



Excel Industries Ltd.



IS/ISO9001:2015
IS/ISO14001:2015
IS/ISO 45001: 2018
Certified by BIS.

28th July, 2025

BSE Ltd.
Listing Department,
Pheeroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai-400 001

National Stock Exchange of India Ltd.
Listing Department,
Exchange Plaza,
Bandra-Kurla Complex, Bandra (E),
Mumbai-400 051

Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2024-25

Ref: BSE Scrip Code: 500650; NSE Scrip Code: EXCELINDUS

Dear Sir/Madam,

Pursuant to provisions of Regulations 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2024-25. The BRSR also forms part of the Annual Report for the financial year 2024-25, submitted to the exchanges vide letter of even date.

The BRSR is also available on the Website of the Company at www.excelind.co.in

Kindly take the information on record.

Thanking you,
Yours faithfully,

For Excel Industries Limited

S K Singhvi
Company Secretary
Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[As per Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Company	L24200MH1960PLC011807
2. Name of the Company	EXCEL INDUSTRIES LIMITED
3. Year of Incorporation	1960
4. Registered Address	184-87, S.V. Road, Jogeshwari West, Mumbai-400102
5. Corporate Address	184-87, S.V. Road, Jogeshwari West, Mumbai-400102
6. E-mail -Id	surendra.singhvi@excelind.com
7. Telephone	022-66464200
8. Website	www.excelind.co.in
9. Financial Year reported	April 1, 2024 to March 31, 2025
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11. Paid-up Capital	6,28,53,460/-
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Name: Surendra Singhvi Tel No. 022-66464266 Email id: surendra.singhvi@excelind.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14. Name of assessment or assurance provider	NA
15. Type of assessment of assurance obtained	NA

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	98%

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

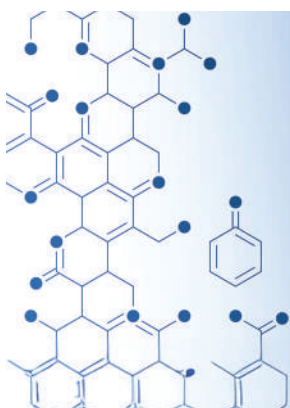
<p>1</p> <p>Product/Service</p> <p>Agrochemicals Intermediaries</p> <p>NIC Code (Group)</p> <p>20219</p> <p>% of total turnover contributed</p> <p>62%</p>	<p>2</p> <p>Product/Service</p> <p>Specialty Chemicals</p> <p>NIC Code (Group)</p> <p>20119</p> <p>% of total turnover contributed</p> <p>25%</p>	<p>3</p> <p>Product/Service</p> <p>Polymer Inputs</p> <p>NIC Code (Group)</p> <p>22209</p> <p>% of total turnover contributed</p> <p>8%</p>
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III. Operations

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

National	International
<p>Number of plants</p> <p>3</p> <p>Number of offices</p> <p>3</p> <p>Total</p> <p>06</p>	<p>Number of plants</p> <p>Nil</p> <p>Number of offices</p> <p>Nil</p> <p>Total</p> <p>Nil</p>





19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	28

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

- 18%

c. A brief on types of customers

Excel Industries Limited caters to the requirements of customers of Crop Protection chemicals, Pharmaceuticals (Human and Veterinary), Specialty chemicals, Polymers, Water treatment chemicals, Biocides etc.

The Company also provides solutions for Municipal Solid Waste (MSW) management and Material Recovery Facility (MRF) for dry waste recycling.

IV. 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)	606	567	93.56	39	6.44
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	606	567	93.56	39	6.44
WORKERS						
4.	Permanent (F)	506	505	99.80	1	0.20
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	506	505	99.80	1	0.20

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)	2	1	50	1	50
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D +E)	2	1	50	1	50
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

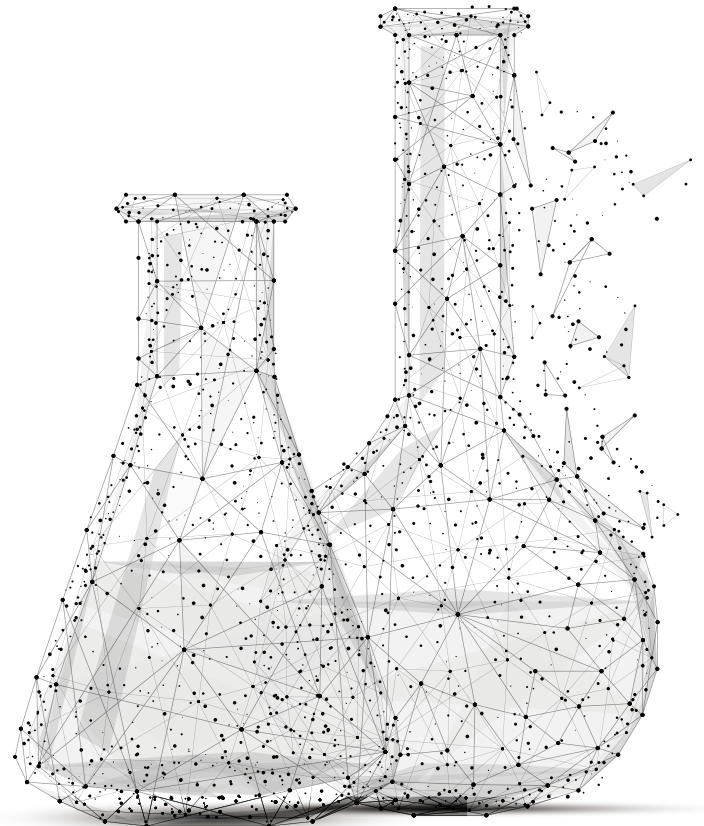
21. Participation/Inclusion/Representation of women

**Board of Directors****No. and percentage of Females**

Total (A)	No. (B)	% (B/A)
9	1	11.11

**Key Management Personnel****No. and percentage of Females**

Total (A)	No. (B)	% (B/A)
3	0	0



22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2024-23			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.25%	2.56%	10.69%	15.38%	2.86%	14.51%	13.03%	12.50%	13.00%
Permanent Workers	6.69%	0.00%	6.68%	4.23%	0.00%	4.20%	7.71%	100.0%	7.88%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity or its subsidiary	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Excel Bio Resources Limited	Subsidiary	100%	No
2.	Kamaljyot Investments Limited	Subsidiary	100%	No
3.	Excel Rajkot C&D Waste Recycling Private Limited	Subsidiary	80%	No
4.	Mobitrash Recycle Ventures Private Limited (shares held by KIL & EBRL)	Associate	39.98%	Yes
5.	First Energy 7 Pvt. Ltd.	Associate	28.83%	No

VI. CSR Details

24.

(i)

Whether CSR is applicable as per section 135 of Companies Act, 2013

Yes

(ii)

Turnover (in Rs.)

Rs. 9,78,06,76,762/-

(iii)

Net worth (in Rs.)

Rs. 11,77,19,24,102/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
		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, https://www.excelind.co.in/	0	0	--	0	0	--
Investors (other than shareholders)	Yes, https://excelind.co.in/contact-us/	0	0	--	0	0	--
Shareholders	investors@excelind.com and https://scores.gov.in/scores/Welcome.html	2	0	--	5	1	All the complaints were resolved. One complaint was received at the end of the year which was satisfactorily resolved on 06th April, 2024.
Employees and workers	Yes, https://www.excelind.co.in/policies/	0	0	--	0	0	--
Customers	Yes, https://excelind.co.in/contact-us/	11	0	All the complaints were resolved	12	0	All the complaints were resolved
Value Chain Partners	Yes, https://excelind.co.in/contact-us/	0	0	--	0	0	--
Other (please specify)	Yes, https://excelind.co.in/contact-us/	0	0	--	0	0	--

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


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



Risk



Opportunity

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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.	Health and Safety		Accidents and injuries can affect employees’ morale, productivity, asset integrity and reputation of the organization.	<ol style="list-style-type: none"> 1. Our Health and Safety theme is “Zero Harm”. 2. We adhere to the standards of ISO 45001:2018 OHSMS, EHS Management systems, Responsible Care Code guidelines etc. 3. This is being achieved through various training and awareness programs, enhancing visual display, daily housekeeping, Good Engineering Practices, Work place monitoring, internal and external safety audits etc. 4. Review of Safety and Risk mitigation plans by the Risk Management Committee, Top Management and by the board of directors. 5. On-site and Off-site emergency plans. 6. Regular mock drills including those in silent hours to enhance emergency preparedness. 7. Initiatives like 365 days Tool Box Talks, Monthly tracking of Near miss, unsafe acts and Unsafe Condition, Personal Protective Equipment (PPE) monitoring, Management of Hazardous chemicals, Preventive Maintenance, Mean Time Between Failures (MTBF) etc are in place. 8. Hazards identification through Job Safety Analysis (JSA), Hazard and Operability Study (HAZOP), Hazard Identification and Risk Analysis (HIRA), why-why analysis, Failure Mode Effect Analysis (FMEA), is in practice. 9. Automation of existing production processes done to increase occupational safety. 	Negative



Risk



Opportunity




Sr. No.	Material issue identified	Indicate whether risk or opportunity	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)
2.	Sustainability		Failure to mitigate risks in relation to climate change, reduce carbon emissions, manage product life cycle, preserve nature, and its bio diversity.	<ol style="list-style-type: none"> 1. Sustainable Goals for year 2030, against the applicable UN Sustainable Development Goals (SDG's). 2. Sustainability road map to attain the Goals developed for the company. 3. Regularly monitoring of risks against the KPI's of Sustainability. 4. Review the Roadmap and communicate to the Top Management. 5. Implement solutions identified to reduce carbon emissions and carbon capture across all sites. 6. Focus on principles of Green Chemistry in R&D and plant. 	Negative
a.	Climate Change		Planning for reduction of carbon emissions and enhancing the green cover at sites and neighboring communities.	<ol style="list-style-type: none"> 1. Increase the use of electricity generated from renewable resources. 2. Setup renewable power projects to get continual supplies for use at production sites to reduce Carbon emissions. 3. Improve energy efficiency at sites. 4. Embracing principles of green chemistry and greener fuels. 5. Planting more trees and increasing the green cover at sites and in the neighboring communities. 	Negative
b.	Resource Conservation		Optimizing the usage of Raw materials and reduction of Non Renewable fuels.	<ol style="list-style-type: none"> 1. Exploring the use of alternate and renewable energy sources. 2. Reuse and recycle raw materials to conserve natural resources and promote circular economy. 3. By following the principles of Green Chemistry to reduce reuse and recycle. 	Positive



Risk



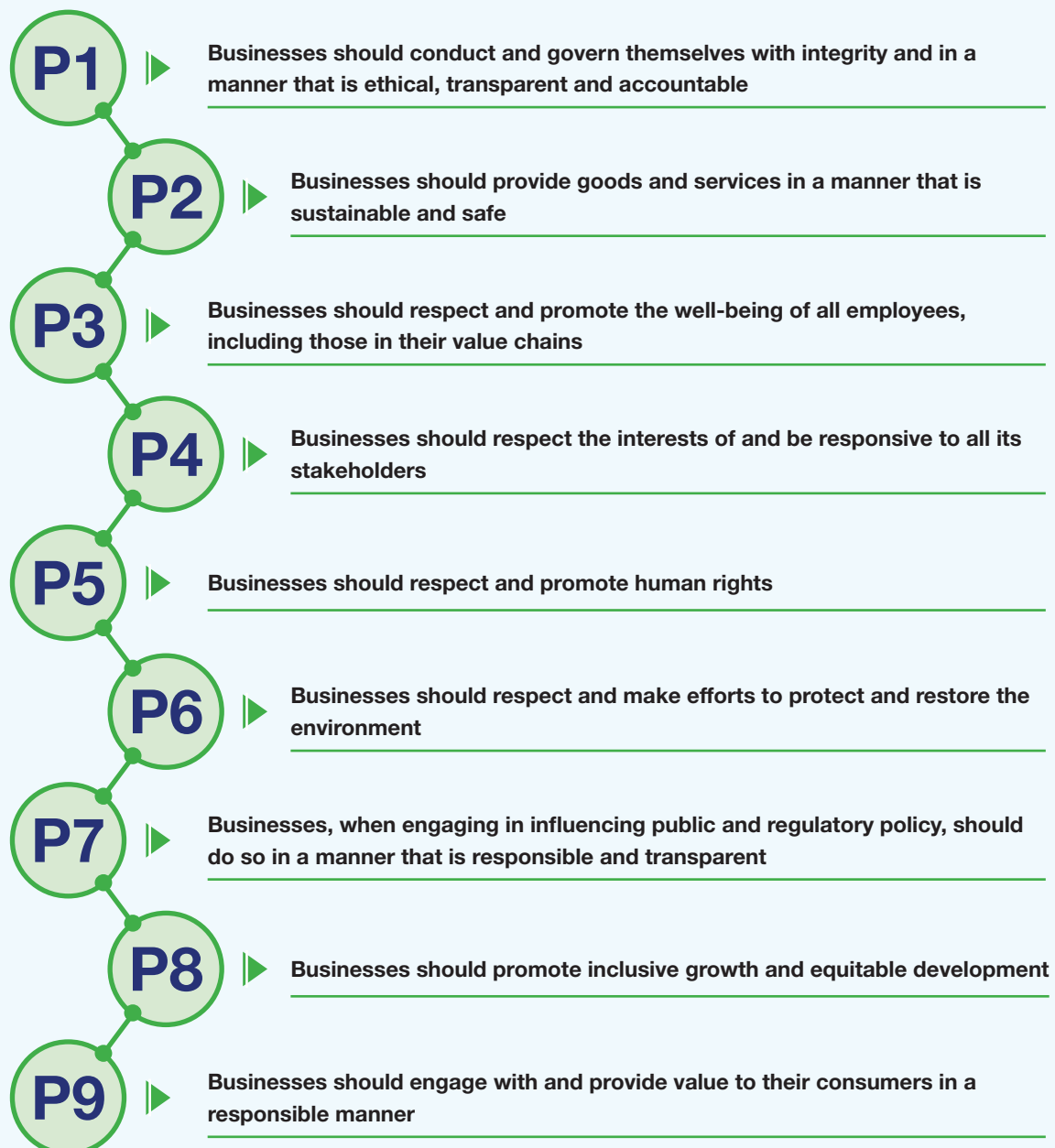
Opportunity

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Energy efficiency		High volatility in prices of energy like Oil, Coal, Electricity impacts variable costs.	<ol style="list-style-type: none"> 1. Saving of energy through improvements in process efficiency and waste heat recovery. 2. Redesign, conversion or retrofitting of existing equipment's. 3. Installation of energy efficient motors and light fittings. 4. Increasing the mix of renewable energy in consumption. 	Negative
4.	Cyber Security		Impairment of business operations, Loss of valuable data resulting from Cyber-attacks.	<ol style="list-style-type: none"> 1. Security code of Responsible Care has been implemented. 2. Third party engaged to ensure 24x7 monitoring and early detection of Cyber security threats. 3. The Extended data SOFOS system has been implemented on all the workstations. 4. Two factor authentication and automated firewall management and monitoring implemented. 5. Cyber security awareness sessions have been conducted for all the employees. 6. Periodic review of Cyber Security risks is being done by the Risk Management Committee. 	Negative
5.	CSR		Developmental projects to create a positive impact and improve community relations.	<p>Impacting neighboring communities near sites and at designated locations through initiatives like:</p> <ol style="list-style-type: none"> 1. Regular Health checkups, well-being and education camps. 2. Strong focus on water conservation and ground water recharge through watershed management. 3. Enabling farmers to enhance income, through better agricultural practices. 4. Creating employment or entrepreneurship openings through skill development. 5. Providing opportunities to farmers to directly sell agricultural produce in market. 	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.

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:



Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 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)				Yes					
	b.	Has the policy been approved by the Board? (Yes/No)				Yes					
	c.	Web Link of the Policies, if available			https://www.excelind.co.in/policies/						
2.		Whether the entity has translated the policy into procedures. (Yes / No)				Yes					
3.		Do the enlisted policies extend to your value chain partners? (Yes/No)				Yes					
4.		Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.*				Y	Y	Y	Y	Y	Y
Note: * Responsible Care; ISO 14001:2015; ISO 45001:2018; ISO 9001:2015.											
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.				Y	Y	Y	Y	Y	Y
6.		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.				Performance of each of the principles are reviewed periodically by different teams and committees led by the Senior Management and external auditors.					
Governance, leadership and oversight											
7.		Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
		<p>The company is committed to integrate its Environmental, Social and Governance (ESG) principles into its businesses, which is vital for improving the quality of life of its employees, its stakeholders and the communities it serves. The company adheres to the principles of product stewardship by enhancing Health, Safety and Environmental impacts of products and services across their entire life cycles. The environmental impacts refers to the changes in Climate, Resources (Energy from Solar and Wind), Waste Water Management, Nature and Biodiversity. The company has committed to reduce its carbon emission (Scope 1 & 2) as per in-house methods and initiatives. The company has setup a solar power plant to increase its consumption of renewable energy. The company has established policies for Safety Health and Environment (EHS), Resource Conservation and Responsible Care.</p>									

Disclosure Questions		P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8
<p>The company is committed to conduct beneficial and fair business practices to the labor, human capital, stakeholders and to its neighboring community. The company provides employees, stakeholders and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the company has a separate CSR cell and team at all locations. Apart from this, the company has separate policies for 'Code of Conduct', 'Whistle Blower Policy', 'POSH' etc.</p>									
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</p>								
9.	<p>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).If yes, provide details.</p>								



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee																	
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Business Responsibility policies of the company are reviewed by Senior Leadership Team including Managing Director, President & Chief Operating Officer. During the assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are done for implementation. Review frequency is Half Yearly.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director, President & Chief Operating Officer, Chief Financial Officer & Company Secretary to the Board of Directors. Review frequency is 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 name of the agency.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Ans: No								

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

-All the above principles are covered by the policies.



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



PRINCIPLE 1

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

Essential Indicators

1. Percentage coverage by training and awareness programs on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impacts	% of persons in respective categories covered by the awareness programs.
Board of Directors	3	The Company conducts familiarization programs for its Board of Directors at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, employee well-being, innovation and R&D and various other regulatory updates	100
Key Management Personnel	3	<ol style="list-style-type: none"> 1. Code of conduct and its implementation (CoC). 2. Prevention of Sexual Harassment (POSH). 3. Anti-Corruption / Anti-Bribery (ACAB) policy. 	100
Employees other than BOD and KMP	2	<ol style="list-style-type: none"> 1. Code of conduct and its implementation (CoC). 2. Prevention of Sexual Harassment (POSH). 	99
Workers	1	<ol style="list-style-type: none"> 1. Prevention of Sexual Harassment (POSH). 	94

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
NGRBC Principle		Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine / Settlement					
Penalty	1	The Office of the Assistant Commissioner of Central Goods and Service Tax, Central Excise, Division VIII, Mumbai – West	96,331	The Company has received an Order from the Authority. The GST dept. has disallowed input tax credit (ITC) of some Vendor bills of the period July, 2017 to March, 2019.	Yes
Penalty	1	Rajkot Municipal Corporation (RMC)	14,886	Rajkot C&D operates a construction and demolition (C&D) waste plant in Rajkot under the Work Order issued by RMC. RMC has alleged that there was a shortfall in the processed quantity of C&D waste for a defined period and has levied a penalty for the shortfall as per the terms of the Concession agreement entered between the parties. Rajkot C&D has decided to dispute the levy of penalty.	No
Penalty	1	The Office of the Assistant Commissioner of Central Goods and Service Tax, Range II, Division VIII, Mumbai – West, Raigad)	19,37,496	The Company has received an Order from the Authority. The GST dept. has disallowed input tax credit (ITC) of certain transactions for the period from FY 2017-18 to FY 2018-19.	Yes

Non-Monetary				
NGRBC Principle		Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment				
			Nil	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
The Company has received an Order from the GST department disallowing the input tax credit (ITC) of some Vendor bills of the period July, 2017 to March, 2019.	Office of the deputy/Assistant commissioner of CGST Superintendent, CGST & CX, Rage-II, Division-VIII
The Company has received an Order from the GST department disallowing the input tax credit (ITC) of certain transactions for the period from FY 2017-18 to FY 2018-19.	Office of the deputy/Assistant commissioner of CGST Superintendent, CGST & CX, Rage-II, Division-VIII

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.

The Company has an Anti Bribery & Anticorruption policy, which is reviewed periodically and revised to ensure it is suitable. The Company has also adopted a Whistleblower Policy to provide a formal mechanism to the Directors, Employees and External stakeholders to report their concerns about unethical behavior, actual or suspected fraud or violation of the Company's Code of Conduct.

The Policy provides for adequate safeguards against victimization of employees at all levels at the Organization. In this mechanism, there are other policies viz. the Whistleblower Policy, the Anti-Bribery, Anti-Corruption Policy and Anti-Money Laundering Policy. These policies primarily cover risk assessment, third party due diligence, training, awareness, audit and reporting. Under the above Policies, Compliance Officers have a functional reporting about any violation of the Policies to the Managing Director, Company Secretary or the Chairperson of the Audit Committee. Aggravated cases of breach of the said Policies is escalated to the Board of Directors of the Company. The Whistleblower Policy ensures that strict confidentiality is maintained in such cases and no unfair treatment is meted out to a Whistleblower. The Company, as a Policy, condemns any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against Whistleblowers. With an aim to create awareness, during the year under review, the Company also took a series of communication and training program on the values, code of conduct and other ethical practices of the Company for internal stakeholders, vendors and distributors, partners, etc. These policies are available at the website of the company: <https://excelind.co.in/>.

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

	FY 2024-2025	FY 2023-24
Directors	Nil	Nil
KMP's	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-2025		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

- Not Applicable.

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



9. Open-ness of business

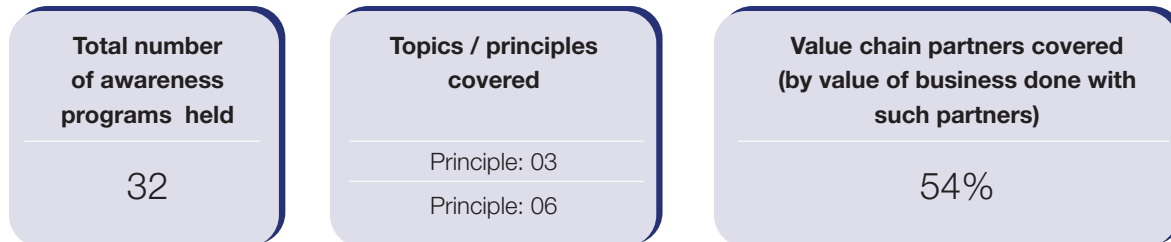
Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	11.13	13.45
	b. Number of trading houses where purchases are made from	82	64
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	86.65	98.70
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	9.56	11.38
	b. Number of dealers / distributors to whom sales are made	224	259
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	80.57	78.62

Parameter	Metrics	FY 2024-25	FY 2023-24
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.05	1.29
	b. Sales (Sales to related parties / Total Sales)	0.15	0.09
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	1.52	0.74

Leadership Indicators

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



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, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such related parties.

For related party transactions. Full disclosure is made for all transactions with audit committee. This is on prior approval basis and the information is reviewed quarterly.



PRINCIPLE 2

Businesses should provide goods and services in a manner that are sustainable and safe.

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts.
R&D	358.20 Lacs 52.04%	30.37 Lacs 4.66%	All R&D Investments are focused on sustainable technologies and on principles of green chemistry. Development of sustainable technologies, improvement of energy efficiencies, wastewater treatability etc.
Capex	914.48 Lacs 11.75%	1161.61 Lacs 20.66%	Projects for Water Conservation, Conservation of Natural resources, Pollution Control, Safety for Employees & Community, encouraging use of green energy for human health and producing sustainable chemicals.

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

- Yes

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

- About 48 % of our electricity used in manufacturing at our Roha and Lote site are sourced from Renewable resources from June, 2024 to March, 2025.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life:**

- As a part of Responsible Care Product Safety and Stewardship code, we have Standard Operating Procedures (SOP's) for handling, storage and disposal of each product. These procedures have been communicated to our Customers and Channel Partners to enhance product safety at their premises and the neighboring communities. Similarly, procedures are available for disposal at the end of life cycle assessment.

Some of the examples of reusing and recycling Packaging materials are as under:

- (a) Plastics packaging: HMHDPE and MS drums are recycled inside the plant and within sites.
- (b) MS Drums: Empty MS drums are cleaned, cut and straightened into sheets before disposal.
- (c) Use of recyclable totebins and dedicated tankers, to stop end of life disposal.
- (d) E-waste: Recycled through MPCB certified vendors for safe segregation and disposal.
- (e) Hazardous waste: Such wastes are disposed at Government approved TSDF sites.

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.

- Yes, Extended Producer Responsibility (EPR) is applicable to the company. The plan is in line with norms submitted to Pollution Control Board.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
20219	Agrochemical Intermediates	60	Gate to Gate	No	No

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

- No.

Empty drums of raw materials and finished goods, totebins are washed and cleaned at site. The waste water is treated inhouse by the ETP. We ensure that there is no significant social or environmental concerns arising from disposal of our products in the Life Cycle Perspective.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate Input material	Recycled or reused input material to total material	
	FY 2024-25	FY 2023-24
Sulphur	20%	14.5%
Ethanol	18%	12%



4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	81 MT	0	0	86 MT
E-waste	0	0	0	0	0	0.14 MT
Hazardous waste	0	0	15796 MT	0	0	13435 MT
Other Waste- Boiler Ash.	0	0	2204 MT	0	0	1895 MT

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

- Packaging materials are recycled / reclaimed.





PRINCIPLE 3

Businesses should respect and promote the wellbeing of all employees, including those in the value chain.

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	567	567	100	567	100	NA	NA	NA	NA	NA	NA
Female	39	39	100	39	100	39	100	NA	NA	NA	NA
Total	606	606	100	606	100	39	6.44	NA	NA	NA	NA
Other than Permanent Employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	505	505	100	505	100	NA	NA	NA	NA	NA	NA
Female	1	1	100	1	100	1	100	NA	NA	NA	NA
Total	506	506	100	506	100	1	0.20	NA	NA	NA	NA
Other than Permanent Workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.13%	0.13%

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

	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	-	-	-	-	-	-
Others : Please Specify.	-	-	-	-	-	-

3. Accessibility of workplaces:

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

- Yes. D&I Policy has been published, we are working on the infra for the differently abled employees and workers.

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

- Yes, the Company has a Diversity, Equity and Inclusion (DEI) Policy, which creates an inclusive environment, which embraces differences and fosters inclusion.

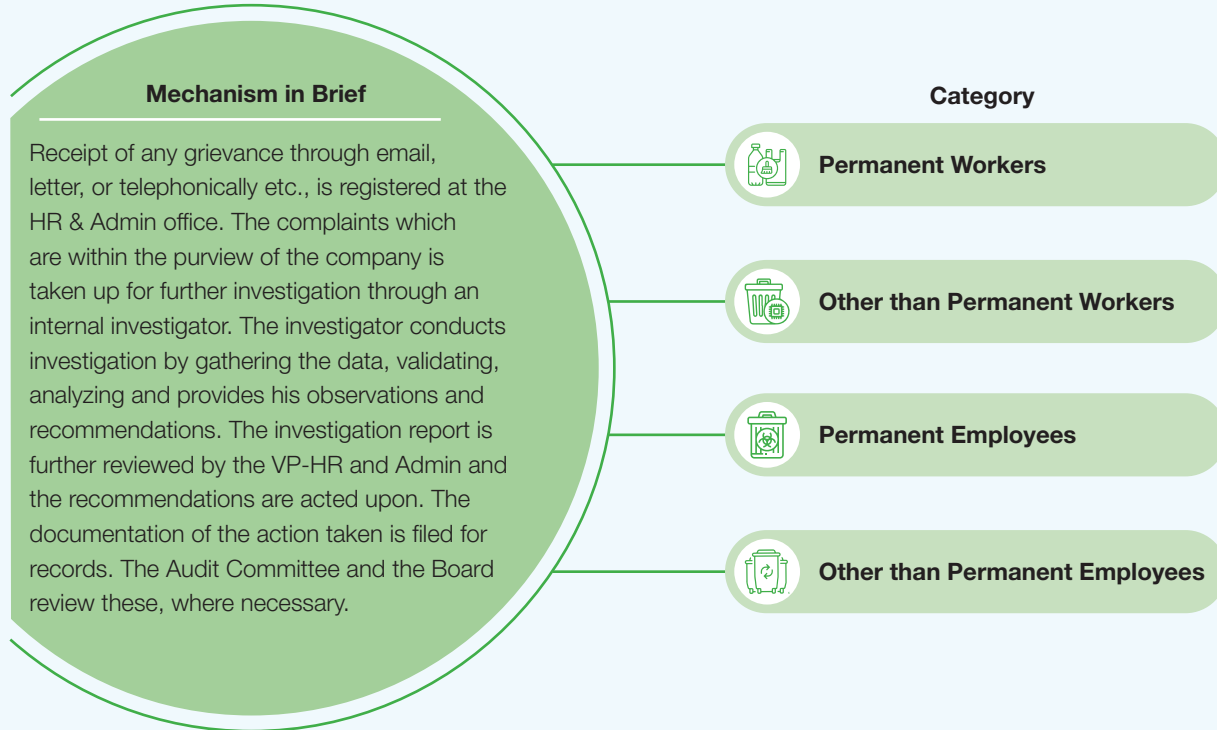
5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	1	100%	0	0
Total	1	100%	0	0

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

Yes/No (If Yes, then give details of the mechanism in brief)

- Yes



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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	606	91	15	503	72	14
Male	567	88	16	468	72	15
Female	39	3	8	35	0	0
Total Permanent Workers	506	449	89	545	236	43
Male	505	448	89	544	236	43
Female	1	1	100	1	0	0

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (D)	On Health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
Employees										
Male	567	567	100	263	46	468	468	100	310	66
Female	39	39	100	19	49	35	35	100	19	54
Total	606	606	100	282	47	503	503	100	329	65
Workers										
Male	505	505	100	500	99	544	544	100	530	97
Female	1	1	100	1	100	1	1	100	1	100
Total	506	506	100	501	99	545	545	100	531	97

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	567	429	76	468	375	80
Female	39	34	87	35	32	91
Total	606	463	76	503	407	81
Workers						
Male	505	55	11	544	54	10
Female	1	0	0	1	0	0
Total	506	55	11	545	54	10

10. Health and safety management system:**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).**

- Yes. The Environment, Health and Safety Management system covers activities across all manufacturing locations, offices and R&D laboratories, ensuring the protection of environment, health & safety of its employees, contractors, visitors and relevant stakeholders.

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

- (i) Frequent audits are carried out to identify work-related hazards and assess risks on a routine and non-routine basis.
- (ii) Annual trainings imparted on EHS to company employees and contractual workmen: 9161 hours.

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

- Yes.

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

- Yes

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

Safety Incident / Number	Category	FY 2024-2025	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.000	0.000
	Workers	0.000	0.000
Total recordable work-related injuries	Employees	0.000	0.000
	Workers	0.000	0.000
No. of fatalities	Employees	0.000	0.000
	Workers	0.000	0.000
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.000	0.000
	Workers	0.000	0.000

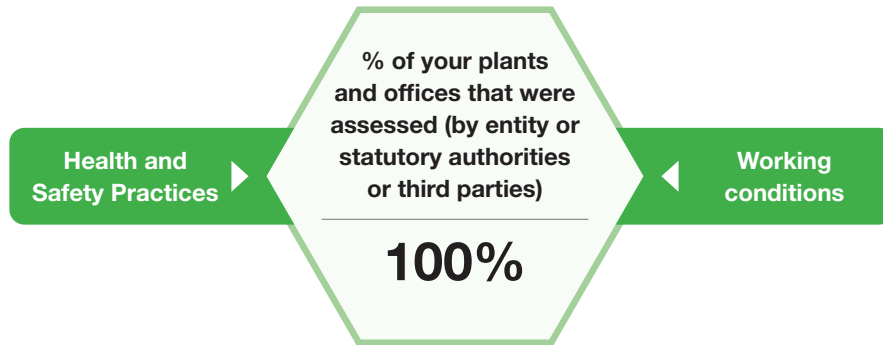
12. Describe the measures taken by the entity to ensure a safe and healthy work place.

- Safety drills
- Trainings on work-related hazards and hazardous material handling

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:



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.

- NA

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees –

- Yes

(B) Workers (Y/N).

- Yes

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

- Yearly internal and external audits are carried out for monitoring all the HR Compliances.

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:

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

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

- Yes, on case to case basis

5. Details on assessment of value chain partners:



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.

- Nothing significant.



PRINCIPLE 4

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

Essential Indicators

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

- Internal and external group of stakeholders have been identified. Presently, the given stakeholder groups which have the immediate impact on the operations and working of the Company are Shareholders, Customers, Communities, employees, Suppliers, Partners and Vendors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, pamphlets, advertisements, community meetings, Notice board, website, others)	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Shareholders	No	Email, Website & Newspapers	Quarterly	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, climate change risks, cyber risks, growth prospects
Employees	No	Email, Website	Periodically, an ongoing activity.	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, brand communication, health, safety and engagement initiatives
Customers	No	Email, Website	Periodically, an ongoing activity.	Product quality and availability, responsiveness to needs, aftersales service, responsible guidelines / manufacturing, climate change disclosures, life cycle assessment
Suppliers / Partners	No	Email, Website	Periodically, an ongoing activity.	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behavior), ISO and OHSAS standards, collaboration and digitalization opportunities
Government	No	Email, Website	Periodically, an ongoing activity.	Strong ESG practices (climate change roadmap, frameworks for sustainability and beyond compliance and RC, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, pamphlets, advertisements, community meetings, Notice board, website, others)	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Communities	No	Email, Website	Periodically, an ongoing activity.	RC, waste management, integrated water management, clean water, climate change impacts, community development, self-sustainability, livelihood support, disaster relief, support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, digital ecosystem development

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

- The Company management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company has focused on this aspect through its EHS (Environment, Health, Safety) policy that updates the progress on the actions to the Board and takes inputs on a quarterly basis.

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, through community interactions, the Company engages with its stakeholders to identify and prioritize the issues pertaining to economic, environmental and social topics.

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

- The Company follows an extensive development approach for the vulnerable and marginalized stakeholders. It has been the Company's constant endeavor to focus on inclusive and collaborative growth. While the Company continues to progress on this roadmap, in the Company's integrated development interventions all the social initiatives under these elements are conducted around the Company's areas of operations aiming to improve the quality of life, especially in their neighborhoods. As per the need assessment, the vulnerable and marginalized stakeholder's community in the Company's neighborhood regions aspires for better education, health care, agriculture/animal husbandry better livelihood skills and employment. The Company site's entry-level recruitments like Diploma Engineer Trainees, Graduate Engineer Trainees and Management Trainees focus on recruitment from nearby communities.

The CSR has a very wide focus of vulnerable/ marginalized stakeholder groups, and are determined for their growth and development through many of its programs on a continual basis year after year.



PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	606	606	100	503	70	14
Other than Permanent	0	0	0	0	0	NA
Total Employees	606	606	100	503	70	14
Workers						
Permanent	506	506	100	545	0	0
Other than Permanent	0	0	NA	0	0	NA
Total Employees	506	506	100	545	0	0

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
Employees										
Permanent										
Male	567	0	0.0	567	100	468	0	0.0	468	100
Female	39	0	0.0	39	100	35	0	0.0	35	100
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
Workers										
Permanent										
Male	505	0	0.0	505	100	544	0	0.0	544	100
Female	1	0	0.0	1	100	1	0	0.0	1	100
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of Remunerations / salary / wages,

a. Median remuneration/ wages:

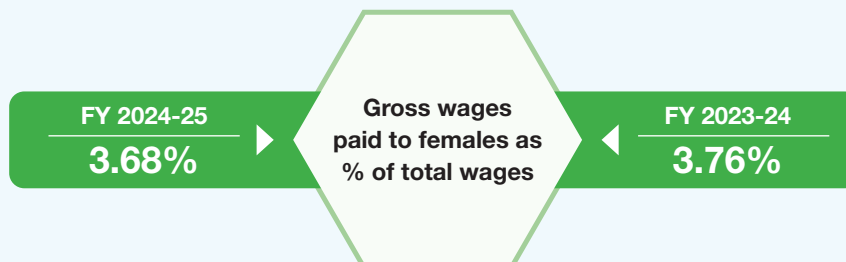
Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	16*	9,85,000	1	12,10,000
Key Managerial Personnel	3	1,05,71,463	0	--
Employees other than BoD and KMP	563**	6,93,618#	39**	6,96,442#
Workers	506		1	

(*) This includes 7 directors who ceased to be Directors of the Company during the year 2024-25

(**) This head count excludes 9 Directors and 3 KMPs.

(#) This median is combined of employees and workers. This may vary post wage agreement of Roha and Lote.

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





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

- Yes, the Company has adopted a Human Resource Policy (HR Policy), which is applicable across all its locations. Under the policy, the Company's HR Managers are the focal points to receive the grievances and address the issues. The MD, COO and the VP-HR are the main counselors. Every location has a local ethics counselor as its HR Head who reports the grievances with respect to human rights, etc

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

- The company has a common mechanism to redress grievances under human rights as for other grievances. Grievances are received through email, letter, or telephonically etc., it is registered by the HR and Admin department at respective locations and its sanity check is done. For complaints, which are in the purview of the Code of Conduct committee, merits further investigation. Investigation is either internal or external, based on its severity. The investigator conducts investigation by gathering the data, validating, analyzing and gives his observations and recommendations. The investigation report is further reviewed by the HR & Admin department at Sites or at H.O. Mumbai and the recommendations are acted upon. The documentation of the action taken is filed for records. These are reviewed by MD and the Audit Committee.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	--	Nil	Nil	--
Discrimination at workplace	Nil	Nil	--	Nil	Nil	--
Child Labour	Nil	Nil	--	Nil	Nil	--
Forced Labour / Involuntary Labour	Nil	Nil	--	Nil	Nil	--
Wages	Nil	Nil	--	Nil	Nil	--
Other human Rights related Issues	Nil	Nil	--	Nil	Nil	--

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

	FY-2024-25	FY-2023-24
Total complaints reported under Sexual Harassment on Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	0%	0%
Complaints on POSH upheld	Nil	Nil

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

- As part of Whistleblower Policy and POSH Policy, the Company strictly maintains the protection of identity of the complainant. All such matters are dealt in strict confidence. As a part of our policy on Code of Conduct, the Company does not tolerate any form of retaliation or revenge against anyone reporting legitimate concerns. Anyone involved in targeting such a person is subjected to disciplinary action, wherever found.

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

- Yes, the company has specific clauses included in the business agreements and contracts / purchase orders. Human rights form a part of the company's Code of Conduct. The Company at any of its premises does not employ children below 18 years of age at its workplaces and does not use forced labor in any form.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others : Please Specify.	0%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

-NA

Leadership Indicators

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**
 - NA
2. **Details of the scope and coverage of any Human rights due-diligence conducted.**
 - NA
3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**
 - Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	
Discrimination at workplace	
Child labour	
Forced/involuntary labour	54%
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.**
 - NA





PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameters	FY 2024-2025 (GJ)	FY 2023-2024 (GJ)
From renewable resources	----	----
Total electricity consumption (A)	61883	51521
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total Energy consumed from Renewable sources (A+B+C)	61883	51521
From non-renewable resources	----	----
Total electricity consumption (D)	107837	103715
Total fuel consumption (E)	828416	667963
Energy consumption through other sources (F)	0	0
Total Energy consumed from Non-Renewable sources (D+E+F)	936253	771678
Total Energy consumed (A+B+C+D+E+F)	998136	823199
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0001020	0.0000996441
Energy intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.002108	0.00203
Energy intensity in terms of physical output	7.670 GJ/MT	7.002 GJ/MT
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI

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.

- Not Applicable

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

Parameters	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	572702 KL	494777 KL
(iv) Seawater / desalinated water	0	0
(v) Others	11411 KL	3158 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	584113 KL	497935 KL
Total volume of water consumption (in kilolitres)	538443 KL	459104 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.055 litre/rupee	0.055 litre/rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.001137	0.001123
Water intensity in terms of physical output	4.13 KL/MT	3.86 KL/MT
Water intensity (optional) - the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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

-This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

4. Provide the following details related to water discharged:

Parameters	FY 2024-25	FY 2023-24
Water discharged by destination and level of treatment (in kilolitres)		
(i) To Surface water	--	--
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii) To Groundwater	-----	-----
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iii) To Seawater	-----	-----
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iv) Sent to third parties	-----	-----
- No treatment	0	0
- With treatment- please specify level of treatment	102536 KL (as per MPCB Norms to CETP)	86999 KL (as per MPCB Norms to CETP)
(v) Others	-----	-----
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
Total water discharged (in kilolitres)	102536 KL	86999 KL

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.

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI

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

- Yes, the Visakhapatnam plant is a Zero Liquid Discharge (ZLD) unit. Roha Site has implemented partial ZLD. Lote site is also operating with partial ZLD. Both Roha and Lote units have approved consented discharge facility to CETP.

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

Parameters	Please specify unit	FY 2024-2025	FY 2023-24
NOx	Tons	50.40	46.52
Sox	Tons	258.77	230.19
Particulate matter (PM)	µg/m3	83	193
Persistent organic pollutants (POP)	--	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	--	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	--	Not Applicable	Not Applicable
Others – please specify	--	Not Applicable	Not Applicable

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI

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

Parameters	Unit	FY 2024-2025	FY 2023-2024
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 (Scope 1: Direct emission)	78907	63645
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 (Scope 2: Indirect emission)	24587	23647
Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	MT CO ₂ /INR	0.00001058	0.00001056
Total Scope 1 and Scope 2 emissions per rupee of Turnover adjusted for purchasing power parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	MT CO ₂ /PPP adjusted INR	0.0002186	0.0002134
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO ₂ /MT production	0.795 MT	0.735 MT
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable	Not Applicable

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

- Yes.

Roha and Lote site received about 48% of its electricity requirements from Renewable resources from June, 2024 to March, 2025. The company has setup a solar power project to increase its consumption of renewable energy. The roadmap for carbon emission reductions has been established and the company is working to meet its carbon reduction plan.

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

Parameters	FY 2024-25	FY 2023-24
Total waste generated (in metric tons)		
Plastic waste (A)	81	86
E-waste (B)	0	0.14
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. Please specify, if any. (G)	15796	13435
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1463	818
Total (A+B + C + D + E + F + G + H)	17340	14339
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000001772 MT/ INR	0.000001735 MT/ INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000366	0.0000351
Waste intensity in terms of Physical Output	0.1332	0.1207
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil

Parameters	FY 2024-25	FY 2023-24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	341	175
(ii) Landfilling	15162	13435
(iii) Other disposal operations	212	1671
Total	15715	15281

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.

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI reporting.

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.

- The Company has established processes to responsibly dispose off its generated wastes. The waste management practices involves 100% recycling of gaseous wastes through scrubbing resulting in value added products.

Non Hazardous wastes like Boiler ash is sold to brick manufacturers, while Hazardous wastes are disposed off to PCB approved TSDF units. The empty mild steel drums from raw materials are washed, cut and flatten into sheets before disposal. Other drums are also washed and then sold off to PCB approved vendors.

Similarly, Waste water is treated and is partly recycled for captive consumption.

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:

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.
Roha	Manufacturing	Yes, approved.

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
Not Applicable					

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:

-Yes, the company is Complying with all the above mentioned acts and rules

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

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:** None of our sites are in water stressed areas. Therefore, Not Applicable.
- (ii) **Nature of operations :** Manufacturing of Chemicals intermediates for B2B/Industrial use.
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (In kilolitees)		
(i) Surface Water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	Not Applicable	Not Applicable
(iv) Seawater/ desalined water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (In kilolitres)	Not Applicable	Not Applicable
Total volume of water consumption (In kilolitres)	Not Applicable	Not Applicable
Water intensity per rupee of turnover (Water consumed / turnover)	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)	--	--
(i) Into Surface water	--	--
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0 (Fresh water is used for gardening)	0 (Fresh water is used for gardening)
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties (KL released to CETP)	102536	103832
- No treatment	0	0
- With treatment – please specify level of Treatment	102536 (as per MPCB Norms to CETP)	103832 (as per MPCB Norms to CETP)
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
Total water discharged (in kilolitres)	102536	103832

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.

-This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

Parameters	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Assessed	Not Assessed
Total Scope 3 emissions per rupee of turnover	MT/INR	Not Assessed	Not Assessed
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Assessed	Not Assessed

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.

-This data is still not tracked and reported.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

- The Company monitors the water quality and air quality on a regular basis as per the environmental norms, regulations and CTO. Sites are located in Industrial Development areas / zones notified by state government, which are outside core biodiversity areas. For prevention of fugitive emissions, tailgas scrubbers are installed. To arrest groundwater contamination, impervious flooring has been provided in plant and tank farms. The storm water gutters are also regularly monitored for compliance.

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

Initiative undertaken

Integrated waste management.

Integrated waste management.

Water shed Management

Details of the initiative (Web-link, if any, may be provided along-with summary)

Consumption of Sulphur generated in process.

Recycling of Solvents from process.

Rain water harvesting at site.

Outcome of the initiative

Conservation of natural resources

Reduction of Pollution.

Conservation of natural resources

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

- Yes, onsite emergency preparedness plan is in place and it is reviewed periodically. Similarly, guidelines of Distribution code and Nicer Globe are followed for offsite transportation of Hazardous goods.

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

-No significant impact.

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

A two stage Vendor Questionnaire has been developed for our suppliers. Critical Suppliers (Overseas and Domestic) by value has been assessed and our internal team has completed physical and paper audits for sustainable sourcing.

Vendors assessed -54%

8. How many Green Credits have been generated and procured

By the Listed Entity List of top 10 value chain partners	Generated		Procured	
	In terms of Purchase		In term of Sale	
	Generated	Procured	Generated	Procured

This activity has not been initiated by Excel Industries Limited.





PRINCIPLE 7

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

Essential Indicators

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	FICCI- Federation of Indian Chambers of Commerce and Industry	National
2	BCCI -Bombay Chamber of Commerce and Industry	
3	ICC- Indian chemical council	
4	CHEMEXCIL-Chemicals Export Promotion Council.	
5	NSCM-National Safety Council of Maharashtra.	
6	NSCI-National Safety Council of India.	
7	CII-Confederation of Indian Industry	

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.
 - Not applicable.

Leadership Indicators

1. Details of public policy positions advocated by the entity:
 - Not Applicable



PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

- 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 Company has a procedure to receive and redress concerns/grievances received from the community. Each site has a committee from members of various departments like. HR & Admin., Security, CSR, etc. which receives the concerns (written/verbal) and works towards its completion. Sometimes, field visit and detailed analysis are done and the concern is addressed appropriately in a timely manner. The concerns are recorded and closely tracked until they are closed to the satisfaction of the stakeholder. The Company proactively engages with the community for development related work, site visits, visit to villages in various programs etc. A number of formal, informal and interactive sessions are conducted which helps in collaborations with the community to facilitate mutual cohesiveness and bonding while working together. We also engage through CSR, with various sections of the community like youth, women and community leaders etc. Senior Management proactively interacts with the community as and when required.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	24.42%	26.65%
Directly from within India	79.83%	73.35%

5. Job creation in smaller town – Disclose wages paid to persons employed (including employees or workers on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25	FY 2023-24
Rural	--	--
Semi-Urban	--	--
Urban	73.76%	72.39%
Metropolitan	26.24%	27.61%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (in INR)
1.	Maharashtra	Roha-Raigad	58,60,000.00
2.	Maharashtra	Chiplun-Ratnagiri	60,00,000.00

Our focus of CSR projects includes villages and local communities in and around the manufacturing sites as mentioned above.

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

- Yes, done under local procurements through sites.

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

- Local community around the plants

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

- Approx. 12% -

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:

S. No.	Intellectual property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
None				

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

Name of Authority	Brief of the case	Corrective action taken
None		

6. Details of beneficiaries of CSR Projects:

Approximate project-wise beneficiaries (including vulnerable and marginalized groups) are mentioned below:

Sr. No.	CSR Project	No. of persons benefited from CSR projects.	% of beneficiaries from vulnerable and marginalized groups
1	Desilting of Pond (Storage 32900 m3)	350 Villagers	100% Beneficiaries from Rural areas.
2	Construction of Water Storage Tank – 25m3	650 Villagers	100% Beneficiaries from Rural areas.
3	Ferro-Cement Tank : 10 m3	250 Farmers	100% Beneficiaries from Rural areas.
4	Bore well Pump & Pipe line provided	350 Farmers	100% Beneficiaries from Rural areas.
5	Jain Irrigation & Baramati KVK Exposure	133 Farmers	100% Beneficiaries from Rural areas.
6	River deepening near Jack well	419 Farmers	100% Beneficiaries from Rural areas.
7	Rejuvenation of new well	150 Farmers	100% Beneficiaries from Rural areas.
8	Construction of RCC Tank : 15 m3	300 Farmers	100% Beneficiaries from Rural areas.
9	Rejuvenation of Old well	275 Farmers	100% Beneficiaries from Rural areas.
10	Support for Solar Pump	320 Farmers	100% Beneficiaries from Rural areas.
11	UV Unit Installation : JICA Project, Stanley Co.	1200 Villagers	100% Beneficiaries from Rural areas.
12	RCC Check Dam Constructed – 420 M3	1500 Villagers	100% Beneficiaries from Rural areas.
13	Temporary Check Dam : Vanrai Banbhara	2335 Villagers	100% Beneficiaries from Rural areas.
14	HDPE Two Tanks provided : 10 m3 Capacity	350 Villagers	100% Beneficiaries from Rural areas.
15	HDPE Pipe Supported to Farmers	350 Villagers	100% Beneficiaries from Rural areas.
16	Kitchen Garden Seeds provided to Lady Farmers	820 Farmers	100% Beneficiaries from Rural areas.
17	DR. Panjabrao Natural Farming Training provided to 11 Talukas	1100 Farmers	100% Beneficiaries from Rural areas.
18	Safety Shoes provided to Farmers	15 Farmers	100% Beneficiaries from Rural areas.
19	Safety Tadapatri provided for Protection to Yields	35 Farmers	100% Beneficiaries from Rural areas.
20	10 Drums Technique Unit installed on 26 Farms	26 Farmers	100% Beneficiaries from Rural areas.
21	Kisan Exhibition Education Trip	18 Farmers	100% Beneficiaries from Rural areas.
22	Solar Invertor Installed : 4 Farmer Groups	40 Farmers	100% Beneficiaries from Rural areas.
23	Mechanization Support to Farmers Group 4 in 1 Machine.	42 Farmers	100% Beneficiaries from Rural areas.
24	Support of Irrigation Facility	39 Farmers	100% Beneficiaries from Rural areas.
25	Support of Mulching Paper	10 Farmers	100% Beneficiaries from Rural areas.
26	Okra Cultivation : 7.5 Acres	39 Farmers	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefited from CSR projects.	% of beneficiaries from vulnerable and marginalized groups
27	AgriStack Farmer Registration Camp	305 Farmers	100% Beneficiaries from Rural areas.
28	Water Melon Harvesting	28 Farmers	100% Beneficiaries from Rural areas.
29	Support in Drip Irrigation System	20 Farmers	100% Beneficiaries from Rural areas.
30	Grass Cutter supported	05 Farmers	100% Beneficiaries from Rural areas.
31	Pradhan Mantri Fasal Bima Yojana Camp	50 Farmers	100% Beneficiaries from Rural areas.
32	Magnet Project : Snack Gourd Training	100 Farmers	100% Beneficiaries from Rural areas.
33	Maharashtra Krushi Din Celebration	50 Farmers	100% Beneficiaries from Rural areas.
34	Field Visit to Dragon Fruit Cultivation	12 Farmers	100% Beneficiaries from Rural areas.
35	Ginger Cultivation	17 Farmers	100% Beneficiaries from Rural areas.
36	Kokam Sapling Distribution	242 Farmers	100% Beneficiaries from Rural areas.
37	Agri. Awareness Program	315 Villagers	100% Beneficiaries from Rural areas.
38	Poultry Local Birds Distribution	43 Farmers	100% Beneficiaries from Rural areas.
39	Milk Can Distribution for Dairy Business Support	33 Farmers	100% Beneficiaries from Rural areas.
40	Milk Processing Unit Awareness	20 Villagers	100% Beneficiaries from Rural areas.
41	Cattle & Fishermen Farmers Awareness Program	118 Villagers	100% Beneficiaries from Rural areas.
42	Sweet Corn Demo for Mur Grass as Fodder	01 Farmer	100% Beneficiaries from Rural areas.
43	District level Workshop : Various Govt. Schemes	55 Farmers	100% Beneficiaries from Rural areas.
44	Solar Light for Cattle Shades	20 Farmers	100% Beneficiaries from Rural areas.
45	Health Check-up Camps for Ladies Group	369 Farmers	100% Beneficiaries from Rural areas.
46	Kaftan Training Batch	20 Ladies	100% Beneficiaries from Rural areas.
47	Parlour Wellness Training Program	20 Ladies	100% Beneficiaries from Rural areas.
48	Basic Tailoring Batch	21 Ladies	100% Beneficiaries from Rural areas.
49	Parlour Business Kits Distribution to Trained Ladies	20 Ladies	100% Beneficiaries from Rural areas.
50	Solar Dryer : Fruits Processing Training	20 Ladies	100% Beneficiaries from Rural areas.
51	Navwari Sadi Training : Fashion Designing	20 Ladies	100% Beneficiaries from Rural areas.
52	Different Masala Making Training Program	17 Ladies	100% Beneficiaries from Rural areas.
53	Sewing Machine Distribution	16 Ladies	100% Beneficiaries from Rural areas.
54	Gown Sewing Training	25 Ladies	100% Beneficiaries from Rural areas.
55	Coconut Husk Fiber Craft	74 Ladies	100% Beneficiaries from Rural areas.
56	Chhote Scientists Training Program 9th & 10th Std	940 Ladies	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefited from CSR projects.	% of beneficiaries from vulnerable and marginalized groups
57	Experts Lectures for SSC Students: Guidance Prog.	665 Students	100% Beneficiaries from Rural areas.
58	Vikas Mitra Program for 5th to 7th Std. Students	800 Students	100% Beneficiaries from Rural areas.
59	Self-Study Program for 10th Std.	105 Students	100% Beneficiaries from Rural areas.
60	Distribution of Schools Materials	50 Students	100% Beneficiaries from Rural areas.
61	Digital Facility Provided	20 Students	100% Beneficiaries from Rural areas.
62	Provided Competitive & Scholarship Exam. Books	23 Students	100% Beneficiaries from Rural areas.
63	Renovation of School Sanitation Facility	270 Students	100% Beneficiaries from Rural areas.
64	Digital Facility Provided	616 Students	100% Beneficiaries from Rural areas.
65	Support for School Furniture	199 Students	100% Beneficiaries from Rural areas.
66	Multipurpose Platforms Constructed – Ekta Nagar	600 Villagers	100% Beneficiaries from Rural areas.
67	Wave Podge Bus Stop Repairing	350 Villagers	100% Beneficiaries from Rural areas.
68	Multipurpose Platforms Constructed – Talaghar	800 Villagers	100% Beneficiaries from Rural areas.
69	Internal Road Repairing	350 Villagers	100% Beneficiaries from Rural areas.
70	Community Shade & Tribal Shade Support	295 Villagers	100% Beneficiaries from Rural areas.
71	Support of Community Shade	330 Farmers	100% Beneficiaries from Rural areas.
72	Mahadev wadi Bridge Rallying	1750 Farmers	100% Beneficiaries from Rural areas.
73	Funeral Place Shade Repairing	423 Farmers	100% Beneficiaries from Rural areas.
74	Nivi Thakur wadi Bus Stop Repairing	450 Villagers	100% Beneficiaries from Rural areas.
75	Solar Street Light to Adiwasi Wadi	1420 Villagers	100% Beneficiaries from Rural areas.
76	Tree Plantation Program River Sides	545 Villagers	100% Beneficiaries from Rural areas.
77	Clean River Mission : Compost of Flowers during Ganapati Festival	11000 Villagers	100% Beneficiaries from Rural areas.
78	Tree Plantation Program in Villages.	3350 Villagers	100% Beneficiaries from Rural areas.
79	Solar Street Light Distribution in Villages	4124 Villagers	100% Beneficiaries from Rural areas.
80	Support of Bio Gas, 4 Units	04 Farmers	100% Beneficiaries from Rural areas.
81	Village Swachata Abhiyan	30 Villagers	100% Beneficiaries from Rural areas.
82	Blood Donation Camp	40 Farmers	100% Beneficiaries from Rural areas.



PRINCIPLE 9

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

Essential Indicators

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

- All the sites are ISO 9001:2015 Certified and has a well-established setup of Quality Management System for receiving and responding to complaints for the existing consumers through emails, letters and phone. Complaints are escalated and resolved within the time depending on its nature.

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

	As a percent to total turnover
Environmental and Social parameters relevant to the products	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Category	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential Services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	11	0	Resolved Satisfactorily	12	0	Resolved Satisfactorily

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	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 Company has a detailed IT Policy for mitigation of cyber security and risk related to data privacy. Proper vigilance is kept on implementation of the IT Policy.
- 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.**
- The company's cyber security has been outsourced and managed by a leading IT service company. Internally regular reviews are conducted by employees of Excel Industries Limited and corrective actions are taken to improve the cyber security as per requirements. Data privacy requirements are also being evaluated. There is a provision of Disciplinary action against the guilty as per data privacy law.
- 7. Provide the following information relating to data breaches:**
- a. Number of instances of data breaches : None
 - b. Percentage of data breaches involving personally identifiable information of customers: None
 - 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).**
- The information on products and services of the entity can be accessed at www.excelind.co.in. Additionally there are telephones and emails as well.
- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
- Customers are informed and educated about safe and responsible usage of products through MSDS / Product Brochures and customized modules of trainings as a part of Product Safety and Stewardship code.
- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
- Yes, the Company informs customers through Video calls, emails and phone calls.
- 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.**
- Yes, our product labels are detailed and carry information about Hazards and safe handling of the product. Address and contact numbers of Manufacturing site and H.O. is provided on product labels.
- 5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
- Yes, Consumer satisfaction survey related to the major products of the company has been done for all the locations of operation.