



Mangalore Chemicals
& Fertilizers Limited

722/BRSR/2025

July 30, 2025

The Asst. Vice President,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E)
MUMBAI - 400 051

Department of Corporate Services - CR
BSE Limited,
Floor 25, Phiroze Jeejeebhoy Towers,
Dalal Street
MUMBAI - 400 001

Dear Sir/Madam,

Company's Scrip Code in BSE : 530011
Company's Symbol in NSE : MANGCHEFER
ISIN : INE558B01017

Sub: Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2024-25.

We request you to take the above on record.

Thanking You,

Yours faithfully,
For Mangalore Chemicals & Fertilizers Limited

Vighneshwar G Bhat
Company Secretary

Encl: As above

Business Responsibility and Sustainability Report

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity	
Sl. No.	Required Information
1.	Corporate Identity Number (CIN) of the Listed Entity L24123KA1966PLC002036
2.	Name of the Listed Entity Mangalore Chemicals & Fertilizers Limited
3.	Year of incorporation 1966
4.	Registered office address Level 11, UB Tower, UB City, No.24, Vittal Mallya Road, Bangalore – 560001
5.	Corporate address Level 11, UB Tower, UB City, No.24, Vittal Mallya Road, Bangalore – 560001
6.	E-mail shares.mcf@adventz.com
7.	Telephone 91 80 4585 5599
8.	Website www.mangalorechemicals.com
9.	Financial year for which reporting is being done April 1, 2024 - March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed (i) BSE Limited (ii) National Stock Exchange of India Limited
11.	Paid-up Capital INR 1,18,51,51,500
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report Mr. Nitin M Katak, Whole-time Director Telephone: +91 80 4585 5599 Email: nitinkatak@adventz.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). On standalone basis
14.	Name of Assurance Provider None
15.	Type of Assurance obtained None

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover):			
Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	95.97%
2	Trade	Wholesale trading	3.85%
17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Fertilizers	20121, 20122	96.89%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:				
	Location	Number of plants	Number of offices	Total
	National	1	7	8
	International	Nil	Nil	Nil

19. Market Served by the entity:		
a.	Number of locations	
	Locations	Number
	National (No. of States)	6
	International (No. of Countries)	Nil
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	No export of fertilizers
c.	A brief on type of customers	The Company primarily serves distributors, dealers, State Cooperatives, and Farmer Producer Organizations (FPOs), who act as intermediaries in the value chain. Farmers remain the ultimate end beneficiaries of the Company's products and services.

IV. Employees

20. Details as at the end of Financial Year:						
a.	Employees and workers (including differently abled):					
Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	574	562	98%	12	2%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D+E)	574	562	98%	12	2%
Workers						
4	Permanent (F)	3	3	100%	-	-
5	Other than Permanent (G)	585	541	92%	44	8%
6	Total workers (F+G)	588	544	93%	44	7%
b.	Differently abled Employees and workers:					
Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D+E)	-	-	-	-	-
Differently Abled Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F+G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women:			
	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6*	1	16.67%
Key Management Personnel	3*	0	0%

*including one Whole-time Director

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
	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	7.43%	8.33%	7.45%	4.98%	7.70%	5.04%	5.60%	13.79%	5.79%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

V. Holding, Subsidiary and Associate Companies (including joint ventures)								
23.	(a)	Name of holding/subsidiary/associate companies/joint ventures						
		Sl. 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.	Zuari Agro Chemicals Limited	Holding	54.03%	No		
VI. CSR Details								
24.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)			Yes				
	(ii) Turnover (in INR)			3368,54,32,560				
	(iii) Net worth (in INR)			1064,68,16,673				
VII. Transparency and Disclosure Compliances								
25.	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
	Grievance Redressal Mechanism in Place		FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Stakeholder group from whom complaint is received	(Yes/No) (If Yes, then provide web-link for grievance redress policy)	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 (Community-related grievances are addressed by the Company's CSR team)	0	0	NA	0	0	NA
	Investors (other than shareholders)	Yes (https://www.mangalorechemicals.com/investor/investor_cd)	0	0	NA	0	0	NA
	Shareholders	Yes (https://www.mangalorechemicals.com/investor/investor_cd)	12	0	Resolved	13	0	Resolved
	Employees and workers	Yes https://www.mangalorechemicals.com/assets/frontend/pdfs/11WhistleBlowerPolicynew.pdf	0	0	NA	0	0	NA
	Customers	Yes https://www.mangalorechemicals.com/home/contactus	0	0	NA	0	0	NA
	Value Chain Partners	Yes https://www.mangalorechemicals.com/home/contactus	0	0	NA	0	0	NA
Other (cases from Fertilizer Control Order)	NA	2	2	NA	0	0	NA	

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					
Sl. 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.	Energy Management	Risk	Fertilizer manufacturing is energy-intensive and contributes to greenhouse gas emissions and environmental impact due to its reliance on fossil fuels.	The Company is actively adopting energy-efficient practices and integrating renewable energy into its operation through targeted investments like the Ammonia Energy Improvement Project.	Negative: > Upgrading to energy-efficient equipment requires substantial capital upfront. > Installation or retrofitting of energy-saving technologies may cause temporary production downtime, impacting short-term revenue.
2.	Water Use & Management	Risk	Water is a vital yet limited resource for MCFL's water-intensive manufacturing operations. This reliance underscores the need for effective conservation measures to reduce environmental impact and ensure regulatory compliance.	The Company has achieved Zero Liquid Discharge (ZLD) by upgrading its effluent and sewage treatment plants. It has also adopted initiatives to reduce fresh water usage.	Negative: > Establishing and maintaining advanced water treatment systems involves significant capital upfront expenditure. > Ensuring compliance with water-related environmental regulations entails administrative and consultancy expenses.
3.	GHG emissions and air quality	Risk	The Company operates within a regulated carbon emissions framework, non-compliance with applicable environmental and emissions regulations may lead to financial penalties and reputational damage.	The Company has successfully reduced its carbon emissions through the implementation of the Ammonia Energy Improvement Project. Building on this progress, it aims to further lower its environmental footprint.	Negative: > Installing advanced emission monitoring requires significant investment upfront. > Adhering to environmental regulations entails costs related to emissions monitoring, data tracking systems, third-party audits, and regulatory reporting.
4.	Soil Health	Opportunity	The Company employs fertilizers in a balanced way to promote healthy soil and offers training sessions for farmers on the proper and efficient use of fertilizers.	-	Positive: > The shift towards soil health opens doors for high-margin, value-added products. > Offering soil testing and agronomic advisory services creates additional revenue streams.
5.	Waste Management	Opportunity	Proper management of both hazardous and non-hazardous waste is crucial for Companies aiming to minimize their environmental footprint. Achieving zero waste is a long-term goal for any organization.	-	Positive: > Effective waste management can reduce raw material costs and minimize waste disposal cost. > Adhering to regulatory waste management practices ensures the Company avoiding fines or penalties.

6.	Occupational Health & Safety	Risk	While developing a safe and healthy work environment requires sustained effort and time, the implementation of effective health and safety practices boosts employee morale, enhances operational efficiency, and reflects the company's commitment to corporate responsibility.	The Company is certified with ISO 45001:2018. At Company, we uphold high safety standards through regular third-party audits and comprehensive training programs on safety measures.	<p>Negative:</p> <ul style="list-style-type: none"> > Accidents or safety incidents can result in delayed product delivery and revenue lost. > Failure to adhere to safety regulations can result in fines or legal action against the Company.
7.	Sustainable/responsible supply chain	Opportunity	Integrating ESG parameters into raw material sourcing strengthens sustainability efforts by promoting ethical procurement practices, reducing environmental impact, and prioritizing the purchase of products made from recycled or responsibly sourced materials.	-	<p>Positive:</p> <ul style="list-style-type: none"> > A sustainable supply chain leads to lower operational costs. > Companies with a responsible supply chain can command premium prices for sustainably produced products.
8.	Local communities' engagement & relations	Opportunity	Through open dialogue and continuous engagement, the Company works to understand local concerns and minimize potential conflicts, fostering trust and long-term, harmonious relationships.	-	<p>Positive:</p> <ul style="list-style-type: none"> > Strong community relations ensure smoother operations and avoid costly shutdowns or legal issues. > A positive public image strengthens trust with investors, regulators, and customers, potentially increasing access to favourable financing.
9.	Employment, career, talent development and retention	Opportunity	Employee development and engagement programs significantly enhance job satisfaction, empowering individuals to grow within the organization.	-	<p>Positive:</p> <ul style="list-style-type: none"> > Investing in career development lowers employee turnover, significantly reducing costs associated with hiring. > Regular training reduces the risk of financial liabilities.
10.	Business Ethics and anti-corruption	Risk	A policy-driven approach is implemented to establish an effective control mechanism.	The company has implemented an ABAC policy, with continuous efforts underway to raise awareness among employees and stakeholders.	<p>Negative:</p> <p>Implementing and maintaining ethical standards and anti-corruption frameworks involves significant spending on legal counsel.</p>
11.	ESG oversight	Opportunity	Having ESG oversight is highly beneficial for the company, as integrating it into core business practices strengthens risk management, enhances governance and accountability, improves transparency in reporting, and supports more informed and responsible decision-making.	-	<p>Positive:</p> <ul style="list-style-type: none"> > Strong ESG practices attract ESG-focused investors and global financial institutions. > Proactive oversight of ESG risks reduces the likelihood of regulatory penalties.

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.										
Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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
	c.	Web Link of the Policies, if available	https://www.mangalorechemicals.com/investor/investor_cbc https://www.mangalorechemicals.com/investor/code_of_conduct_to_regulate_monitor_and_report_trading_by_an_insider https://www.mangalorechemicals.com/investor/policies							
2.		Whether the entity has translated the policy into procedures. (Yes / No)	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
4.		Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1) ISO 14001:2015 Environmental Management Systems 2) ISO 45001:2018 Occupational Health & Safety Management Systems 3) ISO 22000:2018 Food Safety Management Systems (for production of Ammonium Bi Carbonate) 4) ISO 17025:2017 General requirements for the competence of testing and calibration laboratories 5) ISO 50001:2018 Energy Management System							
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Environment:</p> <ul style="list-style-type: none"> > Aspirational target to achieve a 30% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030. > Expand the coverage of Scope 3 emissions monitoring, with a long-term goal of gradual reduction across the value chain. > Target to achieve ~15% reduction in overall energy consumption by 2030 through efficiency measures and technological upgrades. > Transition to renewable energy for non-process energy requirements. > Conduct a comprehensive biodiversity assessment within operational boundaries to understand and mitigate ecological impact. <p>Social:</p> <ul style="list-style-type: none"> > Ensure zero safety-related incidents through robust health and safety protocols. > Achieve at least 4% representation of women in the workforce by 2030. > Target an employee engagement index of approximately 80% by 2030. > Ensure 100% employee coverage in training programs on health & safety and human rights. > Encourage employees to contribute at least 5% of total working hours to volunteering and community initiatives. > Conduct comprehensive supplier due diligence to uphold ethical, environmental, and human rights standards across the value chain. <p>Governance:</p> <ul style="list-style-type: none"> > Uphold the highest standards of ethical business conduct by ensuring that 100% of employees are trained on the Code of Conduct, anti-corruption and anti-bribery practices. > Conduct comprehensive ESG due diligence for over 75% of suppliers. > Enhance Board's oversight and accountability through periodic ESG performance reviews and capacity-building sessions. 							

6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Environment:</p> <ul style="list-style-type: none"> > 100% of the electrical energy consumed for non urea operations during the reporting year was derived from renewable sources. > Scope 3 emissions reporting has been initiated, marking a step toward comprehensive carbon footprint assessment across the value chain. > Reduced carbon emissions through the implementation of the Ammonia Energy Improvement Project. > Water conservation and reuse initiatives have been implemented across operational sites. > Preparatory activities for a biodiversity assessment at the MCF plant premises are currently underway. <p>Social:</p> <ul style="list-style-type: none"> > Achieved zero fatalities, lost workday cases, and safety-related incidents during the reporting period. > CSR initiatives are strategically aligned with the UN Sustainable Development Goals (UNSDGs) to ensure meaningful social impact. > No reported incidents related to child labour, forced labour, or discrimination based on gender or employment status. > Conducted an Anti-Harassment Training campaign, achieving a 100% completion rate across employees. > Internal engagement mechanisms, including surveys and feedback tools, have been introduced. > The Company continues to encourage employee involvement in volunteering and community development initiatives. <p>Governance:</p> <ul style="list-style-type: none"> > The Company reinforced its commitment to ethical governance through mandatory ethics, anti-bribery, and anti-corruption training. > ESG considerations are increasingly integrated into strategic discussions and risk governance frameworks. > The Company has strengthened its corporate governance structures by enhancing ESG disclosures and aligning with emerging regulatory and stakeholder expectations.
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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)	With pride, we present our third Business Responsibility and Sustainability Report (BRSR), reflecting our continued commitment to responsible business practices, transparency and stakeholder engagement. Over the past year, we have taken concrete steps to strengthen our Environmental, Social and Governance (ESG) performance. This includes enhancing operational efficiencies, prioritizing employee well-being, adopting resource-conscious practices and fostering inclusive growth in the communities we serve. Our ongoing efforts are aligned with national priorities and global sustainability goals, ensuring that we contribute meaningfully to a resilient and equitable future. Looking ahead, we are pleased to share that we will also display a comprehensive Sustainability Report for FY 2024–25 on our website, which will offer deeper insights into our ESG journey, performance metrics and long-term aspirations. This marks another milestone in our evolution towards integrated reporting and reflects our unwavering dedication to sustainability leadership in the fertilizer sector. We remain committed to continuous improvement and responsible stewardship and we thank all our stakeholders for their trust and support on this journey.																		
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Nitin M Kantak, Whole-time Director																		
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.	Yes, the CSR Committee, with requisite approvals from the Board, has been entrusted with overseeing matters related to sustainability and driving the Company's ESG agenda.																		
10.	Details of Review of NGRBCs by the Company:																			
	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee	Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)																		
	<table border="1"> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9	<table border="1"> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9
P1	P2	P3	P4	P5	P6	P7	P8	P9												
P1	P2	P3	P4	P5	P6	P7	P8	P9												
Performance against above policies and follow up action	Yes, the review is undertaken by the Board of Directors	Annually/as and when required																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the review is undertaken by the Board of Directors	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	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No, the Company's policies are not audited or evaluated by external agencies. However, as part of good corporate governance practices, these policies are periodically reviewed by various Committees of the Board of Directors. The Board undertakes revisions and amendments, as necessary, to ensure alignment with evolving statutory requirements and business needs.								
12.	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	The entity does not consider the Principles material to its business (Yes/No)						-			
b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)						-			
c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)						-			
d.	It is planned to be done in the next financial year (Yes/No)						-			
e.	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

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		The management regularly apprises the Board of Directors on key developments related to the Company, including industry trends, the business model, risk metrics and corresponding mitigation strategies, ESG initiatives, performance indicators, strategic targets and changes in the regulatory landscape, as relevant. As part of the onboarding process, newly appointed Directors undergo a comprehensive induction programme, which provides an overview of the Company's vision, mission, industry landscape, business strategy, risk management framework, ESG commitments, Code of Conduct for Directors and Senior Management, corporate governance practices and their roles and responsibilities across various Board and Committee functions.	
	Key Managerial Personnel	1	The Company conducts structured training programmes to enhance employee awareness on key topics, including ESG and Sustainability, the Business Responsibility and Sustainability Reporting (BRSR) framework, health and safety practices – covering first aid and emergency response procedures – human rights, and business ethics. Additionally, specialised technical training is provided to strengthen domain knowledge and professional capabilities across functions.	100%
	Employees	10+		100%
	Workers	10+		100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
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			NA
Punishment		Nil			NA
3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.					
Case Details		Name of the regulatory/enforcement agencies/judicial institutions			
		NA			
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.			The policy is implemented and integrated within the Company's Code of Business Conduct and Ethics. The Code is publicly accessible on the Company's official website https://www.mangalorechemicals.com/investor/investor_cbc		
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 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)		
Directors	Nil		Nil		
KMPs					
Employees					
Workers					
6. Details of complaints with regard to conflict of interest:					
	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)		
	Number	Remarks	Number	Remarks	
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	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.			NA		

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format:			
		FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payable		34	31
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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses/dealers/related parties as % of total purchases	11%	34.87%
	b. Number of trading houses/dealers/related parties where purchases are made from	181	139
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	88%	87.68%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	100%	100%
	b. Number of dealers/distributors to whom sales are made	2383	2340
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	9.34%	9.79%
Shares of RPTs in	a. Purchases (Purchases with related parties/total purchases)	12.95%	6.36%
	b. Sales (Sales to related parties/total sales)	1.85%	1.56%
	c. Loans & advances (Loans & advances given to related parties/total loans and advances)	0	0
	d. Investments (Investments in related parties/total investments made)	0	0
Leadership Indicators			
1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:			
Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes	
41	Balanced Use of Fertilizers, Fertilizers Use Efficiency, Organic Farming, Soil reclamation, Soil health, DBT & PoS training.	85%	
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, all Directors are governed by the Code of Business Conduct and Ethics, which contains clear and robust provisions on conflict of interest. It requires Directors to act in the best interest of the Company, avoid situations where personal interests could improperly influence their judgment and disclose any potential conflicts in a timely and transparent manner.	

PRINCIPLE 2: Businesses should provide goods and services in a manner that is 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			
	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	4.6%	3.6%	Closer monitoring of product quality
Capex	12.2%	63%	<ol style="list-style-type: none"> 1. Energy conservation 2. Gas leak detection system was strengthened to enhance safety 3. Improvements in gas scrubbing system 4. Improvements in effluent and domestic sewage treatment

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?		Green Energy as a % of total energy consumed: (24.84%) for FY 2024-25 and (22.83%) for FY 2023-24.		
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)	Under the Extended Producer Responsibility (EPR) framework, the Company has engaged a Waste Management Agency in accordance with the Plastic Waste Management Rules, 2016 (including subsequent amendments) to ensure the responsible collection, transportation and recycling of plastic waste.			
	(b)	E-waste	E-waste generated at our unit is securely stored in designated areas and is disposed of through recyclers authorised by the Pollution Control Board, in compliance with applicable environmental regulations.			
	(c)	Hazardous waste	Hazardous waste at our manufacturing unit is stored in designated areas in compliance with safety norms. All types of waste are segregated at source, stored appropriately and disposed of through waste handling agencies authorised by the Pollution Control Board, ensuring adherence to environmental and regulatory standards.			
	(d)	Other waste	Non-hazardous waste, such as metal-bearing waste and rubber waste, is disposed of through recyclers authorised by the Karnataka State Pollution Control Board, ensuring environmentally responsible waste management in line with regulatory requirements.			
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.		EPR is applicable to the Company's activities due to the involvement of product packaging. In compliance with the applicable regulations, a Waste Management Agency has been appointed to manage the collection, transportation and recycling of plastic waste under the EPR framework.			
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
Life Cycle Assessment (LCA) has not been conducted for any of the Company's products during the reporting period						
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.						
	Name of Product/Service	Description of the risk/concern		Action Taken		
Not applicable, as Life Cycle Assessment (LCA) has not been conducted for the Company's products						
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 re-used input material to total material				
		FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)			
The input raw materials used in the Company's operations are neither recyclable nor reusable by nature						

4.	Of the products and packaging reclaimed at end of life of products, amount [in metric tonnes (MT)] reused, recycled and safely disposed, as per the following format:						
		FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
	Plastics (including packaging)	Nil	2022	Nil	Nil	1895	Nil
	E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil	
Other waste	Nil	Nil	Nil	Nil	Nil	Nil	
5.	Reclaimed products and their packaging materials (as percentage of products sold) for each product category						
	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category					
The Company's fertilizer products are chemical in nature and cannot be reclaimed, as they are fully consumed during end use. However, the Company reclaims packaging materials used for bagged products in accordance with EPR guidelines.							

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

Essential Indicators

1.	a.	Details of measures for the well-being of employees:										
		% 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 employees												
Male	562	562	100%	562	100%	NA	NA	562	100%	562	100%	
Female	12	12	100%	12	100%	12	100%	NA	NA	12	100%	
Total	574	574	100%	574	100%	12	100%	562	100%	574	100%	
Other than Permanent employees												
Male	-	-	-	-	-	NA	NA	-	-	-	-	
Female	-	-	-	-	-	-	-	NA	NA	-	-	
Total	-	-	-	-	-	-	-	-	-	-	-	
b.		Details of measures for the well-being of workers:										
		% of workers 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	3	3	100%	3	100%	NA	NA	3	100%	3	100%	
Female	-	-	-	-	-	-	-	NA	NA	-	-	
Total	3	3	100%	3	100%	-	-	3	100%	3	100%	
Other than Permanent workers												
Male	541	541	100%	541	100%	NA	NA	541	100%	-	-	
Female	44	44	100%	44	100%	44	100%	NA	NA	-	-	
Total	585	585	100%	585	100%	44	100%	541	100%	-	-	

c.	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	0.15%			0.12%	
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 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%
	Gratuity	100%	100%	Y	100%	100%
	ESI	4.51%	-	Y	3.42%	-
Others - Please specify	-	-	-	-	-	
3.	Accessibility of workplaces					
Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard			Yes, the premises/offices have been designed to be accessible for persons with disabilities.			
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's Equal Opportunity Policy is publicly available on its official website https://www.mangalorechemicals.com/assets/frontend/pdfs/EqualOpportunityPolicy.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	100%	100%		100%	100%	
Female	100%	100%		100%	100%	
Total	100%	100%		100%	100%	
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)					
Permanent Workers	Yes, a grievance redressal mechanism is in place, allowing employees to report concerns through a direct approach to their immediate Head, Supervisor, or Manager, ensuring accessibility and timely resolution of issues.					
Other than Permanent Workers						
Permanent Employees						
Other than Permanent Employees						

7. Membership of employees and worker 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 employees/ workers in respective category, who are part of association(s) or Union (D)		% (D/C)		
Total Permanent Employees	574	0		0%	595	0		0%		
Male	562	0		0%	582	0		0%		
Female	12	0		0%	13	0		0%		
Total Permanent Workers	3	3		100%	6	6		100%		
Male	3	3		100%	6	6		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 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/D)	No. F	% (F/D)
Employees										
Male	562	511	91%	422	75%	582	441	76%	499	86%
Female	12	11	92%	8	67%	13	9	69%	11	85%
Total	574	522	91%	430	75%	595	450	76%	510	86%
Workers										
Male	3	3	100%	3	100%	6	0	0%	6	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	3	3	100%	3	100%	6	0	0%	6	0%
9. Details of performance and career development reviews of employees and worker:										
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	562	562	100%	582	576	99%				
Female	12	12	100%	13	13	100%				
Total	574	574	100%	595	589	99%				
Workers										
Male	3	3	100%	6	6	100%				
Female	0	0	0%	0	0	0%				
Total	3	3	100%	6	6	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 such system?	Yes, the Company has implemented an Occupational Health and Safety Management System in compliance with the ISO 45001:2018 standard, certified by the accredited certification body, M/s. DNV. The scope of the certified system includes the manufacture of ammonia, urea, N.P. complex fertilizers, ammonium bicarbonate, sulphuric acid, sulphonated naphthalene formaldehyde, specialty mixtures of plant nutrients including micronutrients, specialty fertilizer mixtures, fertigation products and soil conditioners.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<ul style="list-style-type: none"> > All plants and sections in the factory have conducted Hazard Identification and Risk Assessment (HIRA) for both routine and non-routine activities. > For operations involving significant risks, adequate control measures have been implemented, following the hierarchy of controls, and HIRA is periodically reviewed to ensure ongoing relevance and effectiveness. > For new processes, modifications to existing processes or equipment, and installation of new equipment, a Management of Change (MoC) Study is mandatorily conducted to assess and mitigate associated risks. > Additionally, a HAZOP (Hazard and Operability) Study is performed for process-related changes to identify and address potential operational hazards. > The Fire & Safety Department conducts structured safety inspections across all plant areas, with findings addressed on a priority basis. Employees and contract workers are encouraged to report unsafe conditions or actions through a formal Near Miss Reporting System. > A comprehensive third-party Safety Audit of the entire factory is also conducted at regular intervals, and the audit recommendations are diligently implemented, reinforcing the Company's commitment to maintaining a safe and compliant work environment.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes, employees and contract workers are encouraged to report work-related hazards through the Near Miss Reporting System. Additionally, they can raise concerns about hazardous conditions through the Plant Safety Committees and the Central Safety Committee. The Company empowers all employees and contract workers with the right to decline work in situations where their personal safety may be at risk, reinforcing a strong safety culture across operations.
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes, employees and contract workers have access to free consultation and basic treatment for non-occupational medical issues at the Occupational Health Centre located within the factory premises, supporting their overall health and well-being.

11. Details of safety related incidents, in the following format:			
Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12.	Describe the measures taken by the entity to ensure a safe and healthy work place.	<p>In addition to measures indicated to ensure a safe and healthy work place in the report FY 2023-24, following additional measures have been incorporated during FY 2024-25.</p> <ol style="list-style-type: none"> 1) 3 Nos. "Honeywell Sensepoint XCD" Natural Gas leak detectors were installed and commissioned at the NG Mass Flow Meter area near NG Pressure Reducing Station. 1 No. each "Honeywell Sensepoint XCD" gas leak detectors for Methane, Hydrogen and Carbon Monoxide gases were installed and commissioned in the Mass Spectrometer Room in Ammonia Plant. The detectors are connected to the existing NG leak detection system control panel in the Main Control Room to give alarm in the event of any gas leak. 2) Gas Detection system consisting of 2 Nos. each "Detection Technologies DT Ex" gas leak detectors for LPG, Hydrogen and Acetylene gases were installed and commissioned at the New Gas Cylinder Storage area in Stores Yard. The detectors are connected to a control panel installed in the Stores Yard office room to give alarm in the event of any gas leak. Alarm indication in the control panel is also connected to the existing addressable fire alarm system to receive alarms during non-working hours of the Stores Yard office. 3) 22 Nos. obsolete Motorola GP-328 portable radios used for emergency communication, were replaced with new Kenwood, Model: NS3220 intrinsically safe portable radios. 4) Emergency water spray system for the new Gas Cylinder Storage Sheds in Stores Yard area was commissioned. 5) Revamped Fire Hydrant System for Main Plant (Ammonia, Urea, Utilities, Urea Bagging, Imported Fertilizer Handling Area, Electrical Substations, Workshop and Stores area) was commissioned. 6) 5 Nos. Honeywell Series 3000 Mk II Ammonia gas detectors were installed at the Syn. Gas Wash Column area in the Syn. Gas Compressor House, Ammonia Plant. Also, the old control panel of the Ammonia detection system placed in the Main Control Room, was replaced with a new PLC-based control panel. Newly installed Ammonia gas detectors as well as the existing ammonia gas detectors in Ammonia and Urea Plants were connected to the new panel. 7) Horizontal anchorage lifeline system was installed at the HSD Road Tanker Unloading Area, adjacent to LFO Pump House near CPP.
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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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA
14. Assessments for the year:						
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
Health and safety practices	100%					
Working Conditions	100%					

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.	<p>There are no reportable safety related incidents in the year 2024-25. As part of the assessment of health & safety practices and working conditions, a comprehensive Safety Audit of the entire factory was carried out by M/s. MonitPro Solutions Pvt. Ltd., Trichy in May 2024. The following corrective actions are taken/underway implementation as per audit recommendations.</p> <ol style="list-style-type: none"> 1) Labelling of pipelines in the factory is being improved. 2) Emergency switch was installed outside the CPP transformer area. 3) Procedure for emergency response during Phosphoric Acid leakage at Acid ship unloading area in the port was displayed. 4) Chemical safety information was displayed for the chemicals stored in bulk quantity inside the chemical stores. 5) Peephole was provided for relief valve outlet line in Urea Plant to prevent rain water accumulating inside and corroding the line. 6) Insulation was provided for the Steam header boot drain line in Urea Plant. 7) A wind sock was provided at a visible point, to indicate wind direction to the people working in Sulphuric Acid Plant and Ammonium Bicarbonate Plant in case of any toxic gas leaks.
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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).	<p style="text-align: center;">Yes</p>																			
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	<p>Adherence to applicable statutory provisions concerning the payment and deduction of statutory dues is embedded in the contracts with value chain partners. The Company ensures compliance by these partners through measures such as obtaining proof of payments and, wherever feasible, verifying or matching the relevant details uploaded on Government portals.</p>																			
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:	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="3"></th> <th colspan="2" style="text-align: center;">Total No. of affected employees/workers</th> <th colspan="2" style="text-align: center;">No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</th> </tr> <tr> <th style="text-align: center;">FY 2024-25 (Current Financial Year)</th> <th style="text-align: center;">FY 2023-24 (Previous Financial Year)</th> <th style="text-align: center;">FY 2024-25 (Current Financial Year)</th> <th style="text-align: center;">FY 2023-24 (Previous Financial Year)</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Workers</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> </tbody> </table>		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
	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)	<p style="text-align: center;">No</p>																			
5. Details on assessment of value chain partners:	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">% of value chain partners (by value of business done with such partners) that were assessed</th> </tr> </thead> <tbody> <tr> <td>Health and safety practices</td> <td style="text-align: center;">Nil</td> </tr> <tr> <td>Working Conditions</td> <td style="text-align: center;">Nil</td> </tr> </tbody> </table>		% of value chain partners (by value of business done with such partners) that were assessed	Health and safety practices	Nil	Working Conditions	Nil													
	% 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	<p style="text-align: center;">NA</p>																			

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	<p>The Company identifies its key stakeholder groups as those internal and external stakeholders who have a direct influence on its operations and activities. The identification process involved conducting stakeholder mapping exercises to evaluate their level of impact and influence, followed by prioritisation based on their significance and degree of engagement. The key stakeholder groups identified include:</p> <ul style="list-style-type: none"> > Investors and shareholders > Suppliers and vendors > Government Bodies > Local communities > Customers > Employees
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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, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
	1. Employees	No	Emails, Notice Boards	Continuous	Stakeholder interaction was undertaken as part of the materiality assessment process to identify and understand key material issues relevant to the Company. Additionally, regular engagement is carried out to address queries, grievances, notices, complaints, suggestions, and concerns from stakeholders, ensuring timely responses, appropriate solutions and continued assurance.
	2. Local communities	Yes	Newspapers, Meetings and others	As required	
	3. Customers	No	Pamphlets, Meetings, website	As required	
	4. Investors and Stakeholders	No	Emails, Newspapers, Notice and website	Quarterly/Half-yearly and Annually	
	5. Suppliers and vendors	No	Emails	Continuous	
	6. Government Bodies	No	Emails, website	Continuous	

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.	<p>MCFL's stakeholders includes internal groups such as employees and management and external stakeholders including customers, suppliers, investors, regulators, communities and industry associations. The Company actively engages with these groups to understand their perspectives and address their requirements effectively. The stakeholder engagement mechanism plays a vital role in strengthening and expanding these relationships, thereby facilitating the identification of key material issues that influence the Company's sustainable growth and strategic direction.</p>
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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.	Stakeholders played a pivotal role in identifying key material issues for the Company through surveys conducted as part of a comprehensive materiality assessment exercise. Internal stakeholders – including employees, workers as well as external stakeholders such as suppliers, investors and consumers participated in the assessment. The survey outcomes provided both qualitative and quantitative insights, highlighting the most impactful Environmental, Social and Governance (ESG) topics. These findings formed the foundation for prioritising material issues, setting relevant targets and developing the Company's ESG roadmap.
3.	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.	Instances of engagement with vulnerable and marginalised stakeholder groups by the Company include a range of community development initiatives aimed at improving quality of life and promoting inclusive growth. These include: <ul style="list-style-type: none"> > Organising health and eye camps and distributing artificial limbs and hearing aids in the presence of local public representatives. > Conducting adult education programmes as part of a literacy drive. > Distributing essential assets and food kits to underserved communities. > Promoting hygiene and sanitation in rural areas by constructing toilets and providing access to safe drinking water. > Offering cattle treatment facilities to support the health and livelihood of farming communities.

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 (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	574	268	47%	595	429	72%
Other than permanent	0	0	0%	0	0	0%
Total Employees	574	268	47%	595	429	72%
Workers						
Permanent	3	3	100%	6	6	100%
Other than permanent	585	585	100%	642	642	100%
Total Workers	588	588	100%	648	648	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	574	0	0%	574	100%	595	0	0%	595	100%
Male	562	0	0%	562	100%	582	0	0%	582	100%
Female	12	0	0%	12	100%	13	0	0%	13	100%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	-	-	0%	0	0%
Workers										
Permanent	3	0	0%	3	100%	6	0	0%	6	100%
Male	3	0	0%	3	100%	6	0	0%	6	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	585	0	0%	585	100%	642	0	0%	642	100%
Male	541	0	0%	541	100%	578	0	0%	578	100%
Female	44	0	0%	44	100%	64	0	0%	64	100%
3. Details of remuneration/salary/wages, in the following format:										
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 (BoD)		5*	5,00,000		1	5,00,000				
Key Managerial Personnel		3*	1,55,90,688		0	0				
Employees other than BoD and KMP		559	7,50,132		12	11,41,116				
Workers		3	6,10,153		0	0				
* including one Whole-time Director										
b. Gross wages paid to females as % of total wages paid by the entity, in the following format:										
Gross wages paid to females as % of total wages						FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)		
						2.67%		2.68%		
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.						The Mahila Suraksha Committee was constituted under the POSH Act, 2013, is responsible for addressing complaints of sexual harassment, ensuring a safe and respectful workplace for women. The Committee conducts fair and confidential inquiries, recommends appropriate actions, and organises regular awareness and sensitisation sessions, reflecting the Company's commitment to gender equality and workplace safety.				

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 Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other Human rights related issues	Nil	Nil	NA	Nil	Nil	NA
7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
		FY 24-25 (Current Financial Year)		FY 23-24 (Previous Financial Year)		
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)		Nil		Nil		
Complaints on POSH as a % of female employees/workers		Nil		Nil		
Complaints on POSH upheld		Nil		Nil		
8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	The Internal Complaints Committee (ICC) has been established in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to provide a formal mechanism for addressing complaints of sexual harassment. The Committee ensures a fair, transparent and confidential inquiry process, promotes awareness through regular training and upholds the Company's commitment to providing a safe, inclusive and respectful work environment for all employees.					
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes, while the specific clause may not be explicitly mentioned in the agreement, the contracts include a general provision requiring compliance with all applicable laws, rules and regulations, thereby ensuring adherence to relevant statutory and regulatory requirements.					
10. Assessments for the year:						
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
Child labour	Nil					
Forced/involuntary labour	Nil					
Sexual harassment	Nil					
Discrimination at workplace	Nil					
Wages	Nil					
Others – please specify	Nil					
11. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 10 above.	NA					
Leadership Indicators						
1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.	None					
2. Details of the scope and coverage of any Human rights due-diligence conducted.	Not conducted					
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, the Corporate Office and Administration Building have been designed to be differently-abled friendly, featuring accessible ramps, braille-enabled elevators.					

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	Nil	
Discrimination at workplace	Nil	
Child Labour	Nil	
Forced Labour/Involuntary Labour	Nil	
Wages	Nil	
Others – please specify	Nil	
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: (Giga Joules)		
Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	60,497*	7,230
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	60,497	7,230
From non-renewable sources		
Total electricity consumption (D)	0*	9,508
Total fuel consumption (E)	58,50,803	49,95,142
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	59,10,341	50,04,650
Total energy consumed (A+B+C+D+E+F)	59,11,300	50,11,880
Energy intensity per rupee of turnover (Total energy consumed/ revenue from operations)	0.00018	0.00013
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	The Company operates exclusively within the Indian market and does not engage in exports. Therefore, PPP frameworks are not applicable to its business operations.	
Energy intensity in terms of physical output (Total energy consumed/production in MT)	5.2	4.6
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-
<i>*Electrical energy requirement of the plant complex is met from own generation at Captive Power Plant and power purchased from MESCOM. The MESCOM supplies the power from renewable and non-renewable sources based on availability.</i>		
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. 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.	Urea production at the Company is identified under the PAT scheme. The Company successfully met the energy saving targets assigned under PAT Cycle I and II. However, no further targets have been assigned to the fertilizer sector (Urea Subsector) in subsequent PAT cycles.	

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	0	0
(ii) Ground water	0	0
(iii) Third party water (tanker)	0	0
(iv) Sea water/desalinated water	0	0
(v) Water from municipal corporation	25,11,200	24,32,300
(vi) Water Bottles/Aquaguard (Ltr X number of bottle) (KL)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	25,11,200	24,32,300
Total volume of water consumption (in kilolitres)	25,06,182	26,87,711
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.000074	0.000071
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	The Company operates exclusively within the Indian market and does not engage in exports. Therefore, PPP frameworks are not applicable to its business operations.	
Water intensity in terms of physical output (Total energy consumed/production in MT)	2.2	2.4
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		No
4. Provide the following details related to water discharged:		
Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment		
With treatment – please specify level of treatment		
(ii) To Ground water	0	0
No treatment		
With treatment – please specify level of treatment		
(iii) To Sea water	0	0
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
No treatment		
With treatment – please specify level of treatment		
(v) Others	0	0
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0
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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	The Company's entire plant located at Panambur operates as a ZLD facility.		
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	kg/t of Urea	0.45	0.44
Sox	kg/t of Sulphuric Acid	1.03	0.98
Particulate matter (PM)	kg/t of Urea	0.7	0.67
	kg/t of DAP+NP20	0.31	0.29
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others – please specify	-	Nil	Nil
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
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)	tCO ₂ e	2,96,036	2,81,059
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)	tCO ₂ e	0*	1,891
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/INR	0.0000088	0.0000075
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	-	The Company operates exclusively within the Indian market and does not engage in exports. Therefore, PPP frameworks are not applicable to its business operations.	
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total energy consumed/production in MT)	tCO ₂ e/Tons of production	0.26	0.26
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-
<i>*Power is procured from MESCOM as per requirement. MESCOM supplies the power from Renewable or non-renewable sources based on availability</i>			
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
8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details	The Company sources renewable energy through grid purchases and also procures on-site solar energy to meet part of its energy requirements. In addition, the Company acquires Renewable Energy Certificates (RECs) to further support its commitment to clean energy and sustainability goals.		

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)	2,278.1	1,895
E-waste (B)	5.5	3.93
Bio-medical waste (C)	0.09	0.09
Construction and demolition waste (D)	0	0
Battery waste (E)	2.5	1.53
Radioactive waste (F)	0	0
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	Spent/Used oil = 3.57 Waste oil = 28.62 Spent Catalyst = 19.28 Discarded container = 6.19 Spent cake = 11.2	Used oil = 43.7 Waste oil = 245.09 Spent catalyst = 112.55 Discarded container = 0.64 Spent cake = 10.15 Spent carbon = 3.99
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Metal & Metal bearing waste = 360.99 Rubber waste = 13.33	Metal and metal bearing waste = 499.61 Rubber waste = 10.20
Total (A+B + C + D + E + F + G + H)	2,729.37	2,826.48
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000000081	0.000000074
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	The Company operates exclusively within the Indian market and does not engage in exports. Therefore, PPP frameworks are not applicable to its business operations.	
Waste intensity in terms of physical output (Total energy consumed/production in MT)	0.002	0.003
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,022	1,895
(ii) Re-used	11.2	10.15
(iii) Other recovery operations	0	0
Total	2,033.2	1,905.15
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2,518.56	927.65
Total	2,518.56	927.65
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
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 a well-established and mature waste management process encompassing collection, sorting, segregation and reuse. It engages qualified waste disposal and recycling contractors authorised by the Karnataka State Pollution Control Board (KSPCB) to ensure environmentally compliant waste handling. Additionally, the Company is registered with the Central Pollution Control Board (CPCB) as a Brand Owner under the Plastic Waste Management Rules, 2016 and has partnered with a Waste Management Agency for the collection, transportation and recycling of plastic waste generated in the market. At the manufacturing sites, designated areas are maintained for waste collection, where all types of waste are segregated at source, stored appropriately and disposed of through Pollution Control Board-authorized waste handling agencies.	

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:					
Sl. 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					
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:					
Sl. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the noncompliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any	
1			NA		
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	
(ii) Nature of operations				None	
(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			0	0	
(ii) Ground water			0	0	
(iii) Third party water			0	0	
(iv) Sea water/desalinated water			0	0	
(v) Others			0	0	
Total volume of water withdrawal (in kilolitres)			0	0	
Total volume of water consumption (in kilolitres)			0	0	
Water intensity per rupee of turnover (Water consumed/turnover)			-	-	
Water intensity (optional) – the relevant metric may be selected by the entity			0	0	
Water discharge by destination and level of treatment (in kilolitres)					
(i) Into Surface water			0	0	
– No treatment					
– With treatment – please specify level of treatment					

(ii) Into Ground water	0	0	
– No treatment			
– With treatment – please specify level of treatment			
(iii) Into Sea water	0	0	
– No treatment			
– With treatment – please specify level of treatment			
(iv) Sent to third-parties	0	0	
– No treatment			
– With treatment – please specify level of treatment			
(v) Others	0	0	
– No treatment			
– With treatment – please specify level of treatment			
Total water discharged (in kilolitres)	0	0	
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 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	64,969.07	-
Total Scope 3 emissions per rupee of turnover (Total scope 3 emissions/ turnover in Rs.)	tCO ₂ e/Rs.	0.0000019	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) 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.			Not Applicable
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:			
Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Revamp of Process Air Heater F-4202 to reduce pressure drop	A reduction in pressure drop across F-4202 led to an increase in tail-end pressure by approximately 1.2 kg/cm ² which in turn resulted in a reduction in steam consumption in the Syngas Turbine Q-5401, thereby enhancing overall energy efficiency.	A 50% reduction in pressure drop across the fired heater has been achieved, leading to a corresponding decrease in steam consumption in the associated turbine, thereby improving overall energy efficiency and reducing operational costs.
2.	Replacement of anticorrosion air blower	The anticorrosion air supply blower in the Urea Plant has been replaced with an energy-efficient trilobe-type blower equipped with a Variable Frequency Drive (VFD), leading to improved operational efficiency and reduced energy consumption.	Reduction in energy consumption in air blower.

3.	Installation of Seal Gas Recovery Unit for Refrigeration Compressor	Previously, seal gas (ammonia) was vented after separation from oil. To address this, a superfine filtration system has been installed, enabling the recovery of ammonia vapors from the filter oil. The recovered vapors are then recycled back to the suction of the compressor, thereby eliminating the venting of ammonia to the atmosphere and enhancing environmental compliance and resource efficiency.	Recovery of ammonia.
4.	Replacing EP901B cooling water pump induction motor with energy efficient induction motor	Utilities - Savings in electricity	Saving in electrical energy.
5.	Replacing EP1107 additional HP ammonia pump induction motor and mechanical torque converter with energy efficient motor and VFD	Urea plant - Savings in electricity	Saving in electrical energy.
5.	<p>Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.</p> <p>The Company has a comprehensive Business Continuity Plan (BCP) and Disaster Management Plan (DMP) in place to ensure operational resilience and preparedness in the event of major disruptions such as fire, flood, or natural calamities.</p> <p>Business Continuity Plan</p> <p>At the factory level, the following systems and procedures have been implemented:</p> <ul style="list-style-type: none"> • Installation of gas leak detectors for natural gas and hydrogen leaks. • Earthing and bonding systems to prevent static charge accumulation. • Safe shutdown systems and high-pressure vents for emergency response. • Plant infrastructure is designed to withstand wind speeds up to 160 km/hr and is located in Seismic Zone 3. • Regular Risk-Based Inspections (RBI), Statutory Inspections, Annual Turnarounds, Residual Life Assessments (RLA), and replacement of ageing equipment. • A well-laid fire hydrant system. • Conducting periodic mock drills to test emergency preparedness. • Long-term contracts in place to ensure uninterrupted raw material and water supply. • A dedicated Fire & Safety Department for rapid emergency response. <p>Disaster Management Plan</p> <ul style="list-style-type: none"> • Plants are equipped with Advanced Process Control systems, Safe Shutdown Systems, Trip Interlocks, and Burner Management Systems. • An On-site Emergency Plan is established and maintained. • Mutual Aid Agreements are in place with neighbouring industries to support coordinated emergency response efforts. 		
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	Not available	
7.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Not available	
8. How many Green Credits have been generated or procured:			
a.	By the listed entity	Nil	
b.	By the top ten (in terms of value of purchases and sales, respectively) value chain partners	Nil	

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.				10	
	b.	List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.					
		Sl. No.	Name of the trade and industry chambers/associations			Reach of trade and industry chambers/ associations (State/National)	
		1	Fertilizer Association of India, Delhi			National	
		2	National Safety Council			National	
		3	Construction Chemicals Manufacturers Association			National	
		4	Institute of Fire Engineers (India)			National	
		5	National Institute of Personnel Management			National	
		6	Institute of Engineers			National	
		7	Indian Medical Association			National	
		8	Kanara Chamber of Commerce and Industry			State	
	9	State Fertilizer Marketing Association			State		
	10	Karnataka Employers' Association			State		
2.	Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.						
	Name of authority		Brief of the case		Corrective action taken		
	Nil						
Leadership Indicators							
1. Details of public policy positions advocated by the entity:							
	Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quarterly/Others – please specify)	Web Link, if available	
Nil							

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:						
	Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
NA						
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:						
	Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
NA						
3. Describe the mechanisms to receive and redress grievances of the community.				Grievance redressal with the community is primarily conducted through in-person meetings, fostering direct and transparent communication. The Company also organizes dedicated events to engage with farmers and suppliers, providing a platform to understand their concerns and address grievances effectively.		

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		5.90%	3.80%
Directly sourced within India		73.87%	58.38%	
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		0%	0%
	Semi-urban		79%	83%
	Urban		2%	2%
Metropolitan		19%	15%	
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	
		Nil		
2.	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:			
	Sl. No.	State	Aspirational District	Amount spent (In INR)
	1	Karnataka	Hassan, Haveri & Bellary	25,00,000
3.	(a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)		No
	(b)	From which marginalized/vulnerable groups do you procure?		NA
	(c)	What percentage of total procurement (by value) does it constitute?		NA
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:			
	Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)
		Nil		
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
		Nil		
6.	Details of beneficiaries of CSR Projects:			
	Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	1.	Managala Raitha Prathibe	3,318 student's beneficiaries	100%
	2.	Project Eye Care and Health Care	1,269 beneficiaries	100%
	3.	Mangala Akshara Mitra	8,000 students	100%
	4.	Swatcha Vidyala	700 schools	100%
	5.	Community Development	6,100 beneficiaries	100%
	6.	Environmental Sustainability	5,000 beneficiaries	100%
7.	Women Empowerment	1,700 beneficiaries	100%	

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:		Customer care contact numbers and email IDs are provided on all our product packaging for easy access. Additionally, contact details are available on the Company's official website: https://www.mangalorechemicals.com/home/contactus				
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		100%				
	Safe and responsible usage		100%				
	Recycling and/or safe disposal		100%				
3.	Number of consumer complaints in respect of the following:						
		FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
	Advertising	Nil	Nil	Nil	Nil	Nil	Nil
	Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
	Delivery of Products	Nil	Nil	Nil	Nil	Nil	Nil
	Quality of Products	Nil	Nil	Nil	Nil	Nil	Nil
	Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
	Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
	Other	Nil	Nil	Nil	Nil	Nil	Nil
4.	Details of instances of product recalls on account of safety issues:						
		Number		Reasons for recall			
	Voluntary recalls	0		0			
	Forced recalls	0		0			
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. Policy on Cyber Security is available on Company's Website: https://www.mangalorechemicals.com/assets/frontend/pdfs/cybersecuritypolicy.pdf				
6.	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/services			NA			
7.	Provide the following information relating to data breaches:						
	a. Number of instances of data breaches			Nil			
	b. Percentage of data breaches involving personally identifiable information of customers			Nil			
	c. Impact, if any, of the data breaches			Nil			
Leadership Indicators							
1.	Channels/Platforms where information on products and services of the entity can be accessed (provide web link, if available).		Information on products and services can be accessed through Company's Weblink - https://www.mangalorechemicals.com/				
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.		The Company actively conducts farmer education workshops and training sessions to promote the optimal use of fertilizers and enhance farming efficiency. The Company also educates consumers on the safe and responsible use of its products through various farmer outreach initiatives, including farmers' meetings, crop seminars, method demonstrations, field days, intensive customer engagement programs, and digital outreach via the Jai Kisaan Farmer App.				
3.	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services		The Company is developing a digital Farmers Connect platform to enhance engagement with farmers and expand outreach to a broader target audience. In parallel, the Company maintains continuous communication with its trade channel partners, supplemented by periodic meetings. These interactions serve as a channel for sharing product and service updates, ensuring partners remain aligned with market developments. Additionally, farmer awareness programs are conducted to disseminate key business updates and best practices.				
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)		Yes. All the declarations on the Company's packaging are based on the Fertilizer Control Order and Legal Metrology guidelines.				