CHEMISTRY OF SUCCESS AT WORK

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

2025-26

Annexure II

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 2025-2026
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	1^{st} to 3^{rd} Floor, Meghmani House", Nr.safal Profitaire, Prahlad Nagar, Satellite Ahmedabad-380015
5	Corporate address	1^{st} to 3^{rd} 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	1^{st} April 2025 to 31^{st} March 2026
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	Company Secretary Telephone No: +91 7929709600 Email ID : cs@meghmani.com Hamid Sayyad–EHS Telephone No: +91 6359966537 Email Id: hamid.sayyad@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	Limited Third-party Assurance for our Sustainability Report FY 2025-26
15	Type of assurance obtained	

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Agrochemicals	Manufacture of Insecticides and Herbicides	77.87%
2	Pigment	Manufacture of Pigments from any source in basic form or as concentrate.	22.13%

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	77.87%
2	Manufacture of pigments	24224	22.13%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	1	8
International	0	2*	2

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

18. Markets served by the entity:

a. Number of locations

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

Note :

*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?

85.20%

c. A brief on types of customers

Meghmani Organics Limited serves both Business-to-Business (B2B) and Business-to-Consumer (B2C) segments, catering to multinational as well as domestic customers across the agrochemical and pigment value chains.

In the Agrochemicals segment, the Company serves crop protection companies, domestic manufacturers, formulators, distributors, dealers, retailers, and farmers through technical-grade products, bulk formulations, and retail-pack formulations (P2P).

In the Pigments segment, customers include multinational and domestic companies operating in inks, paints, coatings, plastics, textiles, packaging, and allied industries.

The Company maintains strong and long-term relationships with its customers through consistent product quality, supply reliability, technical support, regulatory compliance, and sustainable business practices, with a significant share of business generated from repeat customers.

IV. Employees

19. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1	Permanent (D)	808	791	97.90%	17	2.10%
2	Other than Permanent (E)	522	522	100%	0	0%
3	**Total employees (D + E)**	**1,330**	**1,313**	**98.72%**	**17**	**1.28%**
	WORKERS					
4	Permanent (F)	341	341	100%	0	0%
5	Other than Permanent (G)	1,331	1,316	98.87%	15	1.13%
6	**Total workers (F + G)**	**1,672**	**1,657**	**99.10%**	**15**	**0.90%**

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male No. (B)	Male % (B / A)	Female No. (C)	Female % (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	3	3	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	**Total differently abled employees (D + E)**	**3**	**3**	**100%**	**0**	**0%**
	DIFFERENTLY ABLED WORKERS					
4	Permanent (F)	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%**

20. Participation/Inclusion/Representation of women

Particular	Total (A)	No. and percentage of Females No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	5	0	0

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

21. Turnover rate for permanent employees and workers

Particular	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	41.56%	33.33%	41.41%	36.85%	38.46%	36.88%	37.20%	38.46%	37.22%
Permanent Workers	5.42%	0%	5.42%	11.28%	0%	11.28%	24.28%	0%	24.28%

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

22. (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%	No
2	Meghmani Crop Nutrition Limited	Subsidiary	100%	No
3	Meghmani USA INC	Subsidiary	100%	No
4	Meghmani Organics Biodefensivos E Agricolas Do Brazil Ltda.	Subsidiary	100%	No
5	Pro-Zeal Green Power Fifteen Private Limited	Associate	26%	No

VI. CSR Details

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

Yes

a. Turnover (in ₹) 20,91,81,32,895

b. Net worth (in ₹) 17,58,31,82,538

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	3	0	-	5	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/
Other (please specify)	

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	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.	Increase renewable energy procurement through wind and solar power to reduce dependence on conventional energy sources and lower GHG emissions. Implement energy efficiency initiatives including power factor optimization, chiller efficiency improvement, and reduction of transmission losses. Continue improving Scope 1 and Scope 2 emissions management while progressively adopting lower-carbon technologies.	Negative
2	Water And wastewater Management	Risk	Significant water dependency for processes poses operational and regulatory risk, especially in regions with growing water stress.	Implement wastewater minimization initiatives through phenol recovery, bromine recovery, chemical oxidation, and process optimization. Increase reuse of scrubber water and strengthen water recovery systems to reduce freshwater consumption and effluent generation. Promote process-level water conservation and ensure compliance with applicable environmental regulations.	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)
3	Energy Management	Risk	Rising energy costs and grid instability directly affect profitability. Additionally, energy use ties to climate-related regulatory risks.	Install energy-efficient equipment such as IE3 motors, VFDs, and automatic voltage regulators to optimize energy consumption. Improve utility efficiency through optimization of thermopack operations, pumping systems, and other energy conservation initiatives. Increase renewable energy utilization to reduce dependence on grid power and mitigate future carbon-related risks.	Negative
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.	Maintain a comprehensive occupational health and safety management system aligned with ISO 45001. Conduct periodic risk assessments, safety audits, inspections, competency-building programmes, and emergency preparedness drills. Strengthen PPE usage, safety infrastructure, workforce participation, and incident reporting to promote a strong safety culture.	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)
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.	Continue promoting equal opportunity employment, diversity and inclusion, fair workplace practices, and non-discrimination across the organization. Strengthen employee development, leadership opportunities, and inclusive workplace practices to improve employee engagement and retention.	Positive
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.	Strengthen the Ethics and Compliance Framework through implementation of the ISO 37001 Anti-Bribery Management System, a robust Code of Conduct, anti-bribery controls, and periodic employee awareness programmes. Maintain confidential whistleblower mechanisms, conduct third-party due diligence, and undertake periodic compliance reviews to identify and address ethical and compliance risks proactively. Ensure regular management oversight to drive continuous improvement in ethical business practices.	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)
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.	Continue investing in product stewardship, process innovation, sustainable product development, and regulatory compliance to enhance product quality, customer satisfaction, and long-term competitiveness. Continue investing in product stewardship, process innovation, sustainable product development, and regulatory compliance to enhance product quality, customer satisfaction, and long-term competitiveness.	Positive
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.	Strengthen employee development through structured learning programmes, performance management systems, career progression opportunities, and employee engagement initiatives. Promote a positive work environment to attract, develop, and retain skilled talent.	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)
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 with local communities and key stakeholders to understand their concerns and expectations. Implement community development programmes, strengthen grievance redressal mechanisms, and maintain transparent communication to foster trust and support inclusive development. Periodically review community engagement initiatives to enhance their effectiveness. Establish regular dialogue with local communities and key stakeholders to understand their concerns and expectations.	Negative
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.	Promote responsible sourcing practices by strengthening supplier engagement programmes and sustainability assessments. Enhance supply chain transparency through supplier monitoring, ESG due diligence, and continuous improvement initiatives. Progressively align supply chain management practices with internationally recognized management systems and sustainability requirements.	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)
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.	Integrate ESG criteria into supplier selection, evaluation, and procurement processes. Conduct periodic supplier sustainability assessments and strengthen responsible sourcing practices. Progressively align procurement processes with the principles of ISO 20400 Sustainable Procurement.	Positive
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.	Maintain a structured Enterprise Risk Management (ERM) framework supported by periodic risk assessments and compliance reviews. Strengthen employee awareness programmes and leverage digital tools to monitor regulatory obligations and emerging risks. Review risk mitigation measures periodically to enhance organizational 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.	Implement robust waste segregation, storage, treatment, transportation, and disposal systems in accordance with applicable regulations. Promote waste minimization, recycling, recovery, and resource efficiency initiatives to reduce environmental impacts and improve operational performance.	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)
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.	Conduct environmental impact assessments and implement biodiversity conservation measures, wherever applicable. Engage with relevant stakeholders to promote responsible land-use practices and minimize ecological impacts. Support initiatives that contribute to long-term environmental sustainability.	Negative
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.	Maintain a proactive environmental compliance management system supported by periodic internal audits and regulatory monitoring. Assign clear compliance responsibilities, strengthen employee awareness, and continuously monitor legal and regulatory developments to ensure ongoing compliance.	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.	Strengthen governance policies, internal controls, Board oversight, and transparent reporting mechanisms. Regularly review governance practices to align with evolving legal, regulatory, and corporate governance requirements. Promote a culture of accountability, integrity, and ethical decision-making across the organization.	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 maintain policies aligned with internationally recognized human rights and labour standards. Conduct periodic due diligence to identify and mitigate human rights risks across operations and the supply chain. Promote fair employment practices, employee awareness, and accessible grievance mechanisms to uphold workers' rights and ethical labour practices.	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.	-	Responsible Care	ISO45001	-	ISO45001	ISO14001, ISO50001	-	-	ISO9001, Responsible Care, GLP Certifications
		Ecovadis (silver)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Meghmani Organics Limited has established a structured roadmap for responsible growth through defined sustainability, safety, and governance goals. The Company aims to reduce Scope 1 emissions by 10% and Scope 2 emissions by 12% by FY 2029–30, while progressively strengthening Scope 3 emissions management across the value chain. It also targets a 5% reduction in water consumption by FY 2029–30 through conservation, recycling, and resource-efficiency initiatives. To strengthen circularity and operational efficiency, the Company is committed to maintaining 100% co-processing of hazardous process waste, improving resource recovery, and increasing the use of recycled packaging materials, targeting 100% recycled secondary packaging by FY 2029–30. Occupational Health and Safety (OHS) remains a key priority for Meghmani Organics Limited. The Company is committed to achieving Zero Total Recordable Injury Rate (TRIR) and Zero Lost Time Injury Frequency Rate (LTIFR) while maintaining 100% workforce coverage under occupational health and safety management systems, safety training programmes, and periodic occupational health surveillance. The Company is also committed to fostering a safe, ethical, and inclusive workplace by maintaining zero unresolved cases under the Prevention of Sexual Harassment (POSH) framework and ensuring 100% employee training on the Company's Code of Conduct, including Anti-Bribery and Anti-Corruption (ABAC), Prevention of Sexual Harassment (POSH), and Conflict of Interest policies. To strengthen ESG integration across the value chain, the Company aims to train 100% of onsite vendors and contractors annually on ESG and workplace safety practices by FY 2029–30. It also plans to incorporate ESG clauses into 100% of contracts with onsite vendors, contractors, and key offsite suppliers, promoting responsible business practices throughout the supply chain. The Company also continues to strengthen responsible sourcing by expanding supplier ESG assessments, ensuring adherence to the Supplier Code of Conduct, and integrating ESG considerations across procurement processes. The Company has also strengthened its sustainability performance by achieving the EcoVadis Silver Rating and remains committed to further enhancing its environmental, labour and human rights, ethics, and sustainable procurement practices. For more detail Targets and performance refer our sustainability Report.								

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Meghmani Organics Limited continued to make measurable progress against its sustainability commitments during FY 2025–26 through focused initiatives in climate action, resource efficiency, circularity, occupational safety, and governance. • **Renewable Energy Transition:** Renewable electricity contributed 41.8% of total electricity consumption, compared with 39.03% in FY 2024–25, reflecting continued progress towards the Company's renewable energy goals. This was achieved through increased sourcing of wind and solar power and implementation of energy-efficiency initiatives across manufacturing sites. • **Energy Efficiency and Emissions Reduction:** The Company achieved 2000 MWh of energy savings during FY 2025–26 through process optimisation, utility-efficiency improvements, and plant-level initiatives. • **Occupational Health and Safety Performance:** The Company maintained its strong safety focus with zero fatalities across all operating sites and reduced its TRIR from 0.25 in FY 2025–26 to 0.38 in FY 2024–25, supported by proactive risk assessments, safety leadership programmes, employee training, and process safety improvements. • **Employee Training and Complaints:** We have received zero posh complaint in FY 2025-26. Aligning to our commitment we have covered 100% of employee in human right, posh, and ABAC training. • **Governance and Sustainability Recognition:** Meghmani maintained zero incidents of bribery, corruption, information security breaches, anti-competitive practices, and regulatory non-compliances during the year. We have trained 100% of onsite vendors and contractors on ESG and workplace safety practice. MOL have incorporated ESG clauses into 100% of contracts with onsite vendors, contractors, and key offsite suppliers, promoting responsible of its continued ESG performance improvements. The Company further strengthened its sustainability credentials by progressing from the EcoVadis Committed Badge and securing the EcoVadis Silver Rating in FY 2025-26, reflecting advancements across environmental, labour and human rights, ethics, and sustainable procurement practices.								

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 sustainable business success is built on a strong foundation of environmental stewardship, social responsibility, ethical governance, operational excellence, and stakeholder trust. ESG principles are embedded across our business strategy, risk management framework, and day-to-day operations, enabling us to create long-term value for all our stakeholders.

FY 2025–26 marked another significant milestone in our sustainability journey. We are proud to have been awarded the EcoVadis Silver Medal, reflecting our continued progress across the areas of Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. During the year, we further strengthened our governance framework through the implementation of the ISO 37001 Anti-Bribery Management System and the adoption of the ISO 20400 Sustainable Procurement Framework, reinforcing our commitment to ethical, transparent, and responsible business practices.

As the chemical industry continues to navigate challenges related to climate change, resource efficiency, process safety, evolving regulatory requirements, supply chain sustainability, and increasing stakeholder expectations, we remain focused on building resilience through proactive ESG management. During the year, we strengthened our sustainability governance, enhanced supplier ESG assessments, expanded Scope 3 greenhouse gas emissions monitoring, and further integrated ESG considerations into strategic business decision-making.

A notable achievement during the year was increasing the share of renewable energy to approximately 42% of our total electricity consumption, supporting our decarbonisation objectives and reducing reliance on conventional energy sources. We also continued to advance initiatives in energy efficiency, water stewardship, waste minimisation, circular economy practices, and environmental compliance across our manufacturing operations.

Beyond our environmental commitments, we continued to strengthen our social impact through focused CSR initiatives in education, skill development, healthcare, and community welfare. A key milestone during the year was our support for establishing the Meghmani ITI Skill Development Centre at Eksal Village near Dahej, which will help enhance vocational skills and improve employability among local youth. We also contributed towards educational infrastructure, science awareness programmes, rural healthcare initiatives, and community development projects, reaffirming our commitment to inclusive growth and the well-being of the communities in which we operate.

The safety of our employees, contractors, and surrounding communities remains our highest priority. We continued strengthening our Process Safety Management (PSM) framework through enhanced emergency preparedness, contractor safety management, operational discipline, incident learning mechanisms, and employee competency development, fostering a strong culture of safety and operational excellence across our manufacturing facilities.

Looking ahead, we remain committed to accelerating our sustainability journey by increasing renewable energy adoption, enhancing climate-related disclosures and Scope 3 emissions reporting, strengthening sustainable procurement practices, expanding supplier ESG assessments, and continuously improving process safety and ESG performance. We will continue to embed sustainability across our value chain while creating resilient, long-term value for our customers, employees, investors, communities, and other stakeholders.

At Meghmani Organics Limited, responsible business conduct remains at the heart of everything we do. Guided by our values and purpose, we will continue to uphold the highest standards of ethics, governance, and sustainability while contributing meaningfully to society, protecting the environment, and creating sustainable growth for generations to come.

Ankit Patel

Chairman & Managing Director
Meghmani Organics Limited

	Governance, leadership and oversight
8	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**
	The Board of Directors is the highest authority responsible for the oversight and implementation of Meghmani Organics Limited's Business Responsibility and Sustainability (BRS) agenda. The Board provides strategic direction and regularly reviews the Company's performance on environmental, social, governance (ESG), ethics, compliance, risk management, sustainability, and stakeholder-related matters. For effective implementation, an ESG Committee comprising senior leadership members oversees the execution of sustainability initiatives, ESG objectives, Business Responsibility policies, and regulatory commitments. The Committee periodically reviews ESG performance, material sustainability risks and opportunities, stakeholder concerns, and progress against defined targets, and escalates key updates to the Board for guidance and oversight. The Chairman & Managing Director, supported by functional heads and site leadership teams, is responsible for the operational implementation of the Company's Business Responsibility and Sustainability commitments across all locations.
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 an Environmental, Social and Governance (ESG) Committee under the supervision of the Board of Directors. The Committee comprises Independent Directors and members of senior leadership, ensuring appropriate governance oversight, accountability, and subject-matter expertise in its functioning. The ESG Committee is entrusted with the responsibility of oversight and decision-making on sustainability-related matters, including monitoring environmental and social performance, reviewing and guiding ESG frameworks and disclosures, and integrating sustainability considerations into business strategy and operations. The Committee also reviews material sustainability risks and opportunities and ensures alignment with applicable regulatory and reporting requirements. The Committee supports the Board by providing periodic updates and recommendations, thereby ensuring that sustainability remains an integral part of the Company's governance structure and long-term value creation approach.

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	Director								
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	-	-	Inter-national Stan-dard Organi-zation	-	-	Inter-national Standard Organization, Responsible Care logo, Department of Science and Technology, Government of India

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves 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	• CSR Policy • New ERM Risk Management framework and Policy • Media Communication • Code of Conducts • Sustainable Procurement • Environment, Health & Safety (EHS) • POSH- Prevention of Sexual Harassment	100%
Key Managerial Personnel	4	• Anti-Corruption Measures and Insider Trading Regulations • Media Communication and Stakeholder Sensitivity • Sustainable Procurement & Supply Chain Ethics • Responsible Care® & Process Safety • Code of Conduct & Conflict of Interest • ESG Strategy and BRSR Reporting Framework • POSH & Workplace Ethics • Reputation Risk and Risk Management	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	2,218	**Corporate Ethics, Governance & Workplace Integrity** • Code of Conduct • Corporate Policies • POSH (Prevention of Sexual Harassment) • Labour and Human Rights at the Workplace • Regulatory Compliance • Promoting Values & Harmony **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 **Communication, Security & Media Management** • Communication & Interpersonal Skills • Crisis Communication • Media Management • Information Security • Security Training **Plant Operations, EHS & Process Safety** • Plant-Specific Safe Operations • Accident Prevention in Plant Operations • Process Safety, Emergency **Preparedness & Response** • First Aid Training • Fire Hydrant Operation • Machine Guarding • Contractor Management • 5S & Housekeeping • Risk Management (HAZOP, HIRA, JSA, JRA, etc.) • Asset Management **Sustainability, Environment & Responsible Care** • Sustainable Procurement & Sourcing • Energy Conservation • Water Conservation & Environmental Management • Pollution Control & Prevention • Waste Reduction, Segregation & Compatibility • Product Safety & Stewardship **Product Distribution & Logistics Safety** • Product Distribution Safety • Transportation of Hazardous Chemicals	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
Workers	1088	**Workplace Discipline & Ethics** • Basic Code of Conduct at Workplace • Respect for Labour Rights & Workplace Behaviour • POSH Awareness (Shopfloor Level) • Compliance with Company Rules & Safety Policies **Personal & Team Development** • Teamwork & Collaboration • Setting Daily Work Goals & Accountability • Skill Development for Plant Operations • Health, Hygiene & Well-being **Communication & Safety Awareness** • Basic Communication with Supervisors • Reporting Unsafe Acts or Conditions • Handling Crisis Situations (Basic Awareness) • Awareness of Emergency Contacts & Communication Flow **Plant Safety & Emergency Response** • Safe Working Practices in Plant Areas • Prevention of common workplace accidents • Emergency Response • Evacuation procedures • Assembly point awareness • First Aid Basics for Workers • Fire Safety & Hydrant Operation (Basic Level) • Machine Safety • Guarding and safe handling practices • Contractor Work Coordination & Area Safety • Housekeeping, 5S & Waste Segregation **Chemical Handling & Environmental Practices** • Handling of Chemicals & MSDS Awareness • Energy Conservation Practices at Shopfloor • Water Saving & Spillage Control • Pollution Prevention – Do's & Don'ts • Safe Chemical Transport within Plant • Product Handling & Packing Safety • Waste Segregation & 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 INR) (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-Bribery and Anti-Corruption (ABAC) Policy and implemented an ISO 37001 Anti-Bribery Management System during FY 2025–26, strengthening its commitment to integrity, transparency, and ethical business conduct.

The Company maintains a zero-tolerance approach towards bribery, corruption, conflicts of interest, and other unethical practices, including improper advantages or inducements in any form.

The ABAC framework is supported through internal financial and compliance controls, risk assessments, and third-party due diligence processes. The Company also ensures effective grievance redressal through its whistleblower mechanism, enabling confidential reporting of concerns without fear of retaliation.

Regular training and awareness programmes are conducted to promote ethical conduct across all levels of the organisation. Compliance is further strengthened through periodic reviews, and any violations are subject to strict disciplinary action and legal proceedings, as applicable.

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 2025-26	FY 2024-25
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 2025-26		FY 2024-25	
	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 2025-26	FY 2024-25
Number of days of accounts payables	102	104

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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	5.37%	4.29%
	b. Number of trading houses where purchases are made from	12	9
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	98.76%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	3.75%	3.70%
	b. Number of dealers / distributors to whom sales are made	2,829	2,875
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.61%	5.68%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7.67%	8.40%
	b. Sales (Sales to related parties / Total Sales)	1.83%	2.13%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	0
	d. Investments	99.48%	99.46%

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
24	Supplier code of conduct, EHS, safety systems, Legal requirements, human rights, EHS guidelines, pesticide handling, Use of PPE's during pesticide handling.	100% onsite stakeholders covered in Training
7	B2B customers sessions, Supplier Code of Conduct and EHS requirements in PO Legal compliance (e.g., PF/ESIC registration)	
400	12,500 no. of farmers are covered under these training programs. Safe handling and application of pesticides Use of appropriate protective equipment Environmentally responsible disposal of containers and chemical residues	100%

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 established formal processes to identify, avoid, and manage conflicts of interest involving members of the Board of Directors.

Board members are required to disclose any actual or potential conflicts of interest and are expected to recuse themselves from discussions and decision-making in such matters, ensuring fairness, transparency, and adherence to ethical governance standards.

The Company maintains a centralized register of directors' interests and affiliations, which is periodically reviewed in coordination with the Finance and Compliance functions to identify and monitor potential conflicts and related party transactions.

These mechanisms ensure that all decisions are taken in the best interest of the Company and its stakeholders, in alignment with the Company's governance framework and Code of Conduct for Directors and Senior Management, available at:

https://meghmani.com/download-pdf-files-policies-codes-and-guideline/

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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
1	R&D	52%	56 %	During FY 2025–26, R&D capital expenditure was directed towards product development and testing-related equipment such as refrigerator, vacuum pump and melting / boiling point apparatus. These investments support product development, product stability assessment, safer laboratory practices, improved product quality, and better understanding of product/process behaviour, thereby contributing to safer and more sustainable products and processes In FY 2024-25: Installed safety testing equipment such as a flammability meter and commissioned new machinery like blenders and mills to enhance product stability.
2	Capex	6.2%	33%	During FY 2025–26, capital expenditure of ₹2.74 crore out of total reviewed capex/order value of ₹43.76 crore was identified towards EHS, energy efficiency, environmental protection, sustainability, process safety and operational improvement initiatives across sites. These investments support emission control, energy conservation, safer operations, workplace safety, resource efficiency and reduced environmental impact of products and processes In FY 2024-25: Compiled data on toxicity, safety, health, and environmental impact to strengthen product safety information, which will be shared 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?**

40%

*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/wp-content/uploads/2025/08/Sustainable_Procurement_Policy.pdf

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)	Meghmani Organics Limited complies with applicable Extended Producer Responsibility (EPR) regulations for plastic packaging waste. The Company manages plastic waste through CPCB-authorized recyclers and ensures compliance via authorized collection and recycling mechanisms rather than direct take-back. During FY 2025–26, systems for tracking, reporting, and traceability of packaging waste have been strengthened, with phased implementation of an EPR tracking system targeted for full operationalization by FY 2026–27. The Company continues to enhance circular economy practices, including engagement of authorized partners for collection and recycling, including international operations such as Brazil, in line with applicable local regulations.
(b)	E-waste	NA
(c)	Hazardous waste	Hazardous waste is managed in accordance with applicable statutory requirements through a structured framework covering safe handling, segregation, storage, and disposal. Clear roles and responsibilities are defined for waste generators and handlers to ensure compliance with prescribed procedures. The Company has further strengthened its approach through resource recovery and circular practices, including solvent recovery through distillation, co-processing of suitable waste streams, and recovery of usable by-products (e.g., gypsum and copper sulphate). Residual waste is disposed of through authorized TSDF facilities in line with regulatory requirements.
(d)	other waste	Non-hazardous waste such as scrap, packaging residues, and recyclable materials are segregated and sent to authorized recyclers or reuse channels.

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, Meghmani Organics Limited's waste collection plan is aligned with the Extended Producer Responsibility (EPR) plan submitted to the relevant Pollution Control Boards and complies with applicable provisions of the Plastic Waste Management Rules.

The Company fulfils its EPR obligations through authorized EPR partners, registered recyclers, and processors in accordance with regulatory requirements prescribed by the Central Pollution Control Board (CPCB). The waste collection, recycling, and end-of-life processing activities are carried out in line with the approved EPR framework and annual compliance targets.

Further, the Company maintains a structured mechanism for periodic monitoring, documentation, and reporting to ensure adherence to EPR targets, regulatory compliance, and continuous improvement in plastic waste management practices.

c If not, provide steps taken to address the same

Not Applicable

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 Series	20%	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

Based on Product Carbon Footprint (PCF), Life Cycle Assessment (LCA), and product-level evaluations, no significant environmental or social risks were identified that require specific corrective action.

However, the Company continues to adopt a proactive approach towards sustainability by implementing continuous improvement initiatives. These include enhancing energy efficiency, increasing the share of renewable energy in overall consumption, optimising processes, promoting responsible waste management, and improving resource utilisation.

These measures support ongoing reduction of environmental impact and strengthen sustainability performance across the product life cycle.

Through comprehensive Product Carbon Footprint (PCF) assessments and related evaluations, no significant social or environmental risks have been identified in the production or disposal of the Company's products and services. The Company remains committed to continuous monitoring and adherence to sustainable practices across all 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 2025-26	FY 2024-25
1	Mono Chloro Benzene	99.4%	99.4%
2	Hydro chloric acid	100%	100%
3	Solvent overall	95.2%	95.2%
4	Bromine	63%	63%
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 2025-2026			FY 2024-2025		
		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)
Meghmani Organics Limited's products are sold as raw materials; hence, the Company does not operate a product or packaging take-back system. No products or packaging materials were reclaimed during FY 2025–26. However, in line with applicable Extended Producer Responsibility (EPR) requirements, the Company ensures that plastic packaging waste is managed through authorized EPR mechanisms and registered recyclers, in compliance with relevant regulatory provisions.		

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	Total (A)	% of employees covered by									
		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	791	737	93.17%	791	100%	NA	NA	0	0%	0	0%
Female	17	17	100%	17	100%	17	100%	NA	NA	0	0%
Total	**808**	**754**	**93.32%**	**808**	**100%**	**17**	**100%**	**0**	**0%**	**0**	**0%**
Other than permanent employees											
Male	522	509	97.51%	522	100%	NA	NA	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	**522**	**509**	**97.51%**	**522**	**100%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

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

Category	Total (A)	% of workers covered by									
		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	341	314	92.08%	341	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**341**	**314**	**92.08%**	**341**	**100%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
Other than permanent workers											
Male	1,316	182	13.83%	1,284	97.57%	0	0%	0	0%	0	0%
Female	15	4	26.67%	15	100%	0	0%	0	0%	0	0%
Total	**1,331**	**186**	**13.97%**	**1,299**	**97.60%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

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

	FY 2025-26	FY 2024-25
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 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	99.08%	100%	Y
ESI	13.00%	10.00%	Y	14.40%	10.00%	Y
Others – please specify						

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

If not, whether any steps are being taken by the entity in this regard.

Our office is designed to ensure accessibility and ease of movement for all individuals, fostering an inclusive and comfortable environment for a diverse workforce. We remain committed to continuously enhancing our facilities to meet the needs of employees with disabilities, reflecting our focus on inclusivity and equal access.

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 aligned with the provisions of the Rights of Persons with Disabilities Act, 2016.

The policy ensures that individuals with disabilities are provided equal opportunities and are not subjected to discrimination across all stages of employment, including recruitment, training, performance evaluation, and career development. The Company remains committed to providing reasonable accommodations and continuously enhancing workplace accessibility and inclusivity.

Through this policy, Meghmani Organics fosters a culture of respect, dignity, and equal opportunity for all employees. The policy is available at: 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	Meghmani Organics Limited (MOL) is committed to fostering a workplace environment that promotes safety, respect, and open communication. The Company provides multiple channels for employees to raise concerns and report workplace issues or safety hazards. **Grievance Redressal Mechanism** MOL has established a structured and transparent grievance redressal system with multiple reporting options: • Employees can raise concerns through: 1. In-person discussions with HR 2. Email communication 3. Written submissions to the HR department • All grievances are reviewed and investigated by the HR team • Timely resolution is ensured, with regular updates communicated to the concerned employee Regular interactions are also conducted between worker representatives and the HR team to discuss workplace safety and ensure adherence to safety protocols. **Supplementary Feedback & Improvement Mechanisms** To strengthen engagement and continuous improvement, MOL has implemented the following: • **Contractor Feedback Meetings:** Regular discussions with contractors on EHS conditions and improvement opportunities • **Whistleblower Mechanism:** Enables anonymous reporting of misconduct or safety concerns without fear of retaliation • **Contract Worker Participation:** Inclusion of contract workers in safety meetings to encourage active involvement and reporting Through these structured mechanisms, MOL promotes transparency, responsiveness, and continuous improvement, ensuring a safe, inclusive, and respectful workplace for all employees.
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 2025-26			FY 2024-25		
	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	**808**	**0**	**0%**	**868**	**0**	**0%**
Male	791	0	0%	855	0	0%
Female	17	0	0%	13	0	0%
Total Permanent Workers	**341**	**273**	**80.06%**	**360**	**282**	**78.33%**
Male	341	273	80.06%	360	282	78.33%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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	791	753	95.20%	624	78.89%	855	729	85.26%	584	68.30%
Female	17	17	100%	17	100%	13	13	100%	13	100%
Total	**808**	**770**	**95.30%**	**641**	**79.33%**	**868**	**742**	**85.48%**	**597**	**68.78%**
Workers										
Male	341	335	98.24%	181	53.08%	360	360	100%	213	59.17%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	**341**	**335**	**98.24%**	**181**	**53.08%**	**360**	**360**	**100%**	**213**	**59.17%**

Note: Disclosure is provided for both permanent employees and workers.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	791	791	100%	855	855	100%
Female	17	17	100%	13	13	100%
Total	**808**	**808**	**100%**	**868**	**868**	**100%**
Workers						
Male	341	341	100%	360	360	100%
Female	0	0	0%	0	0	0%
Total	**341**	**341**	**100%**	**360**	**360**	**100%**

Note: 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 structured Occupational Health and Safety (OHS) Management System aligned with ISO 45001 standards across all manufacturing sites, warehouses, R&D facilities, and other controlled workplaces.

The system encompasses hazard identification, risk assessment, safe work practices, incident reporting and investigation, emergency preparedness, contractor safety management, and legal compliance management. It also integrates process safety, occupational health, industrial hygiene, training and competency development, as well as medical surveillance and employee wellness initiatives.

The OHS framework applies to all permanent employees, contract workers, service providers, and visitors, and extends across all manufacturing locations (Dahej, Ankleshwar, Panoli, Vatva), along with warehouses, depots, R&D facilities, and logistics interfaces under operational control. It covers routine, non-routine, project, shutdown, and emergency activities.

The system is continuously strengthened through regular audits, inspections, and management review processes, ensuring ongoing improvement and reinforcement of a strong safety culture across all operations.

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 follows a comprehensive and structured framework for identifying work-related hazards and assessing risks across both routine and non-routine operations. These processes are integral to the Company's Integrated EHS Management System and are aligned with globally recognized standards including ISO 45001, ISO 14001, Process Safety Management (PSM), and Responsible Care principles.

Routine Risk Assessments

For day-to-day operations, systematic risk assessment methodologies are applied to identify and control workplace hazards:

- **Hazard and Operability Studies (HAZOP):** Conducted periodically to identify potential process deviations, operational failures, and associated risks in chemical manufacturing processes.
- **Hazard Identification and Risk Assessment (HIRA):** Implemented for routine plant operations to assess risks related to equipment, chemicals, utilities, and work practices.
- **Area Risk Assessments and Job Safety Analysis (JSA):** Applied to routine activities to identify task-specific hazards and establish safe operating procedures and control measures.

Non-Routine Risk Assessments

Dedicated systems are in place to address non-routine and high-risk activities:

- **Management of Change (MoC):** Ensures comprehensive risk evaluation prior to plant modifications, technology changes, shutdowns, commissioning, and capital projects.
- **Job Safety Analysis (JSA) and Permit to Work System:** Mandatory for maintenance activities, confined space entry, hot work, line breaking, work at height, and other non-routine operations.
- **Pre-Start-Up Safety Reviews (PSSR):** Conducted prior to startup of new or modified facilities to ensure readiness of engineering, procedural, and safety safeguards.

Ongoing Hazard Identification and Monitoring

- **Safety Audits and Inspections:** Regular plant inspections, housekeeping audits, and compliance reviews help identify emerging risks and ensure timely corrective actions.
- **Industrial Hygiene Monitoring:** Periodic monitoring of workplace environmental conditions, including occupational exposure limits, noise, heat stress, and air quality.
- **Preventive Maintenance Programs:** Structured maintenance systems reduce risks arising from equipment deterioration, leaks, breakdowns, and mechanical failures.

Proactive Safety Practices

- **Management and Process Safety Tours:** Regular leadership walkthroughs to monitor safety performance, reinforce standards, and drive a proactive safety culture.
- **Incident and Near-Miss Reporting:** Employees and contractors are encouraged to report unsafe acts, unsafe conditions, incidents, and near misses for timely corrective action and organizational learning.
- **Multi-Level Audit Reviews:** Periodic reviews at departmental, site, and inter-site levels to evaluate effectiveness of risk controls and identify improvement opportunities.
- **Safety Committees and Workforce Participation:** Departmental and central safety committees actively review workplace hazards, recommend mitigation measures, and promote employee participation.

This structured and preventive approach enables the Company to meet regulatory requirements while fostering a culture of safety, accountability, operational discipline, and continuous improvement across all locations.

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

Yes

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

Yes

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.25	0
	Workers	0	0.38
Total recordable work-related injuries	Employees	1	0
	Workers	0	2
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 remains committed to ensuring a safe, healthy, and compliant workplace by aligning with ISO 45001:2018, Responsible Care® principles, and strong internal EHS governance systems.

- **Integrated Safety Systems & Training:** Safety is embedded across manufacturing, maintenance, logistics, projects, laboratories, warehouses, and office operations. Employees, contractors, and workmen undergo structured induction programs, job-specific competency training, refresher sessions, toolbox talks, emergency response drills, and safety awareness initiatives to strengthen a proactive safety culture.
- **PPE Compliance:** Role-based personal protective equipment is provided, monitored, and periodically upgraded to address chemical, mechanical, thermal, electrical, and process-related hazards.
- **Emergency Preparedness:** Comprehensive emergency response plans are established and supported by trained emergency response teams, firefighting systems, mutual aid arrangements, ambulance support, and periodic mock drills to ensure readiness across all locations.
- **Health Monitoring:** Occupational health surveillance includes periodic medical examinations, biological monitoring where applicable, focused health screening for high-risk roles, wellness programs, and on-site occupational health centre facilities.
- **Safe Work & Risk Control:** Well-defined safe operating procedures are implemented and periodically reviewed. Risks are proactively managed through structured processes such as HIRA, JSA, HAZOP, PSSR, Management of Change (MoC), permit-to-work systems, and contractor safety management.
- **Monitoring & Controls:** Industrial hygiene parameters such as air quality, noise, heat stress, illumination, and exposure levels are regularly monitored. Risk controls follow a structured hierarchy, emphasizing elimination, substitution, engineering controls, administrative measures, and PPE as the last line of defense.
- **Engineering Controls & Communication:** Critical safety systems such as interlocks, gas detection systems, pressure relief devices, earthing and bonding, machine guarding, and preventive maintenance programs are implemented. Hazard communication is reinforced through SOPs, Safety Data Sheets (SDS), signage, and awareness programs.
- **Employee Participation & Communication:** Active engagement is promoted through safety committees, hazard and near-miss reporting systems, suggestion schemes, and regular communication platforms to encourage workforce participation in safety improvement initiatives.
- **Governance & Continuous Improvement:** Safety performance is reviewed through periodic audits, leadership inspections, monthly and quarterly reviews, incident investigations, and CAPA tracking. Management review mechanisms ensure accountability and continuous improvement across all operations.

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

Particulars	FY 2025-26			FY 2024-25		
	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%

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 2025–26. However, the Company continued to implement preventive and corrective actions based on internal assessments, inspections, audits, near-miss reports, and proactive risk reviews. Key actions undertaken include:

- **Audit Closure & Compliance Improvements:** Timely closure of audit observations related to housekeeping, access control, signage, electrical safety, PPE usage, and material storage practices.
- **Process Safety Strengthening:** Periodic review and enhancement of interlocks, alarm systems, emergency shutdown systems, and critical equipment reliability to strengthen process safety controls.
- **Contractor Safety Management:** Improved contractor safety governance through enhanced induction programs, strict permit compliance checks, supervision, and competency validation.
- **Engineering Risk Reduction:** Implementation of engineering controls such as improved guarding, leak prevention measures, ventilation upgrades, ergonomic improvements, and lighting enhancements across identified areas.
- **Occupational Health Interventions:** Strengthened health monitoring through targeted medical surveillance, heat stress management, hydration initiatives, and follow-up of identified cases.
- **Training & Awareness Initiatives:** Focused toolbox talks, refresher training programs, dissemination of lessons learned, and increased supervisor accountability to reinforce safe behaviors.
- **Emergency Preparedness Enhancements:** Strengthening of emergency response systems through closure of mock drill observations, improved firefighting equipment readiness, and response time improvement initiatives.
- **Governance & CAPA Monitoring:** Structured monitoring of corrective and preventive actions through monthly and quarterly management reviews to ensure timely closure and sustained effectiveness of controls.

These actions were implemented across plants, departments, contractors, and operational activities based on risk prioritization and business requirements, ensuring continuous improvement in workplace safety performance.

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, a structured and proactive approach is followed to ensure that value chain partners comply with applicable statutory requirements relating to deduction and deposit of statutory dues. The key measures undertaken include:

- **Contractual Safeguards:** All agreements, purchase orders, and work orders include specific clauses mandating compliance with applicable labour, taxation, and social security regulations.
- **Pre-Qualification and Onboarding Verification:** Contractors and suppliers are required to submit statutory registrations such as PF, ESIC, GST, PAN, and labour licences prior to empanelment.
- **Compliance Verification and Documentation Review:** Periodic verification of statutory records, including PF and ESIC challans, wage registers, GST filings, and labour licences, is undertaken to ensure compliance.
- **Invoice and Payment Controls:** Release of payments is linked to submission of statutory compliance documents, and any non-compliance is addressed prior to payment processing.
- **Monitoring and Audits:** Compliance is regularly monitored through internal reviews, contractor evaluations, and audits conducted by relevant functions such as HR, Finance, and Site Administration.

- **Corrective Action and Governance:** Non-compliances identified during reviews or audits are communicated to value chain partners for timely corrective action and closure. Compliance with statutory requirements is also integrated into the Supplier Code of Conduct and ESG assessments.

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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

   Yes

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

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

*All our suppliers are aligned with the Company's Supplier Code of Conduct. In addition, we conduct assessments of our key value chain partners to evaluate their compliance with our sustainability, ethical, and business conduct requirements.

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 significant health and safety concerns were identified among value chain partners during the reporting period. However, to further strengthen ESG oversight and risk management, Meghmani Organics Limited enhanced its contractor and supplier compliance framework.

   Key initiatives included conducting awareness and training programs, integrating ESG and human rights requirements into supplier evaluations, implementing ESG Self-Assessment Questionnaires (ESG-SAQ), and monitoring closure of observations arising from audits and inspections. These measures support continual improvement in health and safety performance across the value chain.

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 systematic process for identifying its key stakeholder groups, aligned with its business strategy, ESG priorities, and regulatory requirements. The process includes:

   - **Stakeholder Mapping:** Identification of all internal and external stakeholders associated with the Company's operations, including employees, customers, suppliers, investors, regulators, local communities, and contractors.
   - **Impact and Influence Assessment:** Stakeholders are assessed based on their influence on business decisions and operations, and the extent to which they are impacted by the Company's activities, along with their relevance to ESG and sustainability priorities.
   - **Risk and Materiality Consideration:** Stakeholders with potential reputational, operational, regulatory, or sustainability-related risks are prioritised for focused engagement.

- **Cross-Functional Inputs:** Inputs from senior management, site leadership, and relevant functional teams (including EHS, HR, Procurement, Operations, and Sustainability) are incorporated to ensure comprehensive identification.
- **Categorisation of Stakeholders:** Stakeholders are categorised based on their criticality, engagement frequency, and overall business impact.
- **Periodic Review and Update:** The stakeholder identification process is reviewed periodically to ensure continued relevance, completeness, and alignment with evolving business and sustainability requirements.

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 stakeholder engagement process to facilitate consultation on economic, environmental, social, and governance (EESG) matters and ensure that stakeholder feedback is effectively communicated to the Board. The Company engages with stakeholders through multiple channels, including Annual General Meetings (AGMs), investor interactions, customer audits, employee surveys, supplier engagements, community interactions, grievance redressal mechanisms, regulatory consultations, sustainability assessments, and materiality assessment exercises.

Feedback and inputs are collected by relevant functional teams such as EHS, Sustainability, HR, CSR, Procurement, Operations, Legal & Compliance, and Investor Relations. The concerns, risks, opportunities, and material ESG topics arising from these engagements are consolidated and reviewed by senior management through ESG reviews, risk management processes, and management review mechanisms.

These material issues and stakeholder feedback are then periodically presented to the Board of Directors and relevant Board Committees through structured reports and strategic review discussions. The Board considers these inputs while guiding the Company's sustainability strategy, governance framework, risk management approach, and long-term value creation.

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 actively leverages stakeholder consultations to identify, prioritize, and manage key environmental and social issues.

Stakeholder inputs are systematically incorporated into the Company's policies and operational initiatives. For instance, feedback from global customers led to the adoption of Scope 3 emissions tracking and alignment of ESG disclosures with GRI standards under the BRSR framework. Inputs from suppliers facilitated the introduction of a structured Supplier Self-Assessment Questionnaire (SAQ) to evaluate ESG performance and strengthen responsible sourcing practices.

Within the organization, employee feedback has driven initiatives such as the "Near-Miss Awareness Campaign" and installation of safety tracking boards across plants, reinforcing a strong safety culture. Additionally, stakeholder insights from product-level assessments, including for the Pigment Blue series, have led to process enhancements and improved environmental compliance.

These examples demonstrate the Company's commitment to integrating stakeholder feedback into its policies, systems, and continuous improvement initiatives.

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

During FY 2025–26, Meghmani Organics Limited did not receive any formal grievances from vulnerable or marginalized stakeholder groups. However, the Company remains committed to proactively engaging with such communities as part of its inclusive and socially responsible business practices.

During the year, the Company undertook outreach initiatives for rural farming communities, who may face challenges in understanding the safe use of agrochemical products. Awareness programmes were conducted to educate farmers on the safe handling and application of pesticides, the use of appropriate personal protective equipment (PPE), and the environmentally responsible disposal of containers and chemical residues.

These initiatives are aimed at enhancing farmer safety, promoting responsible product usage and sustainable agricultural practices, and addressing awareness gaps among vulnerable stakeholder groups.

CHEMISTRY OF SUCCESS AT WORK

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 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	808	640	79.21%	868	820	94.47%
Other than permanent	522	403	77.20%	499	499	100%
Total Employees	**1,330**	**1,043**	**78.42%**	**1,367**	**1,319**	**96.49%**
Workers						
Permanent	341	335	98.24%	360	360	100%
Other than permanent	1,331	1,027	77.16%	1,303	1,192	91.48%
Total Workers	**1,672**	**1,362**	**81.46%**	**1,663**	**1,552**	**93.33%**

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

Category	FY 2025-26					FY 2024-25				
	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	791	0	0%	791	100%	855	0	0%	855	100%
Female	17	0	0%	17	100%	13	0	0%	13	100%
Total	**808**	**0**	**0%**	**808**	**100%**	**868**	**0**	**0%**	**868**	**100%**
Other than Permanent										
Male	522	0	0%	522	100%	499	0	0%	499	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	**522**	**0**	**0%**	**522**	**100%**	**499**	**0**	**0%**	**499**	**100%**
Workers										
Permanent										
Male	341	0	0%	341	100%	360	0	0%	360	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	**341**	**0**	**0%**	**341**	**100%**	**360**	**0**	**0%**	**360**	**100%**
Other than Permanent										
Male	1,316	1,104	83.89%	212	16.11%	1,290	989	76.67%	301	23.33%
Female	15	11	73.33%	4	26.67%	13	9	69.23%	4	30.77%
Total	**1,331**	**1,115**	**83.77%**	**216**	**16.23%**	**1303**	**998**	**76.59%**	**305**	**23.41%**

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)	1	1,34,40,000	0	-
Key Managerial Personnel	2	49,21,092	0	-
Employees other than BOD and KMP	788	4,29,000	17	6,00,000
Workers	341	3,66,984	0	-

Note:

i. 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.

ii. 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 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	1.44%	0.83%

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.**

The Company has established a structured grievance redressal mechanism to address human rights-related concerns, including discrimination, harassment, unfair treatment, workplace conduct, child labour, forced labour, and other ethical issues.

Employees and workers can raise concerns through multiple reporting channels such as HR, reporting managers, site management, grievance committees, whistleblower mechanisms, and other designated communication platforms. All reported concerns are reviewed by the relevant function—primarily HR—in coordination with concerned departments, and appropriate corrective actions are implemented based on the nature and severity of the issue.

The mechanism ensures confidentiality, fair investigation, protection against retaliation, and timely resolution of grievances. Human rights expectations are also extended to contractors and suppliers through the Supplier Code of Conduct and contractual requirements, mandating compliance with applicable labour laws and prohibition of child and forced labour, along with ensuring fair treatment of workers.

During FY 2025–26, no major human rights grievances were reported. The Company continues to strengthen awareness, reporting mechanisms, supplier engagement, and grievance management processes as part of its commitment to responsible business conduct.

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

Particulars	FY 2025-26			FY 2024-25		
	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 2025-26	FY 2024-25
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.**

The Company has established robust mechanisms to safeguard complainants in cases of discrimination and harassment, ensuring protection against retaliation, victimisation, intimidation, or any adverse employment consequences.

- **Anti-Retaliation Framework:** The Company follows a strict non-retaliation policy, under which any adverse action against the complainant, witnesses, or individuals supporting the investigation is not permitted and may attract disciplinary action.
- **Multiple Reporting Channels:** Complaints can be raised through HR, reporting managers, site management, grievance mechanisms, whistleblower channels, and designated internal committees.
- **Confidentiality Assurance:** All complaints are handled with strict confidentiality, and case details are shared only on a need-to-know basis to protect the identity of the complainant.
- **Supportive and Protective Measures:** Where required, appropriate interim measures are implemented to ensure a safe and respectful work environment during the investigation. Necessary support is provided to facilitate fair reporting and resolution.
- **Extended Protection:** Protections are extended to witnesses and individuals participating in or supporting the investigation process to encourage open and fair reporting practices.

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

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 – Health and Safety	100%

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 labour, forced labour, and related risks by implementing strong control measures to ensure transparency and compliance across its operations. Key corrective and preventive actions include:

- **Enhanced Attendance System:** The attendance management system is designed to prevent registration of individuals below the legally permissible age, acting as a primary control against underage employment.
- **Mandatory Identity Verification:** All workers, including casual labour, are required to submit valid government-issued identification (such as Aadhaar) to verify age and eligibility prior to engagement.
- **Medical Fitness Certification:** Workers are required to provide medical fitness certificates that include age verification, reinforcing compliance with statutory employment norms.

These measures demonstrate the Company's proactive approach towards ethical labour practices and its commitment to safeguarding vulnerable groups within the workforce.

Leadership Indicators

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

   During FY 2025–26, no human rights grievances were reported that required changes to existing business processes. However, the Company continues to periodically review and strengthen its HR practices, grievance redressal mechanisms, ethics framework, POSH systems, contractor management processes, and supplier engagement practices to proactively mitigate human rights risks and maintain a safe, inclusive, and respectful workplace.

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

   During FY 2025–26, Meghmani Organics Limited conducted human rights due diligence through a structured framework embedded within its internal systems and value chain engagement processes.

   The scope of this due diligence extends across employees, workers, contract labour, and relevant value chain partners, and is implemented through established mechanisms such as HR practices, statutory labour compliance systems, contractor workforce controls, POSH framework, grievance redressal mechanisms, the Code of Conduct, Supplier Code of Conduct, and ESG Self-Assessment Questionnaire (ESG-SAQ) processes.

   The coverage of due diligence includes key human rights areas such as non-discrimination, prevention of harassment, prohibition of child and forced labour, fair working conditions, wage compliance, occupational health and safety, and access to grievance reporting mechanisms.

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 Company's premises, including main office and plant entry points, are equipped with accessibility features such as ramps, handrails, wider doorways, and designated parking spaces. These facilities are provided to ensure ease of access and movement for differently abled visitors and are in compliance with the requirements of 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 – ESG Parameters	100%

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

   The Company has undertaken targeted corrective and preventive measures to strengthen regulatory compliance across its domestic operations. Key initiatives include:

   - **On-Site Customer and Storage Facility Inspections:** Regular visits have been initiated at customer premises and their associated storage facilities (depots/godowns) across India to assess adherence to applicable regulatory requirements and promote compliance.
   - **Monthly Legal Compliance Reviews:** A structured mechanism has been implemented to monitor legal compliance on a monthly basis at warehouses across India, enabling timely identification and resolution of potential non-compliance issues.

   In addition, all on-site and off-site service providers are required to comply with applicable legal requirements.

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 2025-26 (in Giga Joules)	FY 2024-25 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	1,44,950.87	1,37,477.34
Total fuel consumption (B)	38,067.77	48,169.53
Energy consumption through other sources (C.)	-	-
Total energy consumed from renewable sources (A+B+C)	**1,83,018.64**	**1,85,646.87**
From non-renewable sources		
Total electricity consumption (D)	2,01,285.07	2,14,788.56
Total fuel consumption (E)	21,04,465.63	23,25,665.27
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**23,05,750.70**	**25,40,453.83**
Total energy consumed (A+B+C+D+E+F)	**24,88,769.34**	**27,26,100.70**
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0001189766	0.0001360418
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]	0.0024199850	0.0028106238
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Total Production output (in MT)]	49.28	47.72
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?	Yes	
If yes, name of the external agency.	Vinay and Keshava LLP have conducted audit for our Sustainability Report	

Note:

i. 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 2026, which is 20.34.

ii. Renewable electricity contributed 41.8% of total electricity consumption in FY 2025-26

iii. For FY 2024-25, the energy figures have been restated basis on audited values for our Sustainability report 24-25.

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	89,557.11	1,30,128.40
(iii) Third party water	11,68,380.42	11,80,098.23
(iv) Seawater / desalinated water	0	0
(v) Others – <Rainwater>	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12,57,937.53	13,10,226.63
Total volume of water consumption (in kilolitres)	6,75,179.02	7,97,386.62
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000322772	0.0000397923
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]	0.0006565185	0.0008221097
Water intensity in terms of physical output [Total water consumption (in KL) / Total Production output (in MT)]	13.37	13.96
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)	Yes	
If yes, name of the external agency.	Vinay and Keshava LLP have conducted audit for our Sustainability Report	

Note:

i. In FY 2025-26, From total water consumed 5% water is reused.

ii. For FY 2024-25, the water figures have been restated basis on audited values for our Sustainability report 24-25

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
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	5,82,758.52	5,12,840.01
No treatment	557.33*	-
With treatment – Secondary Treatment	5,82,201.19	5,12,840.01
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	5,82,758.52**	5,12,840.01
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	
If yes, name of the external agency.	Vinay and Keshava LLP have conducted audit for our Sustainability Report	

Note:

i. *Water consumption at office locations is discharged into community sewage or, after treatment at the plant, wastewater is sent to the CETP for further treatment.

ii. **During the reporting year, the Company adopted the methodology proposed in the Urban Wastewater Scenario in India study (August 2022), which considers a 20% water loss factor while calculating water consumption. To ensure consistency and comparability across reporting periods, the revised methodology has been applied retrospectively, and the previous year's figures have been restated accordingly.

iii. For FY 2024-25, the Water figures have been restated basis on audited values for our Sustainability report 24-25

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 2025-26	FY 2024-25
NOx	MT	7.55	7.08
SOx	MT	33.17	20.89
Particulate matter (PM)	MT	23.29	11.35
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)	Yes		
If yes, name of the external agency.	GPCB conducts periodic assessments and evaluations at the site.		

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1,85,863.23	2,05,205.18
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	39,697.89	43,375.36
Total Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,25,561.12	2,48,580.54
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in $MTCO_2e$) / Revenue from operations (in rupees)]	Metric tonnes of CO_2 equivalent per Revenue from operations (in Rupee)	0.0000107830	0.0000124050
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 $MTCO_2e$) / Revenue from operations in rupees adjusted for PPP]	Metric tonnes of CO_2 equivalent per Revenue from operations adjusted for PPP	0.0002193271	0.0002562878
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in $MTCO_2e$) /Total Production output (in MT)]	Metric tonnes of CO_2 equivalent per tonne of production	4.47	4.35

Parameter	Unit	FY 2025-26	FY 2024-25
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)	Yes		
If yes, name of the external agency.	Vinay and Keshava LLP have conducted audit for our Sustainability Report		

Note:

i. Source of emission factors used–EPA's GHG Emission Factors Hub, CEA's CDM–CO_2 Baseline Database User Guide Version 21 has been used for the purpose of GHG Emissions calculations.

ii. 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 2026, which is 20.34.

iii. We have successfully mitigated approximately 28,587 tonnes of CO_2 emissions by generating electricity from renewable energy sources & 3,527 tonnes of CO_2 emissions by Agricultural Byproducts.

iv. For FY 2024-25, the GHG emission figures have been restated basis on audited values for our Sustainability report 24-25.

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

Yes

If Yes, then provide details.

Meghmani Organics Limited has undertaken multiple initiatives to reduce Greenhouse Gas (GHG) emissions as part of its climate action and environmental sustainability strategy.

Key measures include captive renewable energy generation through wind turbines and procurement of solar power through thirdparty power purchase arrangements, along with continuous implementation of energy efficiency improvement projects across manufacturing operations.

During FY 2025–26, the Company increased the share of green energy in its total energy consumption to 42%, compared to 39% in the previous financial year, thereby reducing dependence on fossil fuelbased electricity and lowering associated Scope 2 emissions. In addition, process optimisation and utility efficiency initiatives have been implemented to reduce specific energy consumption and improve overall energy performance.

These efforts reinforce the Company's ongoing commitment to reducing its carbon footprint and advancing sustainable operations.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	212.21	258.54
E-waste (B)	0.13	0.00002
Bio-medical waste (C)	0.01	0.009
Construction and demolition waste (D)	623.32	64.56
Battery waste (E)	7.10	2.20
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, Oil sludge, DG chimney soot, coolant oil and used oil) (G)	67,983.47	64,265.22
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Fly Ash	2,285.09	3012.21
Canteen Waste	19.84	6.32

Parameter	FY 2025-26	FY 2024-25
Miscellaneous scrap waste (Puttha scrap, Wood, metal, fiber drum, mix garbage, etc.)	746.43	732.82
General waste- commercial refuse	25.85	18.72
Total (A+B + C + D + E + F + G + H)	**71,903.45**	**68,360.59**
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000034374	0.0000034114
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	0.0000699162	0.0000704801
Waste intensity in terms of physical output Total waste generated (in MT) / Total Production output (in MT)]	1.42	1.20
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 2025-26	FY 2024-25
(i) Recycled	-	2.20
(ii) Re-used	5,256.46	-
(iii) Other recovery operations	44,435.86	34,051.19
Total	**49,692.32**	**34,053.39**

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

Category of waste	FY 2025-26	FY 2024-25
(i) Incineration	23.66	0.01
(ii) Landfilling	21,542.83	25,606.96
(iii) Other disposal operations	-	11,026.35
Total	**21,566.49**	**36,633.32**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	
If yes, name of the external agency.	Vinay and Keshava LLP have conducted audit for our Sustainability Report	

Note:

I. A cumulative quantity of 2,970.75 MT of waste is pending with the Company and will be recovered/disposed of in the subsequent financial year.

II. For FY 2024-25, the waste figures have been restated basis on audited values for our Sustainability report 24-25.

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.

Meghmani Organics Limited has implemented a structured and comprehensive waste management framework across all its establishments, in compliance with applicable environmental regulations. Waste is systematically identified, segregated, stored, labelled, and disposed of based on its nature and characteristics. Hazardous waste is handled through authorised recyclers, pre-processors, co-processors, incineration facilities, or TSDFs, as applicable, with a focus on environmentally sound disposal practices. Waste with suitable calorific value is prioritised for co-processing in cement industries, thereby reducing dependency on incineration and landfill.

The Company maintains detailed records of waste generation, storage, transportation, treatment, and disposal through statutory documentation and periodic compliance monitoring. Authorised waste management agencies are evaluated based on regulatory approvals and compliance requirements, and regular internal reviews are conducted to ensure adherence to environmental standards.

To minimise the use and impact of hazardous and toxic chemicals, the Company adopts a proactive approach through process optimisation, implementation of standard operating procedures (SOPs), and continuous improvement in resource efficiency. Efforts are focused on reducing chemical consumption, enabling safe handling practices, and improving process controls.

Circular economy practices are actively promoted, including reuse and recycling of process streams, recovery and reuse of by-products (such as acids), reuse of product drums wherever feasible, and composting of biodegradable canteen waste.

This integrated approach combines regulatory compliance, pollution prevention, resource optimisation, and circular practices, reflecting the Company's strong commitment to reducing environmental impact and promoting sustainable 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.
Not applicable, as the Company does not operate in any notified ecologically sensitive areas. All manufacturing units are located within approved industrial zones and operate with the necessary environmental consents, authorisations, and approvals in compliance with applicable regulatory requirements. Based on available records, no operating site falls within a notified ecologically sensitive area requiring specific approvals on this account.				

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 2025-26.					

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	The Company does not have any material impact arising from water withdrawal in water-stressed areas.
(ii)	Nature of Operations	

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	TCO_2e	Please refer to the sustainability report for Scope 3 Emissions	1,35,301.03
Total Scope 3 emissions per rupee of turnover [Total Scope 3 emissions (in $MTCo_2e$) / Revenue from operations (in rupees)]	TCO_2e Per Rupee of Turnover		0.00000675
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.	We have conducted third party assurance of Sustainability report FY 2025-26		

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
Heat Recovery from Agitated Thin Film Dryer in MEE Plant	Heat recovered from the Agitated Thin Film Dryer is utilised to operate the single-effect forced circulation evaporator in the MEE plant.	Steam consumption reduced from 0.610 kg/litre to 0.550 kg/litre of effluent, resulting in a reduction of 0.060 kg/litre, approximately 9.84%. This improved energy efficiency, reduced steam demand, lowered operating cost, and reduced indirect GHG emissions.	Implemented a heat recovery arrangement from ATFD and integrated the recovered heat with the single-effect forced circulation evaporator operation.
Reduction in Steam Consumption through Electrical Tracing	Electrical tracing was provided on the phenol transfer line from storage to plant and on the chlorinator reactor bottom line to reduce dependency on steam heating.	Steam consumption reduced from 5.25 kg/kg to 5.15 kg/kg of 2,4-D Acid, resulting in a reduction of 0.10 kg/kg, approximately 1.90%. This reduced steam requirement, improved process reliability, improved temperature control, and reduced the energy-related environmental footprint.	Installed electrical tracing on critical process lines, including the phenol transfer line and chlorinator reactor bottom line.
Reduction in Solvent Consumption and COD Load in Bifenthrin Process	All vent lines were connected to a common vent system. Bifenthrin aqueous effluents are collected in a dedicated storage tank to prevent solvent carryover to ETP. Solvent separated as a top layer is recovered and reused.	Solvent consumption reduced from 0.461 litre/MT to 0.450 litre/MT, resulting in a reduction of 0.011 litre/MT, approximately 2.39%. This reduced COD load on ETP, improved solvent recovery, reduced raw material consumption, and strengthened environmental performance and process stewardship.	Connected vent lines to a common vent system, introduced dedicated collection of Bifenthrin aqueous effluent, and implemented solvent layer separation and recovery.

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
Reduction in Solvent Consumption through Scrubber System and Reuse of Scrubber Solution	A scrubber was installed for complex preparation during the bromination stage in the MPB plant to reduce corrosion and improve safety during raw material charging. The scrubber solution is reused back into the process, helping reduce water consumption and solvent losses.	Solvent consumption reduced from 0.173 kg/MT to 0.156 kg/MT, resulting in a reduction of 0.017 kg/MT, approximately 9.83%. This reduced solvent loss, improved workplace safety, reduced corrosion risk, improved air emission control, and reduced water requirement through reuse of scrubber solution.	Installed a scrubber system in the MPB bromination stage, routed scrubber solution back into the process, and improved containment of vapours and process emissions.
Elimination of Externally Sourced Steam through Steam Optimisation Programme	During FY 2025-26, the plant eliminated dependence on externally sourced steam during the last quarter, January to March 2026, through a focused steam optimisation programme. Historically, steam was procured from a neighbouring coal-based utility plant to support the MEE system and associated process operations.	Outsourced steam was eliminated during January–March 2026, avoiding 2,568 MT of externally sourced steam and achieving 100% reduction in outsourced steam dependency during the quarter. Based on an estimated emission factor of 0.20 tCO_2e/MT steam, estimated emissions avoided were 514 MT CO_2e. Based on historical annual outsourced steam of 10,059 MT, the annual carbon reduction potential is approximately 2,012 MT CO_2e. This improved energy efficiency, reduced dependence on external energy sources, avoided coal-based steam consumption, strengthened utility reliability, reduced carbon footprint, and demonstrated low-cost operational excellence in sustainable manufacturing.	Implemented steam conservation measures including installation and optimisation of Steam Pressure Reducing Valves, steam pressure rationalisation, improved steam distribution, tighter operational controls, enhanced condensate recovery, and continuous monitoring of steam utilisation.
Reduction in Freshwater Consumption through Recycling of MEE Condensate and Reactor Jacket Drain	Steam condensate, MEE condensate and reactor jacket drain water were recycled and reused as cooling tower make-up water.	Average recycled water use was 124 KLD. Total water consumption was 2,18,457 KL, of which 45,233 KL was recycled water and 1,73,224 KL was GIDC water. Recycled water accounted for approximately 20.7% of total consumption. This reduced dependence on freshwater, improved water resource efficiency, and reduced wastewater load.	Identified recyclable water streams and diverted them for cooling tower make-up after suitable monitoring and operational controls.
Reduction in Process Waste Generation through Process Optimisation and Flash Distillation	Process waste generation in CMAC product was reduced by changing the distillation method from batch distillation to flash distillation, along with process optimisation.	Process waste reduced by 7% compared to FY 2024-25. Specific waste generation reduced from 0.428 kg/kg to 0.398 kg/kg, resulting in total reduction of 68 MT/year. This lowered hazardous/process waste generation, improved material efficiency, and reduced disposal burden.	Modified distillation practice from batch distillation to flash distillation and optimised process parameters.
Reduction in Water Consumption through Recycling of Product Washes	Water consumption in CMAC product was reduced by recycling product wash water and optimising water quantity per batch.	Water consumption reduced by 13% compared to FY 2024-25, resulting in total water saving of 5,192 KL/year, equivalent to approximately 14 KLD. This reduced freshwater consumption, improved process sustainability, and strengthened water stewardship.	Recycled product wash water and optimised batch-wise water requirement.

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
Change in Disposal Mode of Process Waste from Incineration to Co-processing	Disposal mode of suitable process waste was changed from incineration to co-processing in cement plants.	1,206 MT of incinerable waste was converted to the co-processing route. This reduced incineration dependency, promoted circular economy practices, and reduced landfill/ incineration burden.	Evaluated waste suitability and routed eligible incinerable waste to authorised co-processing facilities.
Reuse of CMAC Product Drums Received Back from Vendors	CMAC product drums received back from vendors were reused for dispatch after suitable inspection and refilling controls.	Approximately 6,300 drums were reused during the year. Around 1,500 MT of CMAC product was dispatched in recycled/reused drums. This reduced packaging waste, reduced procurement of new drums, and improved circular packaging practices.	Established reuse of returned drums for CMAC product dispatch, subject to suitability and quality checks.
Steam Saving through Heat Recovery System in MEE Plant	Heat recovery system was installed in the MEE plant to reduce steam consumption.	Steam saving achieved was 10 MT/day, equivalent to annual steam saving of 2,800 MT/year. Estimated coal saving was 700 MT/year. This reduced fuel consumption, improved energy efficiency, and reduced indirect emissions.	Installed heat recovery arrangement and optimised MEE operation for steam saving.
Installation of Auto Samplers in Effluent Treatment Plant	Auto samplers were installed at the wastewater treatment facility for improved sampling accuracy and operational control.	11 auto samplers were installed. This improved sampling accuracy, strengthened process control, reduced manpower exposure, and enhanced environmental compliance monitoring.	Installed auto samplers at key monitoring points in the wastewater treatment facility.
Improved Intermediate Process Sampling Method to Reduce Chemical Exposure and Waste	Sampling method from intermediate stages of process plants was improved to reduce chemical exposure risk and minimise chemical wastage.	Quantitative impact is to be captured, such as number of sampling points improved, reduction in spillages, or reduction in sample waste. The initiative reduced chemical exposure risk, improved sampling safety, reduced wastage, and improved operational discipline.	Improved sampling arrangement and method at intermediate process stages.
Installation of Flowmeters for Wastewater Monitoring and Control	Flowmeters were installed on various wastewater streams to improve monitoring and control of wastewater generation.	11 flowmeters were installed on wastewater transfer lines. This improved wastewater monitoring, strengthened operational control, enhanced data accuracy, and improved environmental compliance tracking.	Installed flowmeters on key wastewater transfer lines.
RCC Civil Structure Strengthening for Process Plant Asset Integrity	RCC civil structure strengthening work was carried out in the process plant to improve asset integrity.	Quantitative impact is to be captured, such as area strengthened, number of structures repaired, or work order value. The initiative improved asset integrity, reduced environmental and safety risks, and enhanced operational reliability.	Conducted strengthening of identified RCC civil structures in process plant areas.
Reuse of Inorganic Acid Generated from Process Gas Scrubbers	Hydrochloric acid generated from process gas scrubbers was reused as raw material through captive consumption in CMAC production.	100% of generated inorganic acid was reused through captive consumption. Inorganic acid reused during FY 2025-26 was 3,740 MT. This reduced waste generation, improved circularity, reduced purchase requirement of fresh acid, and strengthened pollution prevention.	Collected and reused scrubber-generated HCl as raw material in CMAC production.

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
Establishment of New Environmental Laboratory with NABL Accreditation	A new environmental laboratory with NABL accreditation was established to improve monitoring of environmental performance.	A NABL-accredited environmental laboratory was established. Specific parameters and accreditation scope are to be attached. This improved environmental monitoring, enhanced data credibility, enabled faster decision-making, and strengthened compliance assurance.	Established a new environmental laboratory and obtained NABL accreditation for relevant environmental testing parameters.
Replacement of Water and Steam Vacuum Ejector with Dry Vacuum Pump	Water and steam vacuum ejectors used in the CMAC distillation process were replaced with dry vacuum pumps.	Quantitative impact is to be captured, such as reduction in steam consumption, water consumption, VOC load, or operating cost. The initiative reduced VOC emissions, reduced water and steam requirements, improved process control, and enhanced environmental performance.	Installed dry vacuum pump in place of water and steam vacuum ejector for the CMAC distillation process.
Automation of Lambda 25% CS 10 L Packing Operation for Exposure Reduction and Process Efficiency	Manual-dependent packing of Lambda 25% CS in 10 L packs was upgraded to a controlled packing line operation. The initiative reduced direct product handling, improved ergonomics, strengthened process control, reduced product exposure risk, minimised spillage potential, improved housekeeping and enhanced packing consistency.	Operating cycle improved from 24 hours to 12 hours for comparable packing activity. Daily output improved from 8 KL/day to an average of 9 KL/day, indicating approximately 12% improvement. Productivity improved from 0.33 KL/hr to 0.75 KL/hr, indicating approximately 127% improvement. Output effectiveness improved from 0.33 KL/person/day to 0.90 KL/person/day, indicating improved resource utilisation and process efficiency. The initiative also substantially reduced manual handling and direct product exposure, improved worker comfort, reduced risk of skin irritation, improved housekeeping, reduced product spillage and contaminated waste generation, improved process consistency, enhanced audit readiness, and strengthened customer confidence.	Implemented packing line operation for Lambda 25% CS 10 L packs, standardised packing controls, improved handling practices, strengthened housekeeping, and reviewed the change through MOC closure process with cross-functional involvement of Operations, Engineering, Packing, EHS, QA, and support teams.
EcoVadis Silver Rating Achievement	The Company achieved EcoVadis Silver Rating, placing it among the Top 15% globally assessed companies. The rating reflects performance across Environment, Labour & Human Rights, Ethics and Sustainable Procurement.	The Company achieved an overall EcoVadis score of 79/100, placing it in the 94th percentile. Category scores were Environment: 85/100, Labour & Human Rights: 79/100, Ethics: 74/100, and Sustainable Procurement: 71/100. This improved global ESG credibility, enhanced customer confidence, strengthened sustainability governance, and created momentum for continual improvement towards a higher rating category.	Strengthened ESG systems, improved documentation, enhanced sustainability disclosures, improved cross-functional participation, and completed EcoVadis assessment.

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
ISO 27001, ISO 37001 and ISO 20400-aligned Procurement Systems	The Company strengthened governance systems through ISO 27001 for information security, ISO 37001 for anti-bribery management and alignment of procurement systems with ISO 20400 principles for sustainable sourcing.	ISO 27001 and ISO 37001 certifications were achieved during the year. Procurement systems were aligned with ISO 20400 principles. Specific KPIs may include number of employees trained, suppliers covered, and audit observations closed. These initiatives improved governance maturity, strengthened ethical business culture, enhanced customer assurance, improved responsible sourcing framework, and reduced compliance risk.	Implemented and strengthened information security controls, anti-bribery management practices, responsible procurement procedures, policy deployment, internal communication, and system documentation.

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

   Yes

   Give details in 100 words/ web link.

   Yes. Meghmani Organics Limited has established site-specific Emergency Preparedness and Response Plans to effectively manage potential emergencies, disasters, and business disruptions.

   These plans cover a wide range of scenarios, including fire, explosion, chemical release, natural disasters, utility failures, power outages, and other operational contingencies.

   Each location is equipped with appropriate emergency response infrastructure, trained personnel, clearly defined roles and responsibilities, and structured escalation mechanisms. The effectiveness of these plans is periodically validated through mock drills, preparedness reviews, and employee training programs.

   The Company also participates in mutual aid networks and local crisis management groups, particularly in industrial clusters such as Dahej, enabling coordinated response and resource sharing during major emergencies.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

   No significant adverse environmental impacts were identified from Meghmani Organics Limited's value chain partners during FY 2025–26 based on available monitoring mechanisms and compliance assessments.

   However, the Company continues to strengthen environmental oversight across its value chain in line with its commitment to sustainable and responsible operations. All value chain partners are required to comply with applicable environmental regulations and the Company's Supplier Code of Conduct.

   Key Mitigation and Adaptation Measures Undertaken:

   1. **Promotion of Bulk Transportation:**

      Increased adoption of bulk tanker transportation to reduce packaging waste and associated environmental footprint.

   2. **Environmentally Sound Waste Management:**

      Disposal of used containers and materials is undertaken through authorized recyclers in line with contractual requirements.

   3. **Reuse and Resource Optimization:**

      Encouragement of reuse of drums and containers wherever technically feasible to reduce resource consumption.

   4. **Logistics Partner Engagement and Training:**

      Regular awareness programs for transporters covering spill prevention, emergency response, and emission control practices.

5. **Integration of Environmental Criteria in Procurement:**

   Environmental compliance requirements are embedded in supplier onboarding, evaluation, and contract management processes.

6. **Strengthening ESG Assessment Framework:**

   Implementation and phased expansion of ESG assessments for value chain partners, including environmental parameters, to drive continual improvement.

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

   100%

   Meghmani Organics Limited initiated a structured Environmental, Social, and Governance (ESG) Self-Assessment Questionnaire (ESG-SAQ) framework during FY 2025–26 to evaluate value chain partners for environmental impacts.

   As part of the phased implementation, key value chain partners—including major raw material suppliers, logistics providers, and contractors—have been assessed for environmental parameters through ESG-SAQ, supplier qualification processes, and contractual compliance requirements.

   The assessment framework is being progressively expanded to cover the entire value chain, with full implementation targeted by FY 2026–27, enabling more comprehensive and quantifiable evaluation of environmental impacts.

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.**

      11

   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
11	Federation of Indian Chambers of Commerce and Industry (FICCI)	National

2. **Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

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 Organics Limited actively participates in public policy discussions through industry forums and regulatory consultations, supporting initiatives related to sustainable manufacturing, environmental compliance, and innovation in specialty chemicals. The Company advocates for policies that promote green chemistry, effective waste management, and enhanced safety standards, reflecting 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 INR)
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.

Plant HR and EHS Heads maintain regular engagement with local stakeholders, including village sarpanch and gram panchayat members, who can raise concerns through phone or in-person interactions. These concerns are addressed promptly in coordination with relevant departments.

In addition, the Company engages with local communities through industry platforms. The GM-HR serves as Chairman of the Public Grievances Cell of the Panoli Industrial Association, providing a structured forum to discuss and resolve community issues in collaboration with village representatives.

Beyond grievance redressal, the Company supports the social and economic development of surrounding communities through its CSR initiatives. It also provides an online platform for public engagement through its website, ensuring accessibility and responsiveness to community needs.

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

Particular	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	0.93%	3.58%
Directly from within India	85.82%	86.46%

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 2025-26	FY 2024-25
Rural	25.50%	25%
Semi-urban	51.79%	51%
Urban	0	0%
Metropolitan	22.71%	24%

(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 INR)
The Company has implemented several CSR projects, with the majority of these initiatives being carried out across various states in India.			

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 follows a preferential procurement policy that encourages sourcing from marginalized and vulnerable groups, reflecting its commitment to inclusive and responsible procurement practices.

   During FY 2025–26, no procurement transactions were recorded under this category. The Company continues to promote supplier participation and facilitate onboarding from such groups to enhance inclusivity within its supply chain.

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

   -

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
1.	Education-Shree Umiya KVC Education Trust	450	100%
2.	Rural development & safety awareness	250	100%

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
3.	Education -Vishwa Samvad Education Foundation	The Company's CSR Initiatives during FY 2025–26 were implemented through various trusts, institutions, NGOs, and community partners across education, healthcare, rural development, animal welfare, skill development, sports, and cultural development. These initiatives were designed to benefit students, youth, rural communities, patients, economically weaker sections, community groups, and other identified beneficiaries.	100%
4.	Education -Manjushree Seva Trust		100%
5.	Education Skill development Center–ITI		100%
6.	Animal care- Shri Jivdaya Jan Kalyan Parivar Trust		100%
7.	Medical Health Check-up- Sanjivani Health & Relief Committee		100%
8.	Health -Sadvichar Parivar		100%
9.	Sports- Cricket tournament		100%
10.	Rural development		100%
11.	Health–Manav Seva Samaj Kalyan Trust		100%
12.	Health- Shree Charitable Trust		100%
13.	Health- Manav Seva Trust		100%
14.	Health-Manav Seva Samaj Kalyan Trust		100%
15.	Rural development- Shree Gujarat Vanvasi Kalyan Parishad	Project-wise beneficiary data, including the exact number of beneficiaries and details of vulnerable or marginalized groups, is maintained by the respective implementing agencies and is not centrally consolidated by the Company.	100%
16.	Rural development- Swarnim Bharatvarsh Foundation		100%
17.	Rural- Bharat Bharti Trust		100%
18.	Rural development- Gram Panchayat Jholva, Ta.Vagra		100%
19.	Culture Development- Divine Display		100%

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 complaints and feedback at Meghmani Organics Limited are managed through a structured system led by the Marketing Department in coordination with relevant functions to ensure timely resolution and continuous improvement. Key mechanisms include:

   a) **Multiple Communication Channels:**
      - i) Dedicated customer care email: care@meghmani.com
      - ii) Customer helpline numbers: 9990303545 and 18002330122
      - iii) Sales and Marketing representatives
      - iv) Customer visits, technical service interactions, and business review meetings
      - v) Website and direct customer communications

   b) **Complaint Registration and Logging:**
      - i) All complaints and feedback are formally recorded in a centralized Customer Complaint Management System
        - i. Cross-Functional Investigation:
          - i) Involvement of Quality Assurance, Production, Supply Chain, R&D, Regulatory Affairs, EHS, and Sales & Marketing
          - ii) Root cause analysis conducted based on nature of complaint

   c) **Corrective and Preventive Actions (CAPA):**
      - i) Corrective and preventive actions are identified, implemented, and tracked
      - ii) Focus on preventing recurrence of similar issues

   d) **Customer Communication and Closure:**
      - i) Findings, action plans, and resolutions are communicated to customers

ii) Complaints are formally closed based on resolution and customer feedback, wherever applicable

e) Trend Analysis and Continuous Improvement:

i) Periodic review of complaint trends by management

ii) Identification of systemic improvements in product quality, packaging, logistics, and customer service

f) Product Safety and Support:

i) Product-related health, safety, environmental, transport, or stewardship concerns are escalated

ii) Managed by designated technical and EHS teams for prompt response

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 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
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						

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

Particular	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy https://meghmani.com/wp-content/uploads/2025/08/Information_Security_Policy.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

During FY 2025–26, Meghmani Organics Limited reported no incidents of product recalls, regulatory penalties, cybersecurity breaches, data privacy violations, or disruptions in delivery of essential services. As such, no incident-specific corrective actions were required.

The Company continues to maintain and strengthen robust preventive systems through the implementation of an ISO 27001-aligned Information Security Management System (ISMS). Proactive measures undertaken during the year include regular information security risk assessments, internal audits, and implementation of corrective and preventive actions arising from identified risks and audit observations.

Further, the Company has strengthened access control mechanisms, user privilege management, password security protocols, and data protection measures to safeguard sensitive information. Periodic data backup, restoration testing, and business continuity arrangements are maintained to ensure operational resilience. Advanced endpoint protection, antivirus systems, and continuous monitoring of IT infrastructure are deployed to mitigate potential cyber threats.

Employee awareness and capability are reinforced through regular training programs on cybersecurity, phishing prevention, information security, and data privacy practices. These measures collectively ensure strong governance, data protection, and uninterrupted business 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).

Information on the Company's products and services can be accessed through multiple channels, including the Company's website, product labels, product brochures, and Safety Data Sheets (SDS).

Customers can also obtain information through Sales and Marketing teams, Technical Service teams, and dedicated customer communication channels such as helpline and email support.

Website: https://www.meghmani.com/

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

Meghmani Organics Limited places strong emphasis on promoting the safe and responsible use of its products through a combination of product information, customer engagement, and awareness initiatives.

Product labels and Safety Data Sheets (SDS) are designed in compliance with applicable regulatory requirements and provide detailed guidance on safe handling, storage conditions, usage, safety precautions, emergency response measures, and product stewardship.

Customer Awareness and Training Initiatives:

- Regular training programs are conducted for farmers and end users to promote safe handling and application of products, including appropriate use of protective equipment and responsible disposal practices.
- Field demonstrations are carried out to reinforce safe usage practices in real-world conditions.

B2B and Channel Partner Engagement:

- Awareness sessions are conducted for distributors, dealers, and B2B customers to ensure safe handling and usage across the supply chain.
- Product and safety-related information, including leaflets and technical guidance, are shared with customers to support safe and effective product use.

Direct Engagement and Product Stewardship:

- The Company actively engages with customers, dealers, and end users through technical interactions, stewardship initiatives, and awareness programs.
- Guidance on safety precautions, storage, handling, and emergency response is communicated through multiple channels to ensure responsible product use.

These initiatives form an integral part of the Company's product stewardship framework, enabling customers and end users to use products safely, effectively, and in compliance with regulatory requirements.

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

Although Meghmani Organics Limited does not provide public utility or essential consumer services, the Company has established mechanisms to effectively communicate any potential risks related to supply disruption or discontinuation.

Communication is carried out through multiple channels, including Sales and Marketing teams, direct customer communication via emails, business review meetings, distributor networks, and supply chain coordination mechanisms.

In situations where there may be potential disruptions related to product supply, regulatory status, manufacturing operations, logistics, or product availability, timely updates are shared with customers through designated customer-facing teams to ensure transparency and continuity of communication.

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 product safety and regulatory compliance remains a key priority for Meghmani Organics Limited. Product labels are designed to meet all applicable regulatory requirements and provide essential information for both retail and bulk packaging formats.

In addition to statutory labelling requirements, the Company provides detailed information such as Directions for Use (DFU), safety precautions, storage and handling instructions, first-aid guidance, emergency contact details, customer care information, batch traceability, and product stewardship guidance, wherever applicable.

These measures are aimed at enabling customers and end users to handle and use products safely, effectively, and in full compliance with applicable regulatory requirements.

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

The Company regularly conducts customer satisfaction surveys. In addition, it actively engages with customers to gather feedback and understand their needs and expectations at the ground level.