine recovery units, reducing effluent load. Recycled scrubber water and improved recovery to reduce ETP inlet load. Focus on process water recycling and source reduction to ensure compliance and operational continuity.	Negative
3	Energy Management	Risk	Rising energy costs and grid instability directly affect profitability. Additionally, energy use ties to climate-related regulatory risks.	Energy-efficient IE3 motor installation, VFDs on compressors, auto-voltage regulators. Optimized thermpack operation and pump control to cut consumption by ~27.06 lakh units annually. Investment in on-site renewables to reduce grid dependence and future-proof against carbon pricing.	Negative

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)
4	Occupational health and safety	Risk	Occupational health and safety (OHS) risks are inherent to chemical manufacturing due to the handling of hazardous substances and complex operational processes. Proactively identifying and managing these risks is critical to safeguarding employee well-being, ensuring regulatory compliance, and minimizing operational disruptions. A strong OHS framework not only enhances workforce productivity and reduces incident-related costs but also reinforces the company's commitment to responsible and ethical business practices, thereby strengthening its reputation among stakeholders.	Implement comprehensive health and safety management systems aligned with international standards (e.g., ISO 45001). Conduct regular risk assessments and safety audits to identify and address hazards proactively. Provide ongoing training and awareness programs for employees on safe work practices and emergency response. Invest in appropriate personal protective equipment (PPE) and safety infrastructure. Foster a safety-first culture encouraging employee participation and incident reporting without fear of reprisal.	Negative
5	Inclusion, Diversity & Equity Management	Opportunity	Embracing inclusion, diversity, and equity unlocks substantial potential for Meghmani Organics by fostering a workforce rich in varied perspectives and experiences. This diversity enhances creativity and decision-making, enabling the company to better address the needs of a global customer base in competitive agrochemical and pigment markets. Additionally, a strong commitment to these principles elevates the company's employer brand, attracting and retaining top talent, which is critical to sustaining business growth and innovation.		Positive

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)
6	Business ethics and anti-corruption	Risk	Operating across diverse jurisdictions exposes Meghmani Organics to varying regulatory standards, increasing the risk of unethical behavior and corruption. Failure to adhere to robust ethical standards may result in severe legal consequences, damage to reputation, and potential loss of operating licenses. Such outcomes threaten operational continuity, erode stakeholder confidence, and can have lasting adverse impacts on the company's financial and strategic objectives.	Meghmani Organics should implement a strong Ethics and Compliance Framework that includes a clear Code of Conduct, anti-bribery policies, and mandatory ethics training for all employees, especially in high-risk roles. A confidential whistleblower mechanism must be established to report unethical practices safely. The company should conduct regular third-party due diligence and compliance audits, particularly in high-risk jurisdictions. Technology-based compliance monitoring tools can be leveraged to detect and manage risks proactively. Oversight by a dedicated ethics committee will ensure accountability and continuous improvement in ethical governance.	Negative
7	Product innovation and responsibility	Opportunity	In an industry characterized by rapid change and increasing regulatory demands, product innovation offers Meghmani Organics a strategic avenue for differentiation. By developing sustainable, safe, and cutting-edge products, the company can meet growing market demand for eco-friendly solutions while ensuring compliance with evolving regulations. This proactive approach not only opens new market opportunities and strengthens customer loyalty but also reduces risks linked to product failures, recalls, and non-compliance.		Positive

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)
8	Talent Attraction & Retention	Opportunity	Prioritizing the attraction and retention of skilled professionals enables Meghmani Organics to build a capable and motivated workforce, which is pivotal for driving operational excellence and innovation. Maintaining a stable and talented team supports competitive positioning and ensures the company is well-equipped to meet current and future business challenges, securing sustainable long-term success.		Positive
9	Community Engagement	Risk	Strong community relations are essential for sustaining long-term business success, particularly in regions where industrial operations directly impact local populations. Actively engaging with communities enables companies to identify and address local needs, foster mutual trust, and enhance social equity. Such engagement reduces the risk of operational disruptions, community opposition, and regulatory scrutiny. Moreover, maintaining a robust social license to operate through meaningful stakeholder collaboration strengthens the company's reputation and contributes to inclusive and sustainable growth.	Establish regular dialogue channels with local communities and key stakeholders to understand their needs and concerns. Develop community development programs focused on healthcare, education, and infrastructure support. Transparently communicate company activities and impacts, ensuring responsiveness to community feedback. Collaborate with local authorities and NGOs to address social and environmental challenges collectively. Monitor and evaluate community engagement initiatives to continuously improve effectiveness and trust-building.	Negative

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)
10	Sustainable Supply Chain Management	Opportunity	Sustainable supply chain management offers Meghmani Organics a strategic opportunity to strengthen operational resilience and improve long-term value creation. By sourcing materials responsibly, the company can ensure consistent access to quality inputs while meeting increasing customer and regulatory expectations around environmental and social responsibility. This approach enhances supplier relationships, reduces waste and inefficiencies, and reinforces the company's brand reputation. To leverage this opportunity, the company can integrate supplier sustainability codes, encourage certification standards among vendors, and adopt tools for traceability and lifecycle impact assessment.		Positive
11	Sustainable Procurement	Opportunity	Identified as an opportunity, sustainable procurement enables Meghmani Organics to proactively manage upstream ESG risks and secure a more resilient and ethical supply base. By sourcing from suppliers who adhere to environmental and social standards, the company can mitigate future disruptions, reputational damage, and legal liabilities. Moreover, it aligns with global sustainability trends and stakeholder expectations. To maximize this opportunity, the company should conduct regular ESG assessments of suppliers, embed sustainability criteria into procurement contracts, and build long-term partnerships with vendors that demonstrate responsible practices.		Positive

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)
12	Risk management and operation compliance	Risk	Effective risk management and regulatory compliance are critical for Meghmani Organics due to the complex and evolving nature of environmental regulations in the chemical industry. Non-compliance could result in severe consequences, including fines, legal challenges, operational disruptions, and long-term damage to stakeholder trust.	the company must implement a robust enterprise risk management (ERM) system, conduct periodic compliance audits, and provide targeted training to employees. Leveraging digital tools to monitor compliance status and regulatory changes can further enhance operational integrity and resilience.	Negative
13	Waste Management	Risk	The chemical manufacturing process inherently generates hazardous waste, making waste management a significant risk area for Meghmani Organics. If not handled properly, it can lead to environmental pollution, legal penalties, and reputational damage, including operational shutdowns.	the company should adopt stringent waste segregation, storage, treatment, and disposal protocols in line with best practices. Investing in clean technologies and exploring waste-to-value initiatives such as recycling or reuse can also contribute to reducing the company's environmental footprint and regulatory exposure.	Negative
14	Biodiversity and land use	Risk	Operations in ecologically sensitive and industrial zones such as Dahej and Ankleshwar pose substantial risks related to biodiversity loss and unsustainable land use. These risks can lead to community opposition, regulatory action, and damage to the company's social license to operate.	Meghmani Organics must conduct environmental and social impact assessments (ESIAs) for all significant operations. Partnering with local stakeholders to ensure responsible land use, implementing conservation programs, and adopting land restoration efforts are essential steps to maintaining stakeholder goodwill and mitigating ecological impacts.	Negative

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)
15	Environmental Compliance	Risk	Environmental compliance represents a critical risk due to the rising stringency and complexity of environmental regulations. Non-compliance can lead to fines, legal proceedings, and reputational harm, especially as environmental issues gain global attention.	Meghmani Organics must establish a proactive compliance management system that tracks regulatory developments and ensures timely response. Assigning dedicated environmental compliance roles, conducting internal audits, and offering continuous staff training are necessary to maintain legal alignment and operational continuity.	Negative
16	Corporate Governance	Risk	Effective corporate governance depends on transparent, accessible policies and well-defined behavioral standards consistently enforced throughout the organization. Operating with integrity and accountability enables companies to meet sustainable financial and strategic objectives. Stakeholders assess governance based on key factors including ownership structures, board compensation, accounting transparency, ethical conduct, and tax compliance. Robust governance frameworks foster stakeholder trust, mitigate risks, and strengthen long-term business resilience.	Develop and maintain clear, accessible governance policies outlining roles, responsibilities, and behavioral expectations. Ensure the board of directors includes independent and diverse members with relevant expertise. Implement transparent reporting and disclosure practices covering financial, ethical, and sustainability performance. Regularly review and update governance frameworks to align with evolving regulations and best practices. Foster a corporate culture of accountability, integrity, and ethical decision-making at all organizational levels.	Negative

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)
17	Human Rights and Labor	Risk	Companies that prioritize human rights demonstrate a strong commitment to sustainable, ethical, and mutually beneficial relationships with all stakeholders - including employees, communities, customers, and investors. This commitment underscores the company's responsibility towards the dignity, safety, and well-being of individuals impacted by its operations. For businesses with on-site workforces, effective labour management is essential, given the complexities related to workforce size, labor intensity, and diverse operational locations. Ensuring robust management-labour relations, upholding workers' rights, and actively engaging employees are critical to maintaining workforce stability and productivity. Notably, preventing the loss of skilled labour is vital to safeguarding operational continuity and long-term business success.	Implement and enforce a robust human rights policy aligned with international frameworks such as the UN Guiding Principles on Business and Human Rights. Conduct regular due diligence to identify and mitigate human rights risks within operations and supply chains. Ensure fair labour practices, including non-discrimination, freedom of association, and fair wages. Provide training for management and workers on human rights and ethical labour practices. Establish grievance mechanisms accessible to employees and affected communities for reporting violations confidentially.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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/								

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	-	-	Respon-sible Care	-	-	ISO 14001, ISO 45001, ISO 50001	-	-	ISO 9000, Respon-sible Care, GLP Certifi-cation
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Meghmani Organics Limited has established a robust roadmap for responsible growth through clear sustainability and governance goals. The company is targeting to source 50% of its electricity from renewable sources by FY 2029–30, with progressive interim milestones to ensure a smooth transition to cleaner energy. To enhance energy and water efficiency, the company aims to reduce specific energy consumption and freshwater use by 5% by March 2026, supported by system-level improvements such as water metering at high-consumption points. The company also prioritizes responsible sourcing, aiming for 100% compliance from critical suppliers with its Supplier Code of Conduct and ESG due diligence by FY 2025–26, along with publishing a Sustainable Procurement Report by Q3 FY 2024–25. Occupational health and safety remain a key focus, with a goal of zero reportable accidents and a 15% reduction in TRIR by March 2026. To reinforce transparency and continuous improvement, Meghmani is working to enhance its EcoVadis sustainability score from 50% to 75% by FY 2025–26 through stronger environmental, ethical, labor, and procurement practices.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have made measurable progress towards our sustainability commitments during the reporting period: • **Renewable Energy Usage:** Achieved 38.97% renewable electricity consumption, progressing towards our 2030 target of 50%. This was enabled by enhanced sourcing of clean energy and implementation of energy efficiency measures. Additional renewable energy avenues are being explored to bridge the remaining gap. • **Bromine Consumption Efficiency:** Reduced specific bromine consumption from 0.225 kg/kg (FY 2022–23) to 0.196 kg/kg (FY 2023–24), and further to 0.185 kg/kg (FY 2024–25), reflecting ongoing efforts in process optimization and material efficiency. • **Bromine Recovery Improvement:** Improved recovery rates from 45% to 63% through deployment of advanced recovery technologies and tighter operational controls, contributing to circularity and reduced environmental impact. We remain committed to achieving our long-term sustainability goals through continuous improvement, technological innovation, and responsible resource management.								

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 Limited, we believe that responsible business practices grounded in Environmental, Social, and Governance (ESG) principles are vital to long-term value creation. As we navigate a dynamic global landscape, we remain committed to integrating sustainability into our core operations and decision-making processes.

This year, we conducted a comprehensive materiality assessment to better understand the ESG issues most relevant to our stakeholders and business. The insights gained are guiding our strategy and helping us prioritize actions that generate meaningful impact.

We continue to make progress across our key ESG focus areas - including our transition to renewable energy, enhancement of resource efficiency, and advancement of responsible sourcing practices. Our ongoing initiatives in waste management, water conservation, and energy optimization reflect our commitment to environmental stewardship.

Social responsibility remains central to our values. Through targeted CSR programs, we have positively impacted vulnerable and marginalized communities, aligning our efforts with inclusive growth. We also place a strong emphasis on occupational health and safety, and are enhancing our safety performance through continuous training and improved systems.

Looking ahead, we remain focused on aligning with global sustainability frameworks and reinforcing our role as a responsible and resilient chemical manufacturer.

Ankit Patel
Chairman and Managing Director

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

At Meghmani Organics Limited, the Board of Directors holds the highest level of responsibility for the implementation and oversight of the company's Business Responsibility policies. To further strengthen governance around sustainability, an Environmental, Social, and Governance (ESG) Committee, chaired by Independent Directors, has been constituted.

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

Meghmani Organics Limited has constituted a dedicated Environmental, Social, and Governance (ESG) Committee under the supervision of the Board of Directors. This committee comprises Independent Directors and members of the senior leadership team, reflecting a high level of accountability and expertise in its functioning. The ESG Committee is entrusted with the responsibility of risk oversight and decision-making on sustainability-related issues, including monitoring the company's environmental and social performance, aligning with ESG frameworks, and integrating sustainability considerations into corporate strategy. This structure ensures that sustainability remains a central focus in the company's governance and long-term value creation.

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	Director								
	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								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Annually								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	-	-	Respon-sible Care	-	-	Interna-tional standard Organi-sation	-	-	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:**									
	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 with integrity, 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	4	• Revised whistleblower policy • Media Communication • Code of Conduct • Sustainable Procurement • Environment, Health & Safety (EHS) • CSR Policy • New ERM Risk Management framework and Policy • POSH- Prevention of Sexual Harassment	100%
Key Managerial Personnel	4	• Code of Conduct & Conflict of Interest • ESG Strategy and BRSR Reporting Framework • Sustainable Procurement & Supply Chain Ethics • Responsible Care® & Process Safety • POSH & Workplace Ethics • Reputation Risk and Risk Management • Anti-Corruption Measures and Insider Trading Regulations • Media Communication and Stakeholder Sensitivity	100%

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
Employees other than BOD and KMPs	2,583	**Corporate Ethics, Governance & Workplace Integrity** Code of Conduct, Corporate Policies, POSH (Prevention of Sexual Harassment), Labour and Human Rights at the Workplace, Regulatory Compliance **Human Resources & Leadership Development** HR Practices and Procedures, Manager Training on HR Policies Leadership & Human Relations, Teamwork & Team Building Goal Setting, Skill Development & Career Advancement, Lifestyle Management & Well-being, **Plant Operations, EHS & Process Safety** Emergency Preparedness & Response, First Aid Training, Fire Hydrant Operation, Machine Guarding, Contractor Management, 5S & Housekeeping Training Risk Management (HAZOP, HIRA, JSA, JRA etc.) **Sustainability, Environment & Responsible Care** Sustainable Procurement, Sustainable Sourcing, Energy Conservation Water Saving & Environmental Management, Pollution Control & Prevention, Waste Reduction, Segregation & Compatibility	100%
Workers	1,639	**Workplace Discipline & Ethics:** Basic Code of Conduct at Workplace, Respect for Labour Rights & Workplace Behaviour, POSH Awareness (For Shopfloor Level) Following Company Rules & Safety Policies **Personal & Team Development** Teamwork & Helping Each Other, Setting Daily Work Goals & Taking Responsibility, Skill Development for Plant Work, Health, Hygiene & Wellbeing, Safety Awareness Basic Communication with Supervisors, Reporting Unsafe Acts or Conditions, Handling Crisis Situations (Basic Awareness) **Environmental & Sustainable Practices** Water Saving & Spillage Control, Product Handling & Packing Safety, Segregation of Waste & Disposal Awareness	100%

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format**

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

Yes

If Yes, provide details in brief

Meghmani Organics Limited has adopted a comprehensive Anti-Corruption and Anti-Bribery Policy that reflects its strong commitment to integrity, ethical conduct, and transparency across all operations. The key elements of the policy are as follows:

- **Prohibition of Corruption:**

  The policy strictly prohibits the offering, giving, soliciting, or receiving of bribes or illicit payments, including gifts, hospitality, or favors intended to influence business decisions or gain undue advantage.

- **Permitted Exceptions:**

  Symbolic or commemorative gifts exchanged during festivals or official events are permitted only if they comply with the company's internal guidelines and do not compromise ethical standards.

- **Internal Controls and Procedures:**

  Robust internal financial controls and monitoring procedures are in place to detect and address vulnerabilities related to bribery and corruption.

- **Grievance Redressal Mechanism:**

  A structured grievance redressal system is supported through channels under the Whistleblower Policy, enabling employees, vendors, and stakeholders to report suspected instances of unethical conduct confidentially and without fear of retaliation.

- **Training and Awareness:**

  Periodic training sessions and communication initiatives are conducted to educate employees on recognizing and responding appropriately to bribery and other unethical practices.

- **Governance Oversight:**

  The implementation and effectiveness of the policy are overseen by the ESG Committee at the Board level, ensuring alignment with legal requirements and evolving ethical expectations.

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 2024-25	FY 2023-24
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 2024-25		FY 2023-24	
	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 2024-25	FY 2023-24
Number of days of accounts payables	104	119

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4.28%	5.35%
	b. Number of trading houses where purchases are made from	9	7
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	3.7%	5.7%
	b. Number of dealers / distributors to whom sales are made	2875	3745
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.68%	6.17%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	8.59%	9.07%
	b. Sales (Sales to related parties / Total Sales)	2.24%	1.42%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments	99.35%	80.03%

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
55	Supplier code of conduct, EHS, safety systems, Legal requirements, human rights, EHS guidelines, pesticide handling, Use of PPE's during pesticide handling.	100% of onsite suppliers and contractors are covered under these training programs. The company conducts quarterly training sessions for onsite service providers across all major sites, including Vatva, Panoli, Dahej, and Ankleshwar. Awareness programs also include contractor onboarding trainings, dealer and farmer trainings, customer training in the domestic market, and transporter trainings.
32	Supplier Code of Conduct and EHS requirements in PO Legal compliance (e.g., PF/ESIC registration)	100% of onsite suppliers and contractors are covered under these training programs
13	Safe handling and application of pesticides Use of appropriate protective equipment Environmentally responsible disposal of containers and chemical residues	10,089 no. of farmers are covered under these training programs

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.

Meghmani Organics Limited has instituted formal processes to effectively identify, avoid, and manage conflicts of interest involving members of the Board of Directors. Board members are required to recuse themselves from any discussions or decision-making processes where a conflict of interest may exist, thereby upholding principles of fairness, transparency, and ethical governance. A centralized database of directors' affiliations is maintained and periodically reviewed in coordination with the Finance and Compliance departments to proactively flag and monitor potential related party transactions. These mechanisms ensure that all decisions are made in the best interest of the company and its stakeholders.

The company's approach to managing conflicts of interest is also detailed in its Code of Conduct for Directors and Senior Management, available at:

https://meghmani.com/wp-content/uploads/2021/10/Code-of-conduct-for-Directors-and-SeniorManagement-MOL0.

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize 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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	56 %	0%	Installed safety testing equipment such as a flammability meter and commissioned new machinery like blenders and mills to enhance product stability.
2	Capex	33%	0%	Compiled data on toxicity, safety, health, and environmental impact to strengthen product safety information, which will be sshared across the supply chain.

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?

30%*

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)	By adopting Extended Producer Responsibility (EPR), we actively recover plastics at the end of their life cycle, helping to reduce plastic waste and support a circular economy. Our EPR plan is approved by the pollution control board, and we have successfully met our program goals. We remain committed to pursuing cleaner solutions and promoting responsible waste management practices.
(b)	E-waste	NA
(c)	Hazardous waste	Clients are provided with a Standard Operating Procedure (SOP) that details the proper handling of hazardous waste, water usage requirements, and the use of personal protective equipment (PPE). The SOP clearly defines the roles and responsibilities of both waste generators and handlers. It emphasizes key practices such as correct waste segregation, safe storage methods, and emergency response actions. Waste generators are responsible for accurately segregating and storing waste, while handlers must adhere to disposal procedures and wear appropriate PPE. This comprehensive SOP is designed to improve hazardous waste management, ensure workplace safety, and promote environmental responsibility.
(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 of Meghmani Organics Limited is aligned with the Extended Producer Responsibility (EPR) plan submitted to the respective Pollution Control Boards, specifically for imported products. The plan ensures compliance with applicable regulatory requirements, focusing on systematic collection, recycling, and safe disposal in accordance with the commitments outlined in the approved EPR framework.

c If not, provide steps taken to address the same

-

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? (Yes/No)

Yes

If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	If yes, provide the web-link.
24224	Pigment Blue Series (Solid Form) (Alpha Blue, Beta Blue, CPC Blue)	21.32%	Cradle to Grave	Yes	No	It is shared with the supplier as and when required

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

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
Through a comprehensive Product Carbon Footprint (PCF) and other relevant evaluations, it has been determined that there are no significant social or environmental concerns or risks associated with the production or disposal of our products/services. We remain committed to ongoing monitoring and adherence to sustainable practices in all aspects of our operations.			

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 2024-25	FY 2023-24
1	Mono Chloro Benzene	99.4%	99.4%
2	Hydro chloric acid	100%	100%
3	Solvent overall	95.2%	95.2%
4	Bromine	63%	45%
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 2024-2025			FY 2023-2024		
		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

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials (as % of total products sold in respective category)
Our products are sold as raw materials to buyers, and therefore, we do not engage in the reclamation of these items once they are sold. However, in compliance with the Extended Producer Responsibility (EPR) policy, we ensure that the plastic packaging used in our products is reclaimed and properly processed as per the relevant regulations.		

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

(This principle emphasizes 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	855	801	93.68%	737	86.20%	0	0.00%	0	0.00%	0	0.00%
Female	13	13	100.00%	13	100.00%	13	100.00%	0	0.00%	0	0.00%
Total	**868**	**814**	**93.78%**	**750**	**86.41%**	**13**	**1.50%**	**0**	**0.00%**	**0**	**0.00%**

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)
*Other than permanent employees											
Male	499	494	99.00%	499	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**499**	**494**	**99.00%**	**499**	**100.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

* Other than permanent employees, the workforce includes contractual, temporary, intern, and outsourced categories.

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

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 workers											
Male	360	355	98.61%	360	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**360**	**355**	**98.61%**	**360**	**100.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**
Other than permanent workers											
Male	1,290	301	23.33%	968	75.04%	0	0.00%	0	0.00%	0	0.00%
Female	13	4	30.77%	9	69.23%	0	0.00%	0	0.00%	0	0.00%
Total	**1,303**	**305**	**23.41%**	**977**	**74.98%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

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

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.05%	0.06%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	99.08%	100.00%	Y	99.04%	100.00%	Y
ESI	14.40%	10.00%	Y	17.01%	9.61%	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 promote accessibility and ease of navigation for all individuals, supporting inclusivity and comfort within our diverse workforce. We are dedicated to creating an environment that meets the needs of employees with disabilities, reflecting 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. Meghmani Organics Limited has an Equal Opportunity Policy that is aligned with the provisions of the Rights of Persons with Disabilities Act, 2016. The policy ensures that persons with disabilities are not subjected to any form of discrimination during the employment lifecycle, including recruitment, training, performance appraisal, and career advancement.

The company is committed to providing reasonable accommodations wherever required and continuously works toward making its infrastructure and work environment accessible and inclusive. Through this policy, Meghmani Organics aims to foster a culture of respect, dignity, and equal opportunity for all employees, including those with disabilities.

https://meghmani.com/sustainability/

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 committed to cultivating a workplace environment that upholds both safety and mutual respect for all employees. We believe in maintaining open lines of communication and provide multiple channels through which employees can voice concerns or report workplace issues and safety hazards. **Formal Grievance Redressal Mechanism** To ensure a fair and transparent approach, MOL has implemented a structured grievance redressal mechanism. This system provides employees with several options for reporting concerns: • **In-person discussions:** Employees may address issues directly with an HR representative. • **Electronic submissions:** Grievances can be reported via email. • **Written communication:** Employees may also submit formal letters to the HR department. Upon receipt of a grievance, the dedicated HR team assumes responsibility for investigating the issue, working toward timely and effective resolution while keeping the employee informed of the progress throughout the process. In addition, regular meetings between worker representatives and the HR department are held to facilitate collaborative discussions focused on workplace safety and compliance with established safety protocols. **Supplementary Feedback and Improvement Measures** MOL acknowledges that maintaining a safe and respectful workplace is an ongoing endeavor. As such, we actively seek feedback through various channels beyond the formal grievance process: • **Contractor Feedback Meetings:** Recognizing the unique perspectives of contractors, regular meetings are held to discuss Environmental, Health, and Safety (EHS) conditions, offering a platform for sharing insights and suggesting improvements. • **Whistleblower Policy:** A comprehensive whistleblower policy is in place, enabling employees to report suspected misconduct or safety concerns anonymously and without fear of reprisal. • **Contract Worker Engagement:** We promote the active involvement of contract workers by including them in safety meetings, where they are encouraged to raise concerns and contribute to workplace safety discussions. Through these diverse communication avenues, MOL fosters a culture of transparency and responsiveness, enhancing employee well-being and contributing to a safer, more efficient, and inclusive work environment.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees						
Male	855	0	0%	822	0	0%
Female	13	0	0%	13	0	0%
Total Permanent Workers*						
Male	360	282	78.33%	385	312	81.04%
Female	0	0	0%	0	0	0%

* Total permanent workers are represented by an internal union.

8. **Details of training given to employees and workers:***

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	855	729	85.26%	584	68.30%	822	677	82.36%	510	62.04%
Female	13	13	100.00%	13	100.00%	13	12	92.31%	12	92.31%
Total	**868**	**742**	**85.48%**	**597**	**68.78%**	**835**	**689**	**82.51%**	**522**	**62.51%**
Workers										
Male	360	360	100%	213	59.17%	385	385	100.00%	239	62.08%
Female	0	0	0%	0	0%	0	-	0%	-	0%
Total	**360**	**360**	**100%**	**213**	**59.17%**	**385**	**385**	**100.00%**	**239**	**62.08%**

*Disclosure is provided for both permanent employees and workers.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	855	855	100.00%	822	822	100.00%
Female	13	13	100.00%	13	13	100.00%
Total	**868**	**868**	**100.00%**	**835**	**835**	**100.00%**
Workers						
Male	360	360	100.000%	385.00	385	100.00%
Female	0	0	0%	0	0	0%
Total	**360.00**	**360.00**	**100.000%**	**385.00**	**385.00**	**100.00%**

*Disclosure is provided for both permanent employees and 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?

Meghmani Organics Limited has implemented a comprehensive Occupational Health and Safety (OHS) Management System aligned with ISO 45001:2018 standards. This system is deployed across all manufacturing sites and encompasses hazard identification, risk assessments, safe work procedures, accident investigation, emergency preparedness, and continuous training. Integrated with our Environmental, Health, and Safety (EHS) strategy, the OHS system ensures statutory compliance and promotes a strong safety culture.

We conduct monthly internal evaluations across ten safety parameters and regularly undergo external audits. Additionally, our Integrated Management System (IMS) aligns ISO 45001 (safety), ISO 14001 (environment), and ISO 9001 (quality), ensuring consistency, efficiency, and continuous improvement. Responsible Care and Process Safety Management principles further reinforce our safety framework, covering all employees, contractors, and operational stakeholders.

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

Meghmani Organics Limited employs a comprehensive and structured approach to identifying work-related hazards and assessing risks across both routine and non-routine operations. These processes are integral to our Integrated EHS Management System and are aligned with global standards including ISO 45001, ISO 14001, Process Safety Management (PSM), and Responsible Care.

Routine Risk Assessments

- Hazard and Operability Studies (HAZOP): Conducted periodically to evaluate potential deviations in chemical and process operations.
- Hazard Identification and Risk Assessment (HIRA): Used for plant operations and routine activities to assess risks associated with equipment, chemicals, and work practices.
- Area Risk Assessments & Job Safety Analysis (JSA): Applied to routine tasks to identify task-specific hazards and establish safe work procedures.

Non-Routine Risk Assessments

- Management of Change (MoC): Ensures thorough risk evaluation during plant modifications, shutdowns, commissioning, and new projects.
- Job Safety Analysis (JSA) and Work Permits: Mandatory for all non-routine activities.
- Pre-Start-Up Safety Reviews (PSSR): Ensures all safety measures are in place before initiating any new or modified operation.

Ongoing Hazard Identification and Monitoring

- Safety Audits & Inspections: Regular housekeeping audits and plant inspections identify emerging risks and ensure compliance.
- Industrial Hygiene Monitoring: Continuous monitoring of environmental parameters and occupational exposure limits.
- Preventive Maintenance Programs: Helps eliminate hazards related to equipment failure.

Proactive Safety Practices

- Incident and Near-Miss Reporting: Encourages employee participation in identifying and reporting unsafe conditions for timely interventions.
- Multi-Level Audit Inspections: Conducted at unit, departmental, and corporate levels to review risk controls and drive improvements.
- Collaborative Safety Committees: Active departmental and central safety committees regularly assess workplace hazards and propose mitigation strategies.

This holistic and preventive approach allows us to not only meet regulatory obligations but also to foster a culture of safety, accountability, and continuous improvement throughout the organization.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

Yes

At Meghmani Organics Limited, we have well-established processes that empower our employees to report work-related hazards and, where necessary, to remove themselves from potentially dangerous situations without fear of retaliation. These systems are an integral part of our Occupational Health & Safety (OHS) Management System aligned with ISO 45001:2018.

1. Hazard and Risk Reporting Mechanisms

We encourage proactive reporting through multiple structured channels:

- Suggestion Scheme: Allows employees to share safety improvement ideas.

- Unsafe Act/Condition & Near-Miss Reporting: Regularly recorded and acknowledged as part of the Monthly Safety Management Scoring System. This includes scoring engagement and tracking compliance with remedial actions.
- Formal Hazard Reporting: Workers can report risks either directly to supervisors, the Safety Department, or through anonymous reporting channels if preferred.

2. **Right to Refuse Unsafe Work**
   - Employees are empowered to stop or refuse work if they perceive an imminent threat to health and safety -either to themselves or others.
   - Such cases are investigated promptly, and corrective actions are implemented to eliminate the identified risks before work resumes.
3. **Multi-Level Safety Committees**
   - Departmental Safety Committees: Constituted for each production block and associated service functions, these meet monthly to review safety concerns and suggestions raised by workers.
   - Central Safety Committee: Comprising representatives from all departments and functions, this body meets quarterly to review systemic safety issues and high-level risk trends.
4. **Continuous Risk Assessment & Hazard Mitigation**

   To further support hazard reporting and mitigation:
   - Annual HIRA Reviews ensure that all potential hazards are assessed and that control measures remain effective.
   - HAZOP Studies are conducted regularly to identify risks in complex chemical processes.
   - Pre-Startup Safety Reviews (PSSR) are mandatory before commissioning any new facility or process, ensuring all safety protocols are fully in place.

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 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.26
	Workers	0.38	0.64
Total recordable work-related injuries	Employees	0	1
	Workers	2	3
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

Meghmani Organics Limited is committed to ensuring a safe, healthy, and compliant workplace by aligning with ISO 45001:2018, Responsible Care® principles, and strong internal governance.

- **Safety Systems & Training:**

  Safety is integrated into all operations. Employees undergo regular inductions, refresher training, and awareness programs to foster a robust safety culture.
- **PPE Compliance:**

  Appropriate personal protective equipment is provided by role and rigorously monitored to mitigate occupational hazards.
- **Emergency Preparedness:**

  Emergency Response Plans are established and tested through periodic mock drills. On-site medical teams and trained responders ensure prompt action.

- **Health Monitoring:**

  Routine health check-ups and focused screenings for high-risk roles help detect and address health concerns early.

- **Safe Work & Risk Control:**

  Well-documented Safe Work Procedures are updated regularly. Risk assessments such as HIRA, JSA, and HAZOP/QRA guide proactive safety measures.

- **Monitoring & Controls:**

  Industrial hygiene is closely monitored. Controls follow a structured hierarchy—from elimination to PPE as the final layer.

- **Engineering Controls & Communication:**

  Safety infrastructure includes interlocks, gas detectors, and clear hazard communication through SOPs, MSDS, and signage.

- **Governance & Improvement:**

  Monthly/quarterly safety reviews and management oversight ensure continuous improvement and accountability through corrective actions.

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

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

14. 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.

No critical or high-severity safety-related incidents were reported during FY 2024–25.

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.

At Meghmani Organics Limited, we adopt a proactive and structured approach to ensure that our value chain partners comply with all applicable statutory obligations. The following measures are undertaken:

1. **Contractual Safeguards:**
   - All purchase orders and service agreements include explicit clauses mandating compliance with statutory requirements such as Provident Fund (PF), Employee State Insurance (ESI), workman compensation, and employee insurance.
   - These clauses serve as a legal foundation to hold vendors accountable for statutory compliance.
2. **Compliance Verification:**
   - Before the release of payments, service providers are required to submit proof of compliance with statutory dues. This includes challans, returns, or declarations confirming deductions and deposits.
   - Invoices are cleared only after verifying that all legal and statutory dues have been appropriately handled, minimizing the risk of non-compliance.

3. **Monitoring of Mandatory Approvals:**

   o Periodic checks are conducted to ensure that value chain partners possess all necessary licenses and approvals such as:

   - Valid vehicle registration and fitness certificates
   - Licenses for electrical or hazardous work
   - Permits for hazardous material transportation
   - Registration and annual returns filing by labour contractors and agencies

   These measures enable us to foster a responsible and compliant supply chain, aligned with legal expectations and sustainable business practices.

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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

   Yes,

   *The entity provides transition assistance programs to support employees during retirement or employment termination. These programs include financial planning sessions, retirement readiness workshops, and guidance on how to invest savings wisely to ensure long-term financial security.

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.**

   No critical or high-severity incidents were reported among value chain partners during FY 2024–25. However, to strengthen ESG oversight, we launched a formal Self-Assessment Questionnaire (SAQ) for suppliers. Additionally, 100% of value chain partners were trained on health, safety, and ESG practices.

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.**

   Meghmani Organics Limited follows a structured and inclusive methodology to identify and engage with its key stakeholder groups. The process begins with an impact and influence assessment, where stakeholders are evaluated based on their potential effect on, and influence over, the company's decisions, operations, and long-term success. Emphasis is placed on stakeholder's integral to core business functions - such as customers, suppliers, employees, investors, regulators, and local communities - ensuring their voices are prioritized. The company also emphasizes inclusiveness, ensuring that even those stakeholders who may have limited influence but are affected by company operations are considered, fostering balanced and equitable engagement.

Inputs from senior management and departmental heads are incorporated to gain cross-functional insights, helping identify stakeholders relevant to specific business areas. Additionally, stakeholders who may present reputational, regulatory, or operational risks are identified early on to allow for proactive engagement and issue resolution. To remain aligned with industry standards, Meghmani benchmarks its stakeholder engagement approach against peer best practices. The identification process is not static; it undergoes regular review and refinement to ensure the company remains responsive and respectful in its engagement with all relevant stakeholder groups.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	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, Annual Reports, Newspaper, AGM, Con-calls	Monthly / Quarterly / Annually	Updates on financial performance, sustainability strategy, dividends, business risks, governance
Customers	No	Email, Webinars, Business Reviews, Feedback Calls	Monthly / Quarterly / Annually	Product quality, pricing, delivery schedules, compliance with sustainability expectations
Suppliers	No	Email, SAQs, Site Audits, Vendor Meets	Quarterly / Annually	Performance reviews, policy compliance, responsible sourcing, and safety audits of onsite practices.
Employees	No	Group meetings, Email, Intranet, Trainings, Grievance Portal	Regularly / Monthly	Policy updates, training programs, safety awareness, grievance redressal, welfare schemes
Government and Govt. Officials	No	Letters, Emails, Submissions, Meetings	Annually or as required	Statutory reporting, licensing, ESG disclosures, inspections, and legal compliance
Banks / Financial Institutions	No	Emails, Site Visits, Financial Presentations	Quarterly	Business performance, loan terms, project updates, ESG performance
Contract Workers / Contractors	Yes	Induction Sessions, Safety Briefings, Toolbox Talks, Quarterly meetings, Contractor meetings, Emails, Letters, SAQs	Daily / Weekly	Site safety, working conditions, health checks, payment cycles, basic amenities
Local Communities / Community Groups	Yes	CSR Outreach, Community Meetings, Feedback Sessions, Wall Postings in Local Language	Monthly/ Quarterly	CSR activities, livelihood improvement, water and sanitation, education, skill development, aligned to SDGs
NGOs / Civil Society	Yes	Email, Field Visits, Joint Projects, Panel Discussions	Quarterly / Project-Specific	Collaboration on environmental and social programs, policy advocacy, community development, SDG alignment

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.**

   Meghmani Organics Limited follows a structured approach to incorporate stakeholder feedback into strategic decision-making on economic, environmental, and social (EES) topics. Functional teams from departments such as EHS, HR, CSR, and Procurement regularly engage with stakeholders to gather insights on key issues.

   A formal Materiality Assessment was conducted, involving surveys and discussions with internal and external stakeholders - including inputs gathered during the Annual General Meeting (AGM) - to identify and prioritize material ESG topics.

   Feedback is reviewed by senior management and key findings are escalated to the ESG Committee and Board of Directors through structured reporting. This ensures that stakeholder concerns inform sustainability strategy and board-level oversight, supporting continuous improvement and responsible business conduct.

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.

   Meghmani Organics Limited leverages stakeholder consultations to identify and act on key environmental and social priorities. Feedback from global customers led to the adoption of Scope 3 emissions tracking and the alignment of ESG reporting with GRI standards in the BRSR. Input from suppliers prompted the launch of a Supplier Self-Assessment Questionnaire (SAQ) in January 2025 to assess ESG performance and encourage responsible sourcing practices.

   Within the organization, employee inputs resulted in initiatives such as the "Near-Miss Awareness Campaign" and the installation of safety tracking boards across plants, reinforcing a strong safety culture. Additionally, stakeholder insights during product-level assessments, including the Pigment Blue series, contributed to process improvements and enhanced environmental compliance, demonstrating the company's commitment to integrating feedback into its sustainability efforts.

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

   During FY 2024–25, Meghmani Organics Limited did not receive any formal grievances from vulnerable or marginalized stakeholder groups.

   However, the company remains committed to proactive engagement with such communities as part of its inclusive and socially responsible approach.

   One key initiative involved outreach to rural farmers, who often face challenges in understanding the safe use of agrochemical products. Meghmani Organics conducted awareness seminars to educate them on:

   - Safe handling and application of pesticides
   - Use of appropriate protective equipment
   - Environmentally responsible disposal of containers and chemical residues

   These capacity-building efforts are designed to enhance farmer safety, promote sustainable agricultural practices, and address the informational gaps commonly faced by rural farming communities.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	868	820	94.47%	835	787	94.25%
Other than permanent	499	499	100.00%	477	477	100.00%
Total Employees	**1,367**	**1,319**	**96.49%**	**1,312**	**1,264**	**96.34%**
Workers						
Permanent	360	360	100.00%	385	385	100.00%
Other than permanent	1,303	1,192	91.48%	1,223	1,105	90.35%
Total Workers	**1,663**	**1552**	**93.33%**	**1,608**	**1,490**	**92.66%**

2. **Details of minimum wages paid to employees and workers**

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent										
Male	855	0	0.00%	855	100.00%	822	0	0%	822	100.00%
Female	13	0	0.00%	13	100.00%	13	0	0%	13	100%
Total	**868**	**0**	**0.00%**	**868**	**100.00%**	**835**	**0**	**0%**	**835**	**100.00%**
Other than Permanent										
Male	499	0	0.00%	499	100 %	477	0	0 %	477	100 %
Female	-	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	**499**	**0**	**0.00%**	**499**	**100 %**	**477**	**0**	**0 %**	**477**	**100 %**
Workers										
Permanent										
Male	360	0	0%	360	100%	385.00	0	0%	385	100%
Female	0	0	0%	0	0%	-	0	0%	0	0%
Total	**360**	**0**	**0%**	**360**	**100%**	**385.00**	**0**	**0%**	**385**	**100%**
Other than Permanent										
Male	1,290	989	76.67%	301	23.33%	1,214.00	906	74.63%	308	25.37%
Female	13	9	69.23%	4	30.77%	9.00	5	55.56%	4	44.44%
Total	**1303**	**998**	**76.59%**	**305**	**23.41%**	**1,223.00**	**911.00**	**74.49%**	**312**	**25.51%**

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)*	3	40,32,000	0	0
Key Managerial Personnel**	5	40,32,000	0	0
Employees other than BOD and KMP	850	3,35,700	13	5,39,052
Workers	360	2,74,776	0	0

*The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.

**Key Managerial Personnel (KMP) includes Executive Directors.

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	0.83%	0.72%

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.**

Meghmani Organics Limited has established internal mechanisms to address grievances related to human rights through its Grievance Handling Policy. This policy enables employees, contract workers, and other stakeholders to raise concerns regarding any violation of human rights by approaching their immediate supervisor, the HR department, or designated internal grievance committees.

All reported concerns are handled with confidentiality, and appropriate actions are taken following a fair and transparent review process, ensuring that the complainant does not face any retaliation. The company's Human Rights Policy applies across its operations, including contractors and suppliers, and aligns with relevant laws such as the Child Labour (Prohibition and Regulation) Act, 1996. Meghmani Organics is committed to fostering a workplace that upholds fair treatment, equal opportunity, and mutual respect for all individuals.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child 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 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

We are dedicated to maintaining a workplace that is free from discrimination and harassment. To protect individuals who come forward with such concerns, we have implemented comprehensive safeguards, including:

- Anti-Retaliation Policy: Our whistleblower policy strictly prohibits any form of retaliation against individuals who report incidents of discrimination or harassment. This includes threats, intimidation, disciplinary actions, or any other adverse conduct intended to suppress or penalise the complainant.
- Confidentiality: We place strong emphasis on maintaining confidentiality throughout the investigation process. The policy clearly outlines procedures to safeguard the identity of the whistleblower.
- Supportive Measures: We understand that reporting misconduct can be a difficult experience. To ease this process, we offer support such as access to legal counsel and assurance of a secure and respectful work environment during the investigation period.
- Extended Protection: The protections afforded under our policy also apply to individuals who participate in or contribute to the investigation, thereby promoting a culture of openness and encouraging others to come forward without fear of reprisal.

Through these measures, we aim to cultivate a culture grounded in trust, accountability, and respect, ensuring that all concerns related to discrimination and harassment are addressed impartially and without negative repercussions.

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 obligations are explicitly incorporated into our business agreements and contractual arrangements.

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.

The company remains committed to preventing child labor, involuntary labor, and similar concerns by upholding stringent measures to ensure transparency and compliance in this critical area:

- Enhanced Attendance System: Our attendance management software is designed to prevent the registration of casual workers under the age of 18, serving as a frontline safeguard against child labor.
- Mandatory ID Verification: All casual workers are required to submit a valid government-issued photo ID (such as an Aadhaar card) to verify that they meet the minimum legal age for employment.
- Medical Fitness Certificates: Each casual worker must provide a medical fitness certificate explicitly confirming their age, reinforcing our commitment to maintaining employment standards.

These proactive measures reflect our ongoing dedication to ethical labor practices and to protecting vulnerable groups within our workforce.

Leadership Indicators

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

   As of FY 2024–25, no human rights-related grievances were reported at Meghmani Organics Limited. While no procedural changes were required, the company maintains a strong commitment to human rights, with established mechanisms for prompt review and action. Regular system checks ensure continued readiness and improvement.

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

   Meghmani Organics Limited integrates human rights due diligence into its Supplier Assessment Questionnaire (SAQ) process to promote ethical and responsible practices throughout its value chain. This due diligence covers key areas such as fair labour practices, which include the prohibition of child and forced labour and compliance with legal standards on wages and working hours. It also emphasizes respect and equal treatment by ensuring a workplace free from discrimination and harassment.

   The company upholds the principle of freedom of association, supporting employees' rights to collective bargaining and union participation in line with applicable laws. In addition, suppliers are expected to maintain safe working environments through proper risk controls and employee training. Through this structured approach, Meghmani Organics collaborates with partners who align with its commitment to human rights, contributing to a fair, safe, and sustainable supply chain.

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

   The premises, including all main office and plant entrances, are equipped with accessibility features such as ramps, handrails, wide doorways, and designated parking spaces. These provisions are in compliance with the accessibility requirements outlined in the Rights of Persons with Disabilities Act, 2016

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 have introduced two strategic initiatives to reinforce legal compliance across our domestic operations:

   - On-Site Customer and Storage Facility Inspections: We have commenced regular visits to our domestic customers and their affiliated storage facilities (depots/godowns) across India. These site inspections enable us to directly assess adherence to applicable regulations and promote regulatory compliance.
   - Monthly Legal Compliance Reviews: A structured program has been implemented to monitor legal compliance on a monthly basis at warehouses throughout India. This proactive measure facilitates early identification and resolution of any potential non-compliance issues.

   In addition to these initiatives, we ensure that all on-site and off-site service providers comply with relevant legal requirements. Collectively, these efforts reinforce our commitment to maintaining regulatory compliance and mitigating associated risks across our operations.

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize 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 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
From renewable sources*		
Total electricity consumption (A)	1,37,119.42	1,02,448.18
Total fuel consumption (B)	48,169.53	45,444.16
Energy consumption through other sources (C.)		
Total energy consumed from renewable sources (A+B+C)	**1,85,288.95**	**1,47,892.34**
From non-renewable sources		
Total electricity consumption (D)	2,14,770.42	2,14,049.40
Total fuel consumption (E)	16,01,791.11	13,37,570.41
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	**18,16,561.53**	**15,51,619.80**
Total energy consumed (A+B+C+D+E+F)	**20,01,850.49**	**16,99,512.15**
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.00009990	0.00010413
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP**]	0.00206392	0.00215124
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Total Output of Product (in MT)]	35.04	33.65
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	
If yes, name of the external agency.	NA	

*From total electricity consumed in FY 24-25, 38.97% of electricity is from renewable sources

**The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2025, which is 20.66

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	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1,019.4	1,873.5
(iii) Third party water	9,11,532.5	10,04,252.5
(iv) Seawater / desalinated water	0	0
(v) Others – (Recycled Water)		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)**	**9,12,551.9**	**10,06,126**
Total volume of water Consumption* (in kilolitres)	**3,99,581.89**	**4,27,875.12**
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.00001994	0.00002622
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.00041197	0.00054160
Water intensity in terms of physical output [Total water consumption (in KL) / Total Output of Product (in MT)]	6.99	8.47
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)	No	
If yes, name of the external agency.	Not Applicable	

*As per CGWA guidelines, the estimated water consumption for office is based on an assumption of 45 liters per person per day and is included in water consumption water.

**Recycled water constitutes 5.50% (i.e. 50,228 Kiloliter) of our total water withdrawal.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties*	5,12,970.01	5,78,250.88
No treatment	-	-
With treatment – please specify level of treatment	5,12,970.01	5,78,250.88
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	**5,12,970.01**	**5,78,250.88**
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.	Not Applicable	

*Wastewater from Ahemdabad office is discharged to the municipal corporation sewage system

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

We are dedicated to responsible water management through a comprehensive two-fold strategy. This includes on-site treatment of wastewater streams that are suitable for processing within our in-house facilities, as well as strategic collaboration with the Gujarat Industrial Development Corporation (GIDC) or the Common Effluent Treatment Plant (CETP). These measures ensure that all wastewater is appropriately treated and responsibly discharged, thereby reducing environmental impact and supporting water conservation efforts.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	MT	2.68	2.88
SOx	MT	7.88	8.21
Particulate matter (PM)	MT	4.29	4.28
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.	Not Applicable		

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,39,894.18	1,17,253.90
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)**	Metric tonnes of CO2 equivalent	43,371.69	42,572.05
Total Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO2 equivalent	1,83,265.87	1,59,825.94
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations (in rupees)]	Metric tonnes of CO2 equivalent per Revenue from operations (in Rupee)	0.00000915	0.00000979
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 (in MTCO2e) / Revenue from operations in rupees adjusted for PPP]	Metric tonnes of CO2 equivalent per Revenue from operations adjusted for PPP	0.00018895	0.000202308
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Total Output of Product (in MT)	Metric tonnes of CO2 equivalent per tonne of production	3.21	3.16
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.	Not Applicable		

*Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO2 Baseline Database User Guide Version 20 has been used for the purpose of GHG Emissions calculations.

**We have successfully mitigated approximately 27,690.51 tonnes of CO_2 emissions by generating electricity from renewable energy sources & 4,462.96 tonnes of CO_2 emissions by Agricultural Byproducts.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

If Yes, then provide details.

Yes, the entity has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions as part of its commitment to environmental sustainability. Key measures include the installation of four wind turbines, each with a capacity of 2.1 megawatts, dedicated to captive power consumption. In addition, the company sources solar energy through a power purchase agreement with a third-party provider.

During the financial year 2024–2025, the entity consumed a total of 38,088.728 MWh of renewable energy, substantially decreasing its dependence on fossil fuel-based electricity. these actions have resulted in an estimated reduction of 27,690.51 tonnes of CO_2 equivalent (tCO_2e), underscoring the entity's proactive approach to mitigating climate impact.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	85.21	47.91
E-waste (B)	18.483	21.656
Bio-medical waste (C)	0.00874	0.004025
Construction and demolition waste (D)	64.56	0
Battery waste (E)	2.3	0
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) (G)	61,836.62	47,252.91
Other Non-hazardous waste generated (H). **Please specify, if any.** (Break-up by composition i.e. by materials relevant to the sector)		
Fly Ash	3012.21	14,853
Canteen Waste	2.0399	6.37114
Mix Garbage- Plastic, Paper, Cloth, FRP Pipe, Ply, etc.	36.254	26.44
ETP Sludge	2,565.19	2,795.14
Total (A+B + C + D + E + F + G + H)*	**67,622.87**	**65,003.43**
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.00000337	0.00000398
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.00006972	0.00008228
Waste intensity in terms of physical output Total waste generated (in MT) / Total Output of Product (in MT)	1.18368727	1.28717115
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	29,568.17	33,692.29
(ii) Re-used	6,584.13	5,553.60
(iii) Other recovery operations	5,913.55	1,607.18
Total	**42,065.86**	**40,853.06**

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

Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	96.47	134.82
(ii) Landfilling	25,598.62	22,323.18
(iii) Other disposal operations	1,769.79	227.49
Total	**27,464.88**	**22,685.49**
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.	NA	

*The closing stock of waste for financial year-2022-23 was 13807.45 MT and managed it in financial Year-2023-24. Now closing stock of Waste for financial year-2024-25 is 13364.45 MT will be managed in following financial 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.**

Our organisation has implemented a comprehensive and sustainable waste management framework across all establishments. Hazardous waste is managed in strict compliance with applicable regulations and is disposed of through authorised, certified vendors to ensure safety and environmental protection. Waste with high calorific value is sent to cement manufacturing units for co-processing, serving as an alternative fuel and reducing landfill burden.

To reduce the use of hazardous and toxic chemicals, we have adopted a proactive strategy that includes the implementation of Standard Operating Procedures (SOPs) for chemical handling and waste management at all sites. These SOPs are enforced by trained personnel to ensure operations remain within safe and compliant parameters.

We maintain detailed records of waste generation, treatment, and disposal, and conduct regular internal audits to ensure adherence to regulatory and environmental standards. Over the years, we have improved our waste disposal methods, increasing the share of co-processing over incineration to minimise environmental impact.

In addition, we promote circular practices such as recycling product drums and reusing acid generated during manufacturing processes either through recycling or for captive consumption. Our canteen waste is composted and used in local agriculture, reinforcing our commitment to resource efficiency and the circular economy.

Our integrated approach combines regulatory compliance, pollution prevention, and resource optimisation, reflecting our strong commitment to reducing environmental impact and promoting sustainability in all aspects of our operations.

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.
None of the company's plants, offices, or operational areas are located within ecologically sensitive zones.				

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 FY 24-25.					

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
The Company is complaint with all the applicable environmental laws/ regulations/ guidelines in India.			

Leadership Indicators

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

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

(i) Name of the Area	Not Applicable
(ii) Nature of Operations	

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		Please refer to the sustainability report for Scope 3 Emissions	
Total Scope 3 emissions per rupee of turnover [Total Scope 3 emissions (in MTCo2e) / Revenue from operations (in rupees)]			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)	NA		
If yes, name of the external agency.	NA		

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

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

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	Improved power factor by eliminating extra capacitors to reduce energy loss through cables.	This and other energy-saving initiatives helped the facility lower its electricity consumption by approximately 2.706 million units, reducing overall demand and contributing to emission reduction through decreased power generation.	-
Application of Auto Voltage Regulator	Installed auto voltage regulators for lighting systems to maintain optimal voltage levels and lower energy usage.	Led to a reduction in power consumption by optimizing voltage supply.	-
Stoppage of Unload Hours	Used Variable Frequency Drives (VFDs) to improve compressor operation efficiency by preventing unnecessary operation during non-load hours.	Helped conserve energy by stopping equipment during idle periods.	-
Cable Loss Reduction at Identified MCCs	Enhanced power factor at specific Motor Control Centers to reduce transmission losses.	Resulted in improved energy efficiency by lowering cable losses.	-

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
Flow Control in MEE Plant Cooling Pump	Introduced return header valve to control water pump flow, optimizing operations.	Lowered energy consumption through improved pump efficiency.	-
Water Chiller Performance Enhancement	Undertook performance improvements for the water chiller system.	Reduced energy usage by increasing chiller efficiency.	-
Gas-Fired Thermpack Optimization	Managed excess air levels in gas-fired thermpack to enhance combustion efficiency.	Resulted in potential energy savings through better fuel usage.	-
Replacement with Energy-Efficient IE3 Motors	Replaced older rewound motors with high-efficiency IE3 models across multiple sites.	Improved overall plant energy efficiency.	-
Renewable Energy Generation	Installed four wind turbines (2.1 MW each) for internal power use and adopted solar energy through third-party agreements.	Reduced carbon emissions by approximately 21,396 tonnes of CO_2 through renewable energy adoption.	-
Phenol Recovery Project	Commissioned a plant to recover phenol and bromine from wastewater, helping save raw material costs.	Achieved 100% recovery from process water and decreased phenol levels entering the ETP, cutting down effluent impact.	-
Energy Efficiency Optimization	Replaced energy-intensive chilling systems with high-capacity condensers and efficient trays in 24D Plant; consolidated two under-utilized brine plants into a single unit in MOL-5.	Saved 1.5 million kWh annually; reduced electricity cost by ₹ 1.35 crore; enhanced energy efficiency across operations	
Renewable Energy Transition	Increased adoption of solar and wind power across sites and launched energy-saving measures at Dahej and Ankleshwar.	Reduced CO_2 emissions by 71,258 MT over 3 years; increased renewable energy usage to 24.5% of total consumption	
Raw Material Optimization	Reduced high-impact raw material input ratios across key products by optimizing process parameters.	Reduced carbon footprint by 1,150.5 MT CO_2 over 3 years; improved raw material efficiency and supported sustainable procurement	
Drum Reuse Program	Implemented reuse of HDPE drums for up to 15 cycles before disposal to reduce single-use plastic generation.	Saved 2,108 MT CO_2; lowered procurement costs and aligned with circular economy goals	
Switch to Tanker-Based Deliveries	Replaced drum-based transport with GPS-tracked bulk tankers for 2,4-D Amine between Dahej and Panoli plants.	Eliminated 20,000 plastic drums/year; saved ~101 MT CO_2 annually; enhanced logistics efficiency	

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

Yes

Give details in 100 words/ web link.

MOL places a strong emphasis on emergency and disaster preparedness. Each site is equipped with a detailed Emergency Preparedness and Response Plan (EPRP) that outlines procedures for managing critical incidents. The EPRP is activated when an emergency surpasses routine response capabilities and requires a coordinated intervention.

Upon activation, the plan initiates a series of structured and concurrent actions. MOL is equipped with the necessary infrastructure and trained personnel to effectively address potential emergencies. Additionally, we actively collaborate with local crisis management groups within industrial estates. For instance, in Dahej, mutual aid agreements are in place, enabling resource sharing and support from nearby companies and emergency services. This collaborative framework enhances our overall emergency response capabilities.

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.**

No significant adverse environmental impacts were identified from Meghmani Organics Limited's value chain partners during the financial year FY 2024–25.

However, in alignment with our commitment to environmental stewardship, we continue to promote and enforce responsible environmental practices across our supply chain. All value chain partners are expected to comply with our Supplier Code of Conduct, which includes strict adherence to applicable environmental regulations and best practices.

Key Mitigation and Adaptation Measures Undertaken:

1. **Promotion of Bulk Transportation:**
   - Transition from small packaging units to bulk tanker-based transportation has been actively encouraged to minimize packaging waste and reduce the carbon footprint associated with logistics.
2. **Authorized Disposal of Used Materials:**
   - Contracts with service providers explicitly require the disposal of used materials and containers through authorized recyclers only, ensuring environmentally sound waste management.
3. **Reuse of Packaging Materials:**
   - Where technically feasible, we promote the reuse of drums and containers, reducing resource consumption and waste generation.
4. **Capacity Building for Logistics Partners:**
   - Awareness sessions are regularly conducted for logistics providers focusing on:
     - Spill prevention and management
     - Vehicle emission control
     - Environmentally safe transport practices

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

100%

While a formal structured environmental assessment of value chain partners commenced in January 2025, Meghmani Organics Limited ensures that all major suppliers comply with mandatory environmental regulatory clearances as part of our supplier qualification process. Environmental compliance is integrated into our onboarding and contract renewal criteria, ensuring that our partners operate within the legal environmental framework.

A comprehensive ESG evaluation framework for value chain partners is currently being developed and implemented in a phased manner. This structured approach will mature fully in FY 2025–26, enabling more detailed and quantifiable assessments of environmental impacts across our supply chain.

8. **How many Green Credits have been generated or procured:**

   a. **By the listed entity**

   0

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

   0

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		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- Please specify)	Web Link, if available
Meghmani organic actively engages in public policy discussions through industry forums and regulatory consultations, advocating for sustainable manufacturing, environmental compliance, and innovation in specialty chemicals. The company supports policies promoting green chemistry, waste management, and safety standards, aligning with its commitment to responsible growth and environmental stewardship.					

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 marginalized 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 not 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 ₹)
No Rehabilitation and Resettlement is being undertaken.						

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

Meghmani Organics Limited has established both formal and informal mechanisms to receive and address community grievances. Our plant HR and EHS Heads maintain regular contact with local leaders, including village sarpanch and gram panchayat members, who can raise concerns directly through phone calls or in-person meetings. These concerns are promptly addressed with appropriate solutions in coordination with relevant departments.

Additionally, Meghmani engages with local communities through industry associations. For instance, our GM-HR serves as the Chairman of the Public Grievances Cell of the Panoli Industrial Association, providing a structured platform to discuss and resolve community issues in collaboration with village representatives.

Beyond grievance redressal, we are committed to the holistic development of surrounding communities, supporting their social and economic well-being through our Corporate Social Responsibility (CSR) initiatives. We also provide an online platform for the public to connect with us through our website: https://meghmani.com/contact/, ensuring accessibility and responsiveness to community needs.

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	3.58%	22.67%
Directly from within India	86.46%	88.86%

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 2024-25	FY 2023-24
Rural	24.61%	26.57%
Semi-urban	51.18%	55.12%
Urban	0%	0%
Metropolitan	24.22%	18.32%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
Not applicable			

3. a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)**

Yes

b) **From which marginalized /vulnerable groups do you procure?**

Meghmani Organics Limited has an established preferential procurement policy that includes provisions to support procurement from marginalized and vulnerable groups. This policy reflects our commitment to inclusive and responsible sourcing practices.

However, during the financial year 2024–25, no procurement transactions were specifically recorded under this category due to the non-availability of registered suppliers from these segments. We continue to monitor and encourage supplier registration from such groups to enable inclusive participation in our supply chain in the future.

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

Not Applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
No intellectual property based on traditional knowledge was owned or acquired during the current financial year, and consequently, no benefits were shared.				

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

Name of authority	Brief of the Case	Corrective action taken
No Corrective action required		

6. **Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

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

(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 managed by the Marketing Department, which collaborates closely with relevant functions including Production, Supply Chain, and Research & Development to deliver comprehensive and timely resolutions. This coordinated approach ensures effective handling of customer concerns, promotes satisfaction, and supports continuous improvement throughout the organisation. To further enhance accessibility, a dedicated helpline (9909030545, 18002330122) and email address (care@meghmani.com) are prominently displayed on our product packaging for customer convenience.

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 2024-25		Remark	FY 2023-24		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				0	0	-

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

Particular	Number	Reason for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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.**

   During FY 2024–25, Meghmani Organics Limited reported no incidents of product recalls, regulatory penalties, cybersecurity breaches, data privacy violations, or issues related to advertising or essential service delivery. As such, no corrective actions were necessary.

   The company maintains strong preventive systems, including regulatory compliance checks, data encryption protocols, rigorous quality controls, and active regulatory engagement to ensure uninterrupted and responsible operations.

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	Not Applicable

Leadership Indicator

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

   The Information on product can be accessed through attached link:

   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 place a high priority on ensuring the safety of our customers, particularly farmers who are exposed to pesticides in rural areas. To address this, we have implemented a range of initiatives aimed at promoting safe and responsible practices:

   Farmer Education:

   - Training Programs: We conduct comprehensive training sessions on the safe handling and usage of pesticides. In the past year alone, we have delivered over 300 training sessions, reaching more than 10,000 individuals across India. These sessions cover key areas such as proper application techniques, the use of protective gear, and responsible disposal methods.
   - Field Training: In addition to classroom instruction, we provide practical field demonstrations to reinforce safe practices in real-world agricultural settings.

B2B Customer Awareness:

- Awareness Sessions: Understanding the significance of safe handling across the entire supply chain, we organize on-site awareness sessions for our B2B customers. Over the past three years, we have conducted six such sessions at key customer locations, educating more than 70 individuals on the safe use and handling of our products.
- Product and Safety Leaflets: We have developed informative leaflets detailing product handling guidelines, which are distributed to both B2B and B2C customers.

These initiatives form the cornerstone of our stewardship program. By equipping both farmers and our B2B partners with the necessary knowledge, we aim to minimize risks and promote the safe and responsible use of our products.

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

   Although the services provided by Meghmani are not deemed essential, we have established mechanisms to effectively communicate any potential risks associated with the discontinuation of services.

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 efficacy of our products is of utmost importance. As such, we take great care in providing clear and comprehensive information on all product labels. These labels are fully compliant with current CIB regulations and legal metrology guidelines, applicable to both retail and bulk packaging formats. However, our commitment extends beyond mere compliance. Recognising the importance of empowering our customers to optimise the use of our products, our labels also include detailed Directions for Use (DFU). These instructions help customers utilise our products safely and effectively, thereby enhancing their value while ensuring adherence to all relevant safety standards.

b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) Yes

We regularly conduct surveys to evaluate customer satisfaction. Furthermore, we actively engage with customers to collect feedback and gain insights into their on-the-ground needs and expectations.

CHEMISTRY OF SUCCESS AT WORK

Meghmani Organics Limited

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