

TEL : 0091- 217 - 2310824
: 0091- 217 - 2451500
FAX : 0091- 217 - 2451521
E-MAIL : info@balajiamines.com
WEBSITE : http://www.balajiamines.com

Balaji



CIN : L24132MH1988PLC049387

AMINES LIMITED
... A Speciality Chemical Company

Regd. Off. : 'Balaji Towers' No. 9/1A/1,
Hotgi Road, Aasara Chowk, Solapur - 413 224.
Maharashtra. (India)

15th July, 2025

To,
The General Manager-Department of
Corporate Services,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001.

The Manager-Listing Department,
National Stock Exchange of India Limited,
"Exchange Plaza", 5th Floor,
Plot No. C/1, G Block, Bandra-Kurla Complex,
Bandra (East), Mumbai – 400 051.

Scrip Code : 530999

Scrip Code :BALAMINES

Dear Sir/Madam,

Sub.: Business Responsibility and Sustainability Report for FY 2024-25

Pursuant to Regulation 34 (2) (f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are enclosing herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2024-25 which forms part of the Annual Report FY 2024-25.

This is for your information and records.

Thanking You,

Yours Faithfully,

For Balaji Amines Limited

Abhijeet Kothadiya
Company Secretary & Compliance Officer

Encl.: a/a

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number (CIN) of the Listed Entity	L24132MH1988PLC049387
2.	Name of the Listed Entity	Balaji Amines Limited
3.	Year of incorporation	1988
4.	Registered office address	Balaji Towers, No. 9/1A/1, Aasara Chowk, Hotgi Road, Solapur-413224, Maharashtra.
5.	Corporate address	Plot No. 47, Balaji Bhawan, Kavuri Hills, Madhapur, Hyderabad -500033, Telangana
6.	E-mail	cs@balajiamines.com
7.	Telephone	+91 217 2451500
8.	Website	www.balajiamines.com
9.	Financial year for which reporting is being done	2024-25 (As at 31 st March, 2025)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹6,48,02,000/- (3,24,01,000 Equity shares of ₹2/- each) as on 31 st March, 2024
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Varsha Guntuk, Manager-Human Resource, E-mail Address: hr@balajiamines.com Tel. No.: +91 217 2451500
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).	The disclosures under this report are made on a standalone basis, unless otherwise specified.
14.	Name of assessment or assurance provider	Sustainability Actions Private Limited
15.	Type of assessment or assurance obtained	Reasonable Assurance

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer	Our company is engaged in the activity of manufacture and sale of Aliphatic Amines, Speciality Chemicals and its Derivatives.	97.43%
2	Service Sector	Hotels, Restaurants and Hospitality Services -Hotels Star rated	2.57%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Aliphatic Amines	20119	32.65%
2	Speciality Chemicals	20119	36.47%
3	Derivatives	20119	30.89%

OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	6	2	8
International	Nil	9	9

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23 States (including Union Territories)
International (No. of Countries)	55 Countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Contribution of Exports 13.03% of the total turnover of the entity.

c. A brief on types of customers

Our customers span key sectors such as pharmaceuticals and bulk drugs, where our products serve as essential intermediates in drug formulation. In the agrochemical and pesticide industries, our chemicals play a vital role in the synthesis of crop protection agents, contributing to enhanced agricultural productivity.

We support the paints and resins sector with solvent-based solutions that improve coating performance and longevity. Our materials are also integral to the dye and textile industries, helping ensure quality coloration and fabric processing. The oil & gas industry utilizes our products in upstream and downstream operations, including chemical cleaning and treatment.

Customers in rubber cleaning chemicals, foundry chemicals, and corrosion inhibitors depend on us for solutions that improve product performance and operational efficiency. In water treatment chemicals, we enable safer and more sustainable water management practices. Our compounds are used in the formulation of optical brighteners, explosives, animal feed, and cosmetics, underscoring the adaptability and versatility of our product portfolio

III. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	522	478	92%	44	8%
2.	Other than Permanent (E)	80	80	100%	0	0%
3.	Total Employees (D+E)	602	558	93%	44	7%
WORKERS						
4.	Permanent (F)	647	647	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total Workers (F+G)	647	647	100%	0	0%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	8	2	25%
Key Managerial Personnel	1	0	0%

*includes Managing Director and CFO

22. Turnover rate for permanent employees and workers

Particulars	FY 2024-25 (Turnover rate in current FY)			FY 2023-24* (Turnover rate in previous FY)			FY 2022-23* (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	7.8%	7.8%	7.8%	5.3%	0%	5.3%	3.0%	1.1%
Permanent Workers	3.4%	0%	3.4%	7.7%	0%	7.7%	1.4%	0%	1.4%

*We have revisited the methodology for calculating Turnover rate for permanent employees and workers in accordance with the applicable guidelines of SEBI for BRSR. Accordingly the figures mentioned for the previous reporting period (FY 2023-24 & FY 2022-23) have undergone some variations.

IV. Holding, Subsidiary and Associate Companies (including joint ventures)**23. Names of holding / subsidiary / associate companies / joint ventures**

S. 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	Balaji Speciality Chemicals Limited	Subsidiary	55%	Yes

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

Yes

(ii) Turnover (₹ in lakh) : 1,29,637.68 lakh**(iii) Net worth (₹ in lakh) : 1,65,522.90 lakh**

VI. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes. https://www.balajiamines.com/investor-relations.php	0	0	NA	0	0	NA
Shareholders	Yes. https://scores.gov.in/scores/Welcome.html	0	0	NA	0	0	NA
Employees and workers	Yes*	0	0	NA	0	0	NA
Customers	Yes*	0	0	NA	0	0	NA
Value Chain Partners	Yes*	0	0	NA	0	0	NA

*At Balaji Amines Limited (BAL), we value open and responsible engagement with all our stakeholders including investors, clients, employees, vendors and partners, government bodies, and the communities we operate in. We have established a comprehensive Whistle Blower Policy with a non-retaliation clause, ensuring that every stakeholder feels safe and empowered to report any concerns or deviations from our ethical standards.

Our grievance redressal mechanism is accessible to everyone associated with us. All reported concerns are thoroughly examined by designated compliance personnel, and we take appropriate action against individuals found in violation of our policies. Throughout the process, we are committed to safeguarding the rights and identities of both the complainant and the individual under review.

We invite all our stakeholders to uphold this culture of integrity and transparency. You can access our Whistle Blower Policy at: <http://www.balajiamines.com/pdf/1701953176WhistleBlowerPolicy.pdf>

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

S. 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	Water Usage & Conservation	Risk	Chemical manufacturing is highly water-intensive. Any scarcity or regulation could affect production.	Installation of air cooled Condensers in place of conventional water based cooling towers have substantially reduced water usage. Installation of rainwater harvesting systems, zero-liquid discharge units, and continuous monitoring of water consumption.	Positive
2	Training and Skill Development	Opportunity	Training plays a crucial role in empowering our employees to support sustainable operations across every aspect of our business.	Ongoing training initiatives in Quality, Environment, Health, and Safety (EHS) prepare our workforce to effectively handle increased business demand.	Positive

S. 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	Generation and Management of Process Residues	Opportunity	We send our process residues to a Common Hazardous Waste Treatment, Storage, and Disposal Facility (CHWTSDF) for incineration. However, logistical constraints at times result in delays, causing our storage units to reach capacity. In such instances, we may face temporary interruptions in plant operations due to the lack of available space for residue storage. We are actively exploring solutions to streamline logistics and enhance on-site residue management to minimize such disruptions.	<ol style="list-style-type: none"> We have established in-house incineration systems equipped with efficient water scrubbers to manage the residues generated during production. Additionally, the waste heat from this process is repurposed to concentrate inorganic wastewater, replacing the need for multiple-effect evaporators ultimately contributing to a lower carbon footprint. We continuously strive to optimize our distillation processes to minimize the generation of process residues and enhance overall product yield. These efforts reflect our commitment to sustainable operations and resource efficiency. 	Positive
4	Digitalization & Process Automation	Opportunity	Enables precision manufacturing, improved traceability, and lower emissions.	Investment in Industry 4.0 tools and automation in plant operations.	Positive
5	Employee Health, safety and working condition	Risk and Opportunity	We are committed to creating and maintaining a safe and healthy work environment for all employees, free from injuries, fatalities, and illness, while also ensuring fair employment opportunities and practices throughout our organization.	We implement regular training programs for all employees and workers on safe working practices and various other important topics. We also ensure periodic surveys and internal audits are conducted. Reported incidents are thoroughly investigated, and appropriate actions are taken to prevent their recurrence.	Positive
6	Raw Material Availability & Pricing Volatility	Risk	Fluctuations in prices or disruptions in supply can impact margins.	Diversifying supplier base, long-term contracts, and exploring renewable or local sources.	Negative
7	Minimizing Carbon Impact Across Products	Opportunity	At BAL, our commitment to reducing the product carbon footprint is reflected in the integration of advanced technologies within our plant design. These innovations focus on minimizing waste generation and optimizing resource utilization through preventive measures implemented throughout the manufacturing process.	We recognize that our BAL products help save energy and enhance efficiency during use, but we also acknowledge that carbon emissions are involved throughout their life cycle. Our goal is to reduce these emissions by improving our operational efficiency, promoting decarbonization across our supply chain, sourcing low-carbon raw materials, and collaborating with value chain partners who share our commitment to improving the environmental performance of our products during both their use and post-use phases.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Social Accountability	Opportunity	Most of our manufacturing facilities and new expansions are happening in and around Solapur. To ensure the best logistics solutions, we need to develop allied businesses such as transportation, fabrication, warehouses, and machinery spares. Attracting and retaining a skilled talent pool with minimal attrition is possible by employing local people who possess the required qualifications and skills, which we can further enhance through training programs.	The creation of major allied businesses has positively transformed the socio-economic conditions of nearby villages. We recruit our workforce primarily from local institutions, colleges, and communities around our manufacturing facilities, especially from nearby villages and townships. This approach has been contributing to improvements in both social and environmental aspects in the region.	Positive

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.

Principle P1: Transparency & Accountability Code of Business Conduct and Ethics Whistle Blower Policy Policy for Determination of Materiality of Events or Information Policy for Procedure of Inquiry in case of Leak of UPSI Archival Policy Code of Conduct for Directors and Senior Management	Principle P2: Product Responsibility Supplier Code of Conduct CSR Action Plan for FY 2024-25 Code of Business Conduct and Ethics Risk Management Policy	Principle P3: Employee Development Human Rights Policy Anti Sexual Harassment Policy Nomination, Remuneration and Evaluation Policy Criteria for Payment to Non-Executive Directors
Principle P4: Stakeholder Engagement CSR Action Plan for FY 2024-25 Corporate Social Responsibility Policy	Principle P5: Human Rights Human Rights Policy Anti Sexual Harassment Policy	Principle P6: Environment CSR Action Plan for FY 2024-25 Corporate Social Responsibility Policy
Principle P7: Policy Advocacy Code of Business Conduct and Ethics Corporate Social Responsibility Policy	Principle P8: Inclusive Growth CSR Action Plan for FY 2024-25 Corporate Social Responsibility Policy Supplier Code of Conduct	Principle P9: Customer Value Supplier Code of Conduct

Disclosure Questions	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	
Policy and management processes										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://balajiamines.com/investor-relations.php									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications /labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We believe in adopting benchmarking practices and aligning with global standards to the greatest extent possible. Our commitment to quality, environmental management, and workplace safety is reflected in our certifications ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Governance, leadership and oversight										
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The message from our Director has been included at the beginning of this report.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ram Reddy Dundurapu, Managing Director (DIN: 00003864) under the guidance of the Board of Directors and its Committees oversees the Business Responsibility and progress on our ESG ambitions.									
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Stakeholders' Relationship Committee (SRC) and Corporate Social Responsibility Committee (CSR) of the Board of Directors is responsible for decision making on sustainability related issues. Refer to Corporate Governance Report which forms part of this Integrated Annual Report for additional Information on SRC and CSR Committee.									

Notes:

- All our policies are developed through thorough analysis and benchmarking against industry standards, ensuring full compliance with applicable laws and regulations.
- In line with our governance practices, all mandatory policies under Indian laws are approved by the Board. Other policies are reviewed and approved by the respective Functional Head or the Managing Director/Whole-time Directors, depending on the policy's nature.
- Each policy has a designated owner responsible for its effective implementation across the organization.
- Except for the Code of Conduct and the Corporate Social Responsibility (CSR) Policy, all other policies are internal documents accessible to employees and are not published on the Company's website.
- The Code of Conduct and CSR Policy can be accessed at:
<https://www.balajiamines.com/investor-relations.php>.
- Any grievance related to a policy can be escalated to the respective policy owner, Managing Director, or Whole-time Director.
- Policy implementation is regularly reviewed as part of our internal governance processes by the respective policy owners.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency [Annually (A) / Half yearly (H)/ Quarterly (Q)/ Any other – please specify]									
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	
Performance against above policies and follow up action					Yes										Periodically /				Need basis
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Yes, we comply with all applicable laws of the land we operate in.										Quarterly				

11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
									NO

12 If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principles material to its business (Yes/No)									Not Applicable
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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Balaji Amines Limited is committed to conducting its business with integrity, transparency, and accountability. Our governance framework is built on ethical principles and compliance with all applicable laws and regulations. The Company has implemented a comprehensive Code of Conduct that addresses anti-bribery, anti-corruption, fair competition, and ethical handling of conflicts of interest. Robust systems are in place to identify and prevent unethical practices, supported by periodic training for employees. All policies are developed through detailed analysis and benchmarking, approved by relevant authorities within the Company, and assigned to specific policy owners responsible for implementation. Except for the Code of Conduct and Corporate Social Responsibility Policy, which are publicly accessible, all other policies are internal but available to all employees. Any grievances related to policy matters can be escalated to the respective policy owners or senior leadership. Policy implementation is regularly reviewed as part of internal governance. Through these practices, we uphold our commitment to ethical business conduct, fostering trust and long-term value for our stakeholders.



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 Key Managerial Personnel	5	The Board of Directors were reviewed periodically and familiarized on the issues pertaining to the industry, business, regulations, economy, ESG, risk management, their roles and responsibilities etc. These topics comprise insights on the said Principles.	100%
Employees other than BoD and KMPs	594	POSH, Code of Business Conduct & Ethics, Human Rights policy, Health & Well-being, Safety, Environment, Data Protection, Whistle Blower Policy, Enterprise Risk Management Policy and other Company Policies	88%
Workers	352	POSH, Code of Business Conduct & Ethics, Human Rights policy, Health & Well-being, Safety, Environment, Data Protection, Whistle Blower Policy, Company Policies	98%

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:

Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	1	Office of Joint Director General of Foreign trade, Pune	1,60,000	Fine imposed by DGFT on Company of ₹1,00,000, ₹50,000 on Mr. D. Ram Reddy Managing Director, ₹10,000 on Mr. Asif Kotwal Concerned employee of the company for submission of inaccurate GST Invoice of Exempted Material.	Company has submitted review application
Settlement	NIL	NIL	NIL	NIL	NA
Compounding fee	NIL	NIL	NIL	NIL	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL		NA	NA
Punishment	NIL	NIL		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.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, our Code of Conduct is fully aligned with the legal requirements of all applicable laws and regulations, including provisions related to anti-bribery, anti-corruption, and the ethical management of conflicts of interest. We have established robust systems to detect and prevent bribery and unethical business practices. The Code of Conduct policy can be accessed at: <https://www.balajiamines.com/pdf/1715840061SupplierCodeofConduct.pdf>.

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

Particulars	FY 2024-25	FY 2022-23
	(Current Financial Year)	(Previous Financial Year)
Directors	NA	NA
KMPs	NA	NA
Employees	NA	NA
Workers	NA	NA

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

Particulars	FY 2024-25		FY 2022-23	
	(Current Financial Year)		(Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NA	NA	NA	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NA	NA	NA	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable*365) / Cost of goods/services procured) in the following format:

Particulars	FY 2024-25	FY 2023-24
	(Current Financial Year)	(Previous Financial Year)
Number of days of accounts payables	34	37

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
		(Current Financial Year)	(Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	51.31%	48.25%
	b. Number of trading houses where purchases are made from	49	54
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	84.46%	76.57%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	34.00%	31.79%
	b. Number of dealers / distributors to whom sales are made	59	72
	c. Sales to top 10 dealers /distributors as % of total sales to dealers /distributors	86.00%	78.73%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.24%	2.24%
	b. Sales (Sales to related parties / Total Sales)	5.90%	5.38%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties /Total Investments made)	100.00%	100.00%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Non-discrimination, grievance processes	70%
1	Compliance with the laws	70%
1	Health, Safety, Security and Environment	70%
1	Bribery and corruption, money laundering, conflict of interests and anti-competitive conduct	70%

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

Yes, we have a well-defined Code of Conduct in place for our Board of Directors, Key Managerial Personnel, and Senior Management. It sets out clear guidelines to avoid and disclose any actual or potential conflicts of interest with the Company. Each year, we obtain a formal declaration from them, affirming their commitment to act in the best interest of the Company and to ensure that any personal or external business associations do not interfere with their responsibilities or the Company's operations. This policy is available on our website at: <http://www.balajiamines.com/pdf/1709545145CodeofConductforDirectorsandSeniorManagement.pdf>.

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

We are committed to delivering products that are safe, efficient, and environmentally responsible across their entire lifecycle. Our manufacturing processes are designed with sustainability in mind, incorporating advanced technologies that minimize emissions, reduce waste generation, and optimize resource use. We select raw materials and catalysts that are less hazardous and more biodegradable, ensuring the safety of our workers and end-users.

We follow strict quality and safety protocols, and our facilities are regularly audited for compliance with national and international standards, including HAZCHEM and SMPV regulations. To reduce the environmental footprint of our operations, we have adopted energy-efficient systems, waste heat recovery mechanisms, and technologies such as membrane filtration, MEE, and ATFD.

In FY 2024-25, we phased out high-GWP refrigerants and advanced the installation of solar energy systems and steam turbines to reduce GHG emissions. These initiatives not only enhance the sustainability of our products but also reflect our proactive approach toward climate responsibility and circular production practices.



Essential Indicators

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

	FY 2024-25 (Current Financial Year) %	FY 2023-24 (Previous Financial Year) %	Details of improvements in environmental and social impacts
R & D	71.84%	84.78%	Reduction of Carbon Footprint and Distillation Residue which is part of Hazardous waste.
Capex	13.25%	4.82%	Installed Equipment to reduce in Coal Consumption to achieve a lower carbon footprint, Usage of equipment to improve Dissolved Oxygen Level for Bio Culture, Recycling water results in reduction in Steam Consumption and carbon foot print. Installed a waste heat recovery system, which results in power generation at free cost from waste heat.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, we at BAL have established procedures aligned with ISO guidelines to ensure sustainable sourcing practices. These procedures help us integrate environmental and social considerations into our procurement processes, reinforcing our commitment to responsible and ethical supply chain management.

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

Approximately 95% of our suppliers at BAL adhere to the sustainable sourcing procedures defined under our ISO aligned guidelines, reflecting our shared commitment to ethical, environmental, and socially responsible business practices across the supply chain.

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

Our products once sold will be fully consumed by the user industry. The packing material is safely disposed of by the industries as per their environmental guidelines and wherever the same can be reused will be done accordingly. Wastewater generated from boilers and cooling towers is treated through multi-stage RO units and reused for cooling tower make-up, promoting efficient water management. Solid waste generated from the Multiple Effect Evaporator (MEE) is responsibly disposed of through authorized hazardous waste management companies. Additionally, recovered packing materials are disposed of through approved agencies, ensuring environmentally sound waste handling practices.

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

We are currently working with the concerned regulatory authorities to review the EPR Act.

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

We prioritize the health, safety, and professional development of our workforce. As per provisions of Law we periodically have health check ups for our staff and workers. Our policies ensure compliance with applicable labour laws, provide safe working conditions, and promote inclusivity. We offer regular training on workplace safety, chemical handling, and emergency response. We have implemented employee grievance mechanisms and conduct periodic health checkups. Our compensation structure is fair and aligned with industry standards. In FY 2024-25, over 95% of our workers received health and safety training, and our attrition rate remained below the industry average, reflecting strong employee engagement.



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	478	478	100%	478	100%	NA	0%	NA	0%	NA	0%
Female	44	44	100%	44	100%	44	100%	NA	0%	44	0%
Total	522	522	100%	522	100%	44	100%	NA	0%	NA	0%
Other than Permanent employees											
Male	80	77	97%	77	97%	NA	0%	NA	0%	NA	0%
Female	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%
Total	80	77	100%	77	100%	NA	0%	NA	0%	NA	0%

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	647	647	100%	647	100%	NA	0%	NA	0%	NA	0%
Female	0	0	0	0	0	NA	0%	NA	0%	NA	0%
Total	647	647	100%	647	100%	NA	0%	NA	0%	NA	0%
Other than Permanent workers											
Male	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%
Female	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%
Total	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24* (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.29%	0.27%

*We have revisited the methodology for the calculations in view of the applicable guidelines of SEBI for BRSR. Accordingly figures for FY 23-24 have undergone some variation.

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total	Deducted and deposited with the authority	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	100%	100%	Y
ESI	28%	72%	Y	33%	63%	Y
Others –	NA	NA	Y	NA	NA	Y

We have reviewed this and revised the values.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Our facilities are accessible to persons with disabilities, and we are consistently enhancing our infrastructure to further improve accessibility for them.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the policy can be accessed on our website at:

<http://www.balajiamines.com/pdf/1686925902Human%20Rights%20Policy.pdf>.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees*		Permanent workers*	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

*None of our employees availed maternity leave during FY23-24. In the FY24-25 one employee has taken maternity leave from 24th March, 2025 to 30th September, 2025 will be returning to work from 1st October, 2025.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes, we have established a Grievance Redressal Committee to effectively address grievances and complaints from all categories of our employees and workers. In locations where employee unions are not present, our employees are encouraged to approach their line managers, welfare officers, or HR representatives for support and resolution.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employee / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
Male	647	647	100%	632	632	100%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On and Measures Health Safety		On Skill Upgradation		Total (D)	On and Measures Health Safety		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	478	425	89%	450	94%	452	393	86%	442	98%
Female	44	38	86%	42	95%	33	29	88%	32	96%
Total	522	463	88%	492	94%	485	422	87%	474	98%
Worker										
Male	647	638	98%	642	99%	632	616	94%	518	82%
Female	0	0	0	0	0	0	0	0%	0	0%
Total	647	638	98%	642	99%	632	616	94%	518	82%

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

We conduct periodic performance reviews for all our employees and workers with their respective heads of departments. This process enables our HR team to regularly evaluate individual performance in coordination with top management. We follow a biennial increment cycle for employees, where promotions and career progression opportunities are awarded based on these performance reviews. For workers associated with the Union cadre, the increment cycle, promotions, and career development opportunities are applicable annually.

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	478	468	97%	452	452	100%
Female	44	44	100%	33	33	100%
Total	522	512	98%	485	485	100%
Workers						
Male	647	645	99%	632	632	100%
Female	0	0	0%	0	0	0%
Total	647	645	99%	632	632	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

We are committed to the principle of 'no accidents, no injuries to people, and no damage to the environment,' and we expect every member of our team to contribute to this mission. Our Occupational Health and Safety (OHS) management system covers 100% of our employees, workers, contractors, and service providers operating at our manufacturing facilities. We are in the process of implementing ISO 14001 and ISO 45001 standards to enhance the effectiveness of our existing safety and environmental management systems. Additionally, we have appointed a dedicated Medical Officer at each of our factory sites to further strengthen our medical and wellness initiatives across the organization.

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

We identify work-related hazards through a comprehensive approach that includes:

- a) Conducting regular worksite inspections;
- b) Engaging in direct interactions with our workers and managers to gather on-ground insights;
- c) Evaluating incident and near-miss records for trend analysis;
- d) Discussing critical safety observations in safety and committee meetings, followed by implementation of corrective and preventive actions;
- e) Periodic reviews of potential risk areas for gap analysis and implementation of necessary corrective measures; and
- f) Identifying and mitigating risk areas during the issuance of work permits to ensure safe operations.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, we have established a process that empowers all members of our workforce to report work-related hazards and remove themselves from potentially unsafe situations. We have a structured system in place for reporting near misses and safety observations, including unsafe acts or conditions within and around the workplace. Once a report is submitted, corrective and preventive actions (CAPA) are initiated within defined timelines. These actions are regularly reviewed by the respective unit head to ensure accountability. This proactive approach enables us to maintain a safe working environment and ensures timely identification and mitigation of potential hazards.

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

Yes, all our employees and workers have access to non-occupational medical and healthcare facilities. Each of our units is equipped with a First Aid Centre, staffed by certified first aid personnel, ensuring timely medical attention and care. This helps in addressing minor injuries and illnesses promptly, preventing them from escalating into serious health issues.

We also conduct periodic health check-ups for all our employees and workers to monitor their well-being and promote a healthy workforce.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-	Employees	0	0.205
	Workers	0.50	0.720
Total recordable work-related injuries	Employees	0	2
	Workers	1	7
No. of fatalities	Employees	0	Nil
	Workers	0	1
High consequence work-related injury or ill-health	Employees	0	Nil
	Workers	0	Nil

*Including in the contract workforce

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

The health, safety, and well-being of employees remain a top priority for the organization. The following proactive measures are implemented to ensure a safe and healthy work environment:

- Daily workplace inspections and enforcement of a Safety Permit System to maintain operational safety standards.
- Health and safety awareness programs and regular training sessions for all employees and workers.
- Periodic Safety Review Meetings to evaluate and strengthen safety practices.
- Maintenance and regular review of health and safety records to ensure compliance and continuous improvement.
- Recognition and rewards for employees demonstrating safe behaviour and for proactively reporting unsafe conditions.
- Strict maintenance of workplace housekeeping to reduce hazards and promote hygiene.
- Mock drills conducted with various teams on a periodic basis to ensure every employee is well-trained to handle emergencies.
- Annual health checkups conducted for 100% of employees and workers to monitor and promote their well-being.
- Formation of a Safety Proxy Team comprising nominated operations personnel from each plant and shift. This team is trained in fire and safety protocols to respond to emergencies during off-hours.

All operational sites are equipped with:

- Hydrant stations and networks
- Fire alarm systems
- Detectors for flammable chemicals
- Engagement with credible licensors for design and technology, ensuring best practices in process safety, emission control, and the management of volatile organic compounds (VOCs).

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

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

14. Assessments for the year:

	% of your plants and offices that were assessed
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.

We have implemented the following corrective actions to enhance safety and address safety-related incidents:

1. Introduced automation with field instrument redundancy and interlocks to ensure process safety and minimize human error.
2. Installed lightning protection systems and movable earthing mechanisms for floating roof (variable volume) tanks to mitigate fire and explosion risks.
3. Provided water seal pots to control the release of flammable gases and vapors, enhancing containment and reducing exposure risks.

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

Yes. BAL has a scheme in place to provide Financial Assistance to the legal dependents of the permanent employees/workers in case of death while in service. In addition to this, the employees/workers are covered under the Group Personal Accident (GPA) Policy. The GPA Policy is also being extended to the contract employees working in manufacturing units and offices.

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

We internally monitor and track compliance related to statutory dues as part of our routine checks during invoice processing. Additionally, we conduct monthly internal audits to ensure adherence to all applicable regulatory requirements.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, we provide opportunities for engagement on specific projects and assignments across the company, based on organizational requirements.

5. Details on assessment of value chain partners:

As per suppliers code of conduct we evaluate all our value chain partner and communicate to adhere to the code of conduct.

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

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.

As per suppliers code of conduct

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

We believe that transparent and continuous engagement with stakeholders is key to building long-term trust. Our stakeholders include employees, customers, investors, suppliers, regulatory authorities, and local communities. We conduct structured stakeholder consultations to gather feedback and align our operations with stakeholder expectations. We have actively collaborated with vendors to promote green supply chain practices and engaged with local communities through CSR initiatives in education and healthcare.



Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

We recognize investors as vital stakeholders contributing capital to our growth. We take pride in maintaining strong relationships with them, built on a clear understanding of their expectations and our unwavering commitment to meet them consistently. Creating value for all stakeholders is central to our mission, and our employees play a key role in driving this value creation for both the organization and its stakeholders. Our suppliers are essential partners who help us deliver consistent business value. Through our dedication to inclusive growth, we ensure that our customers receive maximum value while we uphold sustainable business practices. Overall, our stakeholders include investors, clients, employees, suppliers, government and regulatory bodies, and the wider community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, Newspaper, Advertisement, Community Meetings, Notice Board, Website), etc.	Frequency of engagement (Annually/ Half yearly/ Quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	Investor Conferences and calls, Facility of Visits, Advertisement in Newspapers, Emails, Annual General Meeting, Press releases and Conferences.	Annually, Half Yearly, Quarterly and Need Basis	<ul style="list-style-type: none"> Assisting investors in expressing their concerns about the company's policies and strategies. Providing education and information to the investor community. Gaining insight into the expectations of shareholders.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, Newspaper, Advertisement, Community Meetings, Notice Board, Website), etc.	Frequency of engagement (Annually/ Half yearly/ Quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Clients/ Customers	No	Newsletters, brochures ,sponsored events, Relationship meetings and briefings, Management reviews, Office, Visits on Projects, Calls and Conferences, Meetings, Discussion etc.	Continuous as needed. Annually, Half yearly & Quarterly	<ul style="list-style-type: none"> Gaining insight into clients and their industries Recognizing business challenges Spotting opportunities to enhance products and services Making decisions on necessary investments and capabilities to meet demand Comprehending client's data privacy and security needs
Employees	No	Review on Operations, One to One Interactions, Group Discussions, Video Conferencing, Conference Calls.	Daily	<ul style="list-style-type: none"> Opportunities for career advancement and professional growth Access to continuous learning and development programs Fair and transparent compensation policies Fostering a strong safety culture and promoting safe workplace behavior Enhancing diversity and fostering an inclusive work environment
Suppliers / Collaborators	No	Meetings/calls, visits, events	Monthly & Quarterly	<ul style="list-style-type: none"> Ensuring long-term business sustainability Maintaining strong creditworthiness and financial reliability Upholding ethical standards in all operations Promoting fairness in business dealings and partnerships Governance
Government / Regulators	No	Surveys, project meetings, field visits, reviews, calls, consultative sessions, circulars, due diligence, sponsored events as needed, press conferences, media interviews and quotes, press releases.	Continuous	<ul style="list-style-type: none"> Identify key areas for advancing sustainable development. Engage in dialogues to evaluate performance and shape strategic direction. Collaborate in sharing expertise and offering perspectives on public and industry-related matters. Partner with stakeholders to co-create solutions addressing global issues. Adhere strictly to all relevant legal, regulatory, and compliance requirements.
All other stakeholders or community at large	No	Visits, Press Conferences, Press Releases, Events, Surveys, TV Interviews, Newspaper Advertisements	As needed	<ul style="list-style-type: none"> Collaborative exchange of knowledge and expertise Generating employment and associated opportunities Ongoing advancement and improvement initiatives

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.

We regularly engage with our investors, customers, suppliers, and employees through active interactions led by our management. Our Stakeholders Relationship Committee keeps the Board informed about the progress of these engagements and periodically seeks their guidance and input.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, we recognize that stakeholders are integral to our business, and we engage with them regularly to ensure our operations align with their expectations in a sustainable way. Our environmental management goals have been shaped through ongoing dialogue with the community, and we have revised our internal systems and policies based on their feedback and suggestions.

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

We understand the needs of society and take proactive steps to enhance the lives of vulnerable and marginalized stakeholders through our CSR initiatives. We ensure that our CSR funds are utilized effectively to support and uplift underprivileged sections of the community, contributing to inclusive and sustainable development.

PRINCIPLE 5: Businesses should respect and promote human rights

We are committed to upholding human rights across all our operations. Our Human Rights Policy, accessible on our website, prohibits all forms of harmful child labour, forced or trafficked labour, discrimination, and harassment within the Balaji Amines group and its associates. We also prohibit interference with the establishment and functioning of trade unions. In FY 2024-25, over 95% of our permanent and non-permanent employees and workers received training on human rights issues and policies.



Essential Indicators:

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	522	512	98%	452	452	100%
Other Than Permanent	80	77	96%	93	93	100%
Total Employees	602	589	97%	545	545	100%
Workers						
Permanent	647	645	99%	632	632	100%
Other Than Permanent	0	0	0%	0	0	0%
Total Workers	647	645	99%	632	632	100%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	478	0	0%	478	100%	419	0	0	419	100%
Female	44	0	0%	44	100%	33	0	0	33	100%
Other than Permanent										
Male	80	0	0%	80	100%	93	0	0	93	100%
Female	0	0	0%	0	0%	0	0	0	0	0
Workers										
Permanent										
Male	647	0	0%	647	100%	632	0	0	632	100%
Female	0	0	0%	0	0%	0	0	0	0	0
Other than Permanent										
Male	0	0	0%	0	0%	0	0	0	0	0
Female	0	0	0%	0	0%	0	0	0	0	0

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors*	8	63,76,000	2	Nil
Key Managerial Personnel	1	7,36,396	Nil	Nil
Employees other than BOD	452	3,20,112	44	2,46,240
Workers	650	2,67,300	Nil	Nil

*Excluded sitting fees paid to Independent Directors. Including remuneration paid to the Managing Director and CFO.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.59%	2.97%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

We have established reporting channels for our employees, customers, suppliers, and other stakeholders to raise concerns or report any actual or potential violations of the company's code of conduct, policies, or laws, including human rights infringements. All reports received through these channels are carefully reviewed, and appropriate actions are taken if violations are confirmed. Throughout the investigation, we ensure protection for both the complainant and the individual against whom the complaint is made. Please refer the website link: <https://balajiamines.com/pdf/1686925902Human%20Rights%20Policy.pdf>

All our company locations have implemented Whistleblower Policies that enable stakeholders to report any concerns related to discrimination. We conduct regular awareness programs to inform our workforce about the Whistleblower Policy and provide contact details of the Heads of Human Resources and Legal Departments. The policy guarantees protection against any retaliation for complainants. We are committed to promoting human rights awareness across all levels of our operations through ongoing training and communication, ensuring protection at all times.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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	NA	NA

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

We handle all concerns related to discrimination and harassment with strict confidentiality. At Balaji Amines, we have zero tolerance for any retaliation against individuals who report concerns in good faith. Anyone found targeting or retaliating against such persons will face disciplinary action.

We have established an Internal Complaint Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Additionally, we have

adopted a Whistleblower Policy that strictly prohibits discrimination, harassment, victimization, or any unfair employment practices against whistleblowers. We take all reported matters seriously and ensure that the complainant is protected from any adverse consequences.

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

Yes.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Assessed - as no child labour in employment
Forced/involuntary labour	Assessed - as no Forced/involuntary labour in employment
Sexual harassment	100% by Internal Complaints Committee
Discrimination at workplace	100%
Wages	100% by internal audit

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

We did not receive any audit concerns related to the above areas during the assessments conducted in FY 2024-25.

Leadership Indicators

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

We have not received any complaints during the financial year under review. Therefore, no changes or new business processes have been implemented to address human rights grievances or complaints.

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

Not Applicable

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?

Our establishments are accessible to differently abled individuals, and we continuously strive to enhance our infrastructure to further improve accessibility for them.

4. Details on assessment of value chain partners.

We have identified certain areas within our value chain partners for formal assessment, particularly related to various CSR initiatives on Human Rights. Additionally, we have shared the Supplier Code of Conduct with our vendors.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	All these elements are incorporated within our Code of Conduct. We obtain declarations from all value chain partners to ensure compliance with the Code as part of their contracts or purchase orders. Non-compliance with the agreed Code of Conduct may result in non-renewal or termination of the contracts.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable.

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

Environmental stewardship is integral to our sustainability strategy. We are committed to reducing emissions, conserving water, minimizing waste, and improving energy efficiency across our manufacturing operations. Balaji Amines complies with all applicable environmental regulations and regularly conducts environmental impact assessments. We have adopted Zero Liquid Discharge (ZLD) systems at key facilities and continue to invest in green chemistry and process optimization.



Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24* (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	21934 GJ	25058 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C) (MT/Annum of Hydrogen / methane off gas or Giga Joules/Annum)	0	12319 GJ
Total energy consumed from renewable sources (A+B+C)	21934 GJ	37377 GJ
From non-renewable sources		
Total electricity consumption (D)	116941 GJ	416666 GJ
Total fuel consumption (E)	2140404 GJ	1744281 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2257345 GJ	2160947 GJ
Total energy consumed (A+B+C+D+E+F)	2279280 GJ	2198324 GJ
Energy intensity per rupee of Turnover (Total energy consumption/ turnover in rupees)	1789.65 GJ / crore	1643.18 GJ / crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	434.48 GJ / crore of PPP adjusted Turnover	450.99 GJ / crore of PPP adjusted Turnover
Energy intensity in terms of physical output	14.22 GJ / MT of Production	16.16 GJ / MT of Production
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

*We have revisited the methodology for the calculations in view of the applicable guidelines of SEBI for BRSR. Accordingly figures for FY 23-24 have undergone some variation.

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

Y, Sustainability Actions Private Limited has done the Reasonable Assurance of all BRSR core matrices.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

- Till date, BAL has no sites or facilities identified as Designated Consumers (DCs) under the PAT scheme. Although BAL is not part of the PAT cycle, management has consistently set and pursued year-on-year energy reduction targets to minimize our carbon and water footprints, reflecting our commitment as a responsible corporate entity. The major initiatives undertaken include:
- Utilization of by-product effluent gas as clean fuel in various manufacturing process plants. This initiative has reduced our carbon footprint.

- Automation and control of temperature profiles in solid fuel-fired furnaces to optimize fuel consumption and limit NOx emissions. Heat recovery from flue gases is maximized through air preheaters and economizers to improve steam generator combined cycle efficiency. Electrostatic precipitators are installed to ensure particulate matter emissions meet regulatory standards.
- Ongoing engagement of the operations team in conducting steam trap audits to prevent steam leakages and energy losses. Steam trap monitoring is supported by a Management Information System (MIS).
- Use of thermography on insulated pipelines and steam generation equipment to identify and minimize heat losses due to radiation.
- Installation of AC drives on the majority of compressors to optimize power consumption by controlling RPM and capacity.
- Deployment of high-efficiency process pumps and motors classified under the IE-4 energy efficiency category.
- Maximizing asset utilization and implementing heat integration strategies to reduce specific energy consumption norms in highly energy-intensive process plants.
- Introduced MVR system with which Steam consumption has been reduced to achieve the target of 0.2 ton/ton of inorganic effluent. sample analysis data from UNIT-1 is as below.
MEE fed -14m3
MEE condensate- 10 m3
Steam consumed- 2.319 m3
Steam consumption ratio- 2.319/14 = 0.165mt/mt against std figure of 0.6 mt/mt
- Installation of solar power panels with a capacity of 2,728 kW/hr is completed and additionally 8mw solar park will be online by April 2025.
- Initiation and installation of air-cooled condensers to reduce water footprint, replacing conventional water-cooled condensers and achieving an 80–85% reduction in fresh water consumption, overall reduced by 9.96% when compared to last year's water consumption.
- Recycling of 28.2% of waste hydrogen gas by reintroducing it as fuel in the thermic fluid heater system.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	4,84,945	5,44,658
(ii) Groundwater	1,42,449	1,85,556
(iii) Third party water*	34,349	4,810
(iv) Seawater / desalinated water		0
(v) Others		0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,61,743	7,35,024
Total volume of water consumption (in kilolitres)	6,61,743	7,35,024
Water intensity per rupee of Turnover (Total water consumption / Revenue from operations)	519.59 KL / crore of Turnover	549.41 KL / crore of Turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	126.14 KL / crore of PPP adjusted Turnover	150.79 KL / crore of PPP adjusted Turnover
Water intensity in terms of physical output	4.13 KL / MT of Production	5.40 KL / MT of Production
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Y, Sustainability Actions Private Limited has done the Reasonable Assurance of all BRSR core matrices.

4. Provide the following details related to water discharged:

Since all BAL sites operate as Zero Liquid Discharge (ZLD) manufacturing facilities, the norms related to water discharge are not applicable to us.

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	412203	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	128249	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	32631	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

Y, Sustainability Actions Private Limited has done the Reasonable Assurance of all BRSR core matrices.

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

Yes, all BAL sites have adopted a comprehensive Zero Liquid Discharge (ZLD) system.

- a. The ZLD mechanism covers both organic and inorganic effluents.
- b. In the case of inorganic effluents, the system integrates pre-treatment using clarifloculators, ultra-filtration units, high-pressure reverse osmosis, followed by multiple effect evaporators (MEE) and agitated thin film dryers (ATFD).
- c. For reject effluent from DM water generation, a polishing RO unit has been installed, which effectively reduces effluent volume by 90–95%. Organic effluents are processed through a BIO-ETP system, followed by high-pressure reverse osmosis.
- d. We are continuously exploring advanced technologies for water recycling, including updated RO membranes and MVRE technology, which is scheduled to be operational in FY 2025–26.
- e. The company has engaged subject matter experts to improve treatment and recycling processes for both organic and inorganic effluents, with a focus on enhancing operational efficiency.
- f. Approximately 333 CMD of inorganic wastewater is treated under the ZLD system.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	μ / cub M	13.32	<18
SOx	μ / cub M	6.32	<17
Particulate Matter(PM)	μ / cub M	31.8	<52
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others - please specify		NA	NA

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

Yes, NABL-accredited third-party agencies have been appointed in compliance with statutory requirements.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24* (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	204176	177850.5
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	23618	24094.76
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Mt of CO ₂ per crore rupee of turnover	178.86 MT of CO ₂ e / crore of Turnover	150.95 MT of CO ₂ e / crore of Turnover
Total Scope 1 and Scope 2 emission intensity per rupee of turnover for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Mt of CO ₂ per crore rupee of PPP adjusted turnover	43.42 MT of CO ₂ e / crore of PPP adjusted Turnover	41.43 MT of CO ₂ e / crore of PPP adjusted Turnover
Total Scope 1 and Scope 2 emission intensity in terms of physical output		1.42 MT of CO ₂ e / MT of Production	1.58 MT of CO ₂ e / MT of Production
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

*We have revisited the methodology for the calculations in view of the applicable guidelines of SEBI for BRSR. Accordingly figures for FY 23-24 have undergone some variation.

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

Y, Sustainability Actions Private Limited has done the Reasonable Assurance of all BRSR core matrices.

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

Yes, we have planned the following initiatives:

- Phased replacement of refrigerants in existing systems based on their Global Warming Potential (GWP) and associated carbon footprint.
- Implementation of a Back Pressure Steam Turbine system to replace Pressure Reducing Stations.
- Installation of renewable energy infrastructure (solar power).

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24* (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.89	1.31
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste- Engine Oil (G)	278.50	304.00
Other Non-hazardous waste Generated- Paper (H) (Break-up by composition i.e. by materials relevant to the sector)	41145.00	17551.00
Total (A+B+C+D+E+F+G+H)	41426.39	17856.31
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	32.53 Tons / crore of Turnover	131.42 Tons / crore of Turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	7.90 Tons / crore of PPP adjusted Turnover	36.07 Tons / crore of PPP adjusted Turnover
Waste intensity in terms of physical output	0.26 Tons / MT Product output	1.29 Tons / MT Product output
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	33869	170044
(ii) Re-used	16.87	4.57
(iii) Other recovery operations	Nil	Nil
Total	33886	170048.90
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration through CHWTSDF	109	126
(ii) Landfilling through CHWTSDF	135	178
(iii) Other disposal operations	7297	5466
Total	7540	5770

*We have revisited the methodology for the calculations in view of the applicable guidelines of SEBI for BRSR. Accordingly figures for FY 23-24 have undergone some variation.

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

Y, Sustainability Actions Private Limited has done the Reasonable Assurance of all BRSR core matrices.

Note:

- 1] Green Field project Expansion Construction debris are being recycled in Construction activity. The Excavated Soil is recycled for land filling and plantation.
- 2] Company has disposed of the used drums (plastic and MS) to registered parties/ Registered recycler.

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.

We have established a robust and integrated waste management system to ensure safe, compliant, and sustainable handling of waste across all our operations. The following practices are adopted to minimize environmental impact:

- a. We ensure proper incineration of hazardous waste through certified Common Hazardous Waste Treatment, Storage, and Disposal Facilities (CHWTSDF), in line with regulatory norms.
- b. Treated residual waste that is non-recoverable is securely landfilled at CHWTSDF, following prescribed safety protocols.
- c. Specific waste streams, such as spent oil, are responsibly disposed of through government-authorized recyclers, ensuring maximum resource recovery.
- d. We operate our own incineration units equipped with steam cogeneration technology, which enables us to recover energy during the waste treatment process.
- e. For inorganic waste streams, we use advanced membrane separation technologies. These are further integrated with Multiple Effect Evaporators (MEE) and Agitated Thin Film Dryers (ATFD) to enhance waste volume reduction and achieve Zero Liquid Discharge (ZLD) compliance.
- f. We invest in best-in-class process technologies that help us minimize waste at the source itself. Our systems are designed to not only control and reduce waste generation but also recover waste heat to produce energy, enhancing overall operational efficiency and sustainability.

Our Strategies for Minimizing Hazardous and Toxic Chemicals:

To reduce the environmental and health risks associated with hazardous substances, we proactively adopt cleaner and safer chemical management practices in our operations:

We select process technologies and chemical inputs that are inherently safe, biodegradable, and environmentally friendly. The emphasis is placed on using materials that are easy to handle, store, and dispose of, thereby reducing potential hazards. Our approach to chemical reactions involves the deliberate selection of catalysts that not only enhance efficiency but also significantly suppress undesired side reactions.

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:

S. 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 none of our operational sites are situated within ecologically sensitive zones.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

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

S. No.	Specify the law/ regulation / guidelines which was not complied with	Provide the details of non-compliance	Any fines/ penalties / action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
Not Applicable				

We ensure full compliance with all applicable environmental laws, regulations, and guidelines in India, along with the associated rules and provisions. Our adherence to these requirements is demonstrated through the submission of six-monthly compliance reports to the Ministry of Environment, Forest and Climate Change (MoEF&CC). Additionally, we proactively incorporate any amendments or new directives issued by relevant authorities into our operations, ensuring that all upcoming and ongoing projects are aligned with the latest legal and regulatory frameworks.

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: Solapur (The new expansions are taking place within the designated MIDC area)
- (ii) Nature of operations: Manufacturing of Chemicals
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	4,84,945	5,44,658
(ii) Groundwater	1,42,449	1,85,556
(iii) Third party water	34,349	4,810
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	6,61,743	7,35,024
Total volume of water consumption (in kilolitres)	6,61,743	7,35,024
Water intensity per rupee of Turnover (Water consumed / turnover)	519.59 KL / crore of Turnover	549.41 KL / crore of Turnover
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : No

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

3. 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.

The sites and expansion projects receive Environment Clearances after thorough evaluations, ensuring that there are no direct or indirect effects on biodiversity. This is because most of our sites and expansion activities are situated within designated industrial zones that comply with the Environment Protection Act (EPA). Prior to approval, comprehensive assessments are conducted, and necessary infrastructure is developed at all locations. These measures strictly follow the relevant environmental guidelines to maintain compliance and safeguard ecological balance.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
1	CIP of Multiple Effect Evaporators	Unit-3 and Unit-1 In-organic Effluent Treatment	Reduced steam to water ratio and saved energy + reduced CO ₂ emission
2	Investment in Solar power	Power Saving 2728 KW/Day	Source of renewable energy generation being taken up at various plant.
3	Installed Air Cooled Condensers	Unit-4 Expansion ,Installed Air Cooled Condensers in Process plant as a substitute to Conventional water based cooling condensers. This has saved Water substantially for the entire site as a major water Intensive operation.	Saving of water

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

BAL has established comprehensive onsite Emergency Response Plans across all its locations. For handling any emergency situation, whether occurring within the premises or externally dedicated and well-trained teams are available at every site. These teams include members from Operations, Engineering, Safety, and Fire departments, equipped with the necessary tools and equipment to manage identified risks effectively. Preparedness is maintained through ongoing risk mitigation efforts. Additionally, BAL collaborates closely with local authorities such as the Fire Department, MIDC, Collector's Office, and State Pollution Control Boards to ensure coordinated emergency management. All hazardous chemical storage areas are outfitted with robust fire and safety infrastructure. Regular inspections and testing are conducted to ensure mechanical integrity. Pressure control systems and related accessories are installed for continuous monitoring and control. Certain tank farm areas comply fully with PESO (Petroleum and Explosives Safety Organization) regulations, and BAL ensures 100% adherence to these standards. Furthermore, area classifications are maintained according to established standards including IS (Indian Standards), ATEX (Atmosphères Explosibles), and NFPA (National Fire Protection Association) guidelines.

BAL has also implemented internal policies that regulate major loading and unloading activities by restricting these operations to designated silent hours, and corresponding infrastructure has been developed to support this. All raw materials and finished goods transported by tankers comply with HAZCHEM and SMPV (Safety Measures in Petroleum and Vessels) guidelines, ensuring that risks related to transportation through public areas are minimized. The drums and containers used for transportation meet the UN Code standards and are made from materials compatible with the substances they carry.

BAL proactively identifies risks throughout the entire value chain and implements appropriate mitigation measures to manage and minimize these risks effectively.

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.

Although no significant impacts have been identified arising from the value chain, we continuously strive to recognize potential risks and implement effective mitigation measures to prevent any adverse effects.

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

All value chain partners undergo a thorough vendor qualification process where their credentials are carefully examined. This evaluation includes reviewing and confirming the relevant certifications and standards they hold. Only after these credentials are validated, the partners are formally included in the evaluation procedures and contractual agreements. This ensures that all collaborators meet the required quality and compliance benchmarks before entering into any contractual relationship.

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

a. By the listed entity

Nil

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

Not being tracked as of now

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

We engage with industry bodies and regulatory agencies to contribute to the development of responsible industrial and environmental policies. Our participation is transparent, ethical, and aligned with the larger goals of sustainable industrial development. During the reporting year, we provided inputs on policy matters related to Extended Producer Responsibility (EPR), chemical safety regulations, and sustainable manufacturing through platforms like the Confederation of Indian Industry (CII) and the Indian Chemical Council (ICC).



Essential Indicators

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

Eight (Refer the response below)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body the entity is a member of/ affiliated to.

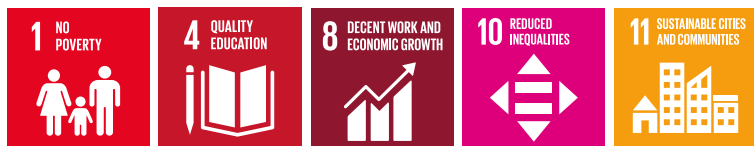
S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Basic Chemicals Cosmetic & Dyes Export Promotion Council	Mumbai
2	Bulk Drug Manufacturers Association	Hyderabad
3	Chemical Industries Association	Chennai
4	Chemexcil- Chemicals Export Promotion Council	Mumbai
5	Federation of Indian Chambers of Commerce & Industry	New Delhi
6	Federation of Indian Export Organisations	Mumbai
7	Indian Chemical Council	Mumbai
8	Service Export Promotion Council	New Delhi

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.

None

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

We are committed to creating a positive socio-economic impact through our business and CSR activities. Our CSR initiatives focus on education, healthcare, water conservation, and rural development, especially in the regions surrounding our manufacturing facilities. In FY 2024-25, we launched skill development programs for local youth, upgraded infrastructure in nearby schools, and conducted health camps. These efforts align with national development priorities and the UN Sustainable Development Goals.

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

Not applicable.

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

Not Applicable

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

The CSR team along with the committee members of the Board duly engage with the respective communities in and around Solapur and Dharashiv in addressing the local issues and take up certain relevant CSR activities in redressal of any grievances of those communities.

Apart from the above, The Balaji Foundation & Research Centre actively engages with local communities by focusing on specific areas where it can make meaningful contributions. These areas include education, healthcare, support for destitute individuals, rural development initiatives, preservation and promotion of art and culture, as well as disaster relief efforts. To ensure that its projects truly benefit the targeted groups, the Foundation has established strong and comprehensive systems to evaluate their effectiveness and impact. These evaluation methods include direct interactions such as one-on-one conversations and group discussions with the beneficiaries themselves, allowing the Foundation to gain firsthand insights into the outcomes of their work. Additionally, the Foundation commissions independent external assessments to provide objective evaluations of the projects. These varied approaches not only help measure success but also create ample opportunities for the beneficiaries to voice any concerns or grievances. The Foundation is committed to addressing and resolving these issues promptly, ensuring that the needs and rights of the community members remain central to its efforts.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	21.84%	32.95%
Directly from within India	77.46%	85.94%

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24* (Previous Financial Year)
Rural	83.61%	83.58%
Semi-urban	-	-
Urban	-	-
Metropolitan	16.39%	16.41%

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

*We have revisited the methodology for the calculations in view of the applicable guidelines of SEBI for BRSR. Accordingly figures for FY 23-24 have undergone some variation.

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):**

None

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

Sr. No.	Program	State	Aspirational District	Amount Spent ₹
1	Health Care	Maharashtra	Osmanabad (Dharashiv)	8,31,696
2	Promoting Education	Maharashtra	Osmanabad (Dharashiv)	13,51,006
3	Arrangement of Drinking Water	Maharashtra	Osmanabad (Dharashiv)	2,46,862
4	Promotion of Traditional Art	Maharashtra	Osmanabad (Dharashiv)	13,750
5	Rural Development	Maharashtra	Osmanabad (Dharashiv)	1,10,13,826
6	Promoting Sports	Maharashtra	Osmanabad (Dharashiv)	1,50,000
7	Promotion of Road Safety	Maharashtra	Osmanabad (Dharashiv)	1,32,360
8	Funds for Mediclaim policy, Construction of Toilet Box, Constructions of Classrooms,	Maharashtra	Osmanabad (Dharashiv)	4,80,000

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

According to our policy, contracts are granted strictly based on merit rather than any form of preference.

- (b) **From which marginalised/vulnerable groups do you procure?**

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable.

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

Sr. No.	CSR Project	No. of Person benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalised groups
1.	Promoting Healthcare	2,11,713	100%
2.	Promoting Education	1,21,927	100%
3.	Rural Development	28,500	100%
4.	Promoting Sports	12,001	100%

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

Customer satisfaction and product safety are central to our business operations. We maintain stringent quality control across our manufacturing processes and ensure that all our products meet the required safety standards. We maintain open communication channels for customer feedback and take proactive measures to address any concerns. Our R&D team works continuously to innovate safer and more sustainable chemical products.

**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

We classify customer complaints into three main categories: qualitative, quantitative, and administrative. This categorization helps us to better understand and address the various types of issues that may arise from different perspectives.

Our organization is deeply committed to consistently exceeding the expectations of our clients. To uphold this commitment, we have implemented strong and effective systems that allow us to closely monitor customer complaints and feedback throughout the service delivery process. These mechanisms enable us to respond promptly and appropriately to any concerns, ensuring continuous improvement in the quality of our services.

The results of our most recent annual client survey highlight a significant level of satisfaction among our clientele. Many clients have expressed their delight with Balaji Amines, reflecting the sustained positive sentiment we have cultivated over the years. This favourable perception is especially evident in areas such as our resilience in facing challenges, agility in adapting to changing needs, client-focused approach, excellence in execution, quality of deliverables, reliability of base service delivery, as well as the effectiveness of the tools and methodologies we employ.

Overall, the feedback underscores a strong trust and appreciation from our clients, confirming that our strategies and efforts align well with their expectations and contribute to maintaining long-term, healthy relationships.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

3. Number of consumer complaints in respect of the following:

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Number of complaints filed during the year	Number of complaints pending resolution at close of the year		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-Security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Not Applicable

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

Yes, the policy can be accessed online at the following web address:

<https://www.balajiamines.com/investor-relations.php>.

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

Not Applicable

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches**

In the fiscal year 2025, no verified complaints regarding violations of customer privacy were reported by external parties or regulatory bodies.

b. Percentage of data breaches involving personally identifiable information of customers

Not Applicable

c. Impact, if any, of the data breaches

Not Applicable

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

We provide detailed information about our products and services on our official website. Visitors can easily access www.balajiamines.com to explore comprehensive details, descriptions, and updates about the full range of offerings we provide. Our website serves as a convenient platform for our customers, stakeholders, and other visitors to gain a clear understanding of our portfolio and service capabilities.

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

Every consignment we deliver is accompanied by our Material Safety Data Sheet (MSDS), which provides essential information to our consumers on the safe handling, usage, and storage of the product under various conditions. This ensures that our customers are well-informed and equipped to manage the material responsibly and safely in any situation.

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

At Balaji Amines, each customer relationship is supported by a well-defined business continuity mechanism designed to effectively manage any potential disruption in the supply of our products or services. In addition, we have a comprehensive communication plan in place to ensure timely and transparent updates to our customers during such events. This approach helps maintain trust, minimize operational impact, and ensure seamless service delivery even in challenging circumstances.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No.