



**Ref. No: HSCL / Stock-Ex/2023-24/34**

**Date: 14/06/2023**

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<b>Ref: Listing Code: 500184</b> BSE Limited Department of Corporate Services P. J. Towers, 25 <sup>th</sup> Floor, Dalal Street, Mumbai- 400 001	<b>Ref: Listing Code: HSCL</b> National Stock Exchange of India Ltd Exchange Plaza, C-1, Block-G Bandra Kurla Complex, Bandra (E) Mumbai- 400 051
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**Sub: Business Responsibility and Sustainability Report for the financial year 2022-23**

Dear Sir/ Madam,

We are submitting herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23, which forms an integral part of the Annual Report 2022-23 submitted to the Exchanges.

The BRSR is also available on the website of the Company at [www.himadri.com](http://www.himadri.com) as part of Annual Report 2022-23.

This is for your information and record.

Thanking you,

Yours faithfully,  
For Himadri Speciality Chemical Ltd

(Company Secretary &  
Compliance Officer)  
ACS: 29322

**Enclosed: a/a**

# Annexure X

## of the Board's Report

### BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the listed entity

1. Corporate Identity Number (CIN)	L27106WB1987PLC042756
2. Name of the Listed Entity	Himadri Speciality Chemical Ltd
3. Year of incorporation	1987
4. Registered office address	23A, Netaji Subhas Road, 8 <sup>th</sup> Floor, Suite No. 15, Kolkata - 700 001
5. Corporate address	8, India Exchange Place, 2 <sup>nd</sup> Floor, Kolkata - 700001
6. E-mail	<a href="mailto:info@himadri.com">info@himadri.com</a>
7. Telephone	(033) 2230 4363/ 9953
8. Website	<a href="http://www.himadri.com">www.himadri.com</a>
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd, BSE Limited
11. Paid-up Capital	₹ 4,327.07 lakhs
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. Kamlesh Kumar Agarwal Chief Financial Officer <a href="mailto:investors@himadri.com">investors@himadri.com</a> (033) 2230 4363/ 9953
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis

##### II. Products/services

14. 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 of carbon materials and chemicals	Himadri's revenue is primarily derived from the sale of carbon materials and chemicals.	99

15. 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.	Carbon Materials and Chemicals - Manufacturing	23999	99

##### III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	4	11
International	1	1	2

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#### 17. Markets served by the entity:

##### a. Number of locations

Location	Number
National (No. of States)	25
International (No. of Countries)	49

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

- Revenue from operations: ₹ 417,184.13 lakhs
- Contribution of exports: 22% (approx.)

##### c. A brief on types of customers

Since incorporation in 1987, Himadri Speciality Chemical Limited ("Himadri") has grown to become a market leader and prominent player in Speciality Carbon products such as Coal Tar Pitch, Carbon Black, Naphthalene and Refined Naphthalene, SNF and Speciality Oils. Globally, we have been recognized as one of the few companies to offer integrated Speciality Carbon products and have continuously endeavored to grow our global footprint and mark our presence in a diverse range of industries such as steel, aluminium, graphite, tyre, automotive components, plastic, paints, fibre, printing inks, infrastructure development, and many more.

#### IV. Employees

#### 18. 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)
<b>EMPLOYEES</b>						
1	Permanent (D)	700	669	95.57	31	4.43
2	Other than Permanent (E)	52	52	100.00	0	0.0
<b>3</b>	<b>Total employees (D + E)</b>	<b>752</b>	<b>721</b>	<b>95.88</b>	<b>31</b>	<b>4.12</b>
<b>WORKERS</b>						
4	Permanent (F)	195	189	96.92	6	3.08
5	Other than Permanent (G)	1,161	1,155	99.48	6	0.52
<b>6</b>	<b>Total workers (F + G)</b>	<b>1,356</b>	<b>1,344</b>	<b>99.12</b>	<b>12</b>	<b>0.88</b>

##### b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	1	1	100	0	NA
2	Other than Permanent (E)	0	0	NA	0	NA
<b>3</b>	<b>Total differently abled employees (D+E)</b>	<b>1</b>	<b>1</b>	<b>100</b>	<b>0</b>	<b>NA</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	0	0	NA	0	NA
5	Other than permanent (G)	0	0	NA	0	NA
<b>6</b>	<b>Total differently abled workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>NA</b>

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#### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11
Key Management Personnel*	9	1	11.11

\*Includes CMD & CEO and Executive Directors

#### 20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the Year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (%)	7.86	0.71	8.57	10.34	0.65	10.99	13.69	1.26	14.95
Permanent Workers (%)	27.18	3.08	30.26	24.57	0.00	24.57	17.53	0.00	17.53

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

##### 21. (a) Names 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	AAT Global Limited	Wholly Owned Subsidiary	100	Yes
2	Shandong Dawn Himadri Chemical Industry Limited	Subsidiary of AAT Global Ltd	94	Yes

#### VI. CSR Details

##### 22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

(ii) Turnover for the year ended 31 March 2023: ₹ 417,184.13 lakhs

(iii) Net worth as at 31 March 2023: ₹ 221,560.10 lakhs

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#### VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending for resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending for resolution at the close of the year	Remarks
Communities	Yes	Nil	Nil	None	Nil	Nil	None
Investors (Other than shareholders)	Yes	Nil	Nil	None	Nil	Nil	None
Shareholders	Yes	Nil	Nil	None	Nil	Nil	None
Employees and workers	Yes	Nil	Nil	None	Nil	Nil	None
Customers	Yes	Nil	Nil	None	Nil	Nil	None
Value Chain Partners	Yes	Nil	Nil	None	Nil	Nil	None

A grievance redressal Mechanism is in place. The web link for the same is:

<https://www.himadri.com/pdf/vigil-mechanism-whistleblower-policy-10.02.2023.pdf>

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

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	Health & Safety	Risk and Opportunity	In line with business values, beliefs, and practices, safeguarding our employees is our top priority. As any negligence in health and safety elements may result in serious consequences, we put our best efforts to preserve HSE at workplace.	Himadri strictly adheres to the health and safety protocols at all its plants and office locations. Himadri locations have been ISO 45001:2018 certified. Training on health and safety is conducted at regular intervals for the employees and workers along with periodic audits and surprise checks to ensure 100% compliance with all protocols.	While an accident may cause damage to reputation and incite potential legal actions by local authority, practicing / delivering best in class HSE performance has created positive differences to all direct and indirect stakeholders of the company as well as it has enhanced the brand value significantly.

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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)
2	Human Rights	Opportunity	A socially responsible corporation has a responsibility to foster strong relationships with all its stakeholders, including regulators, investors, suppliers, and customers. By prioritizing respect for human rights, a business demonstrates its commitment to developing enduring partnerships with stakeholders and upholding their rights.	Himadri is committed to the principles of sustainable development including protecting human rights, respecting the dignity and well-being of people and guaranteeing equal rights to all people. Therefore, the Human Rights Policy is applicable to all employees and investors, and the Supplier Code of Conduct clearly outlines the expectations.	At Himadri, we place a strong emphasis on the value of our people as crucial assets to our business. As a result, we prioritize our commitments to all human rights elements. We believe that this focus enables us to establish our brand as a leader in its class.
3	GHG Emissions/ Energy Management	Risk and Opportunity	Considering GHG emissions have a negative impact on the global climate, it is indeed a common risk to all of us. Hence, as a corporate entity we totally recognize this risk and remain fully committed to contributing positively to this perspective.	Himadri has been monitoring Scope 1 and 2 emissions with all efforts being made to increase energy efficiency.  Himadri is actively assessing its emissions and having a short term and long-term plans with defined objective to improve energy intensity as well as reducing carbon footprint.	There is an immense positive impact of reducing GHG emissions, improving energy efficiency and air quality, eventually contributing to climate control initiatives.
4	Water Management	Opportunity	Several processes utilize water in our operations. Given the importance of this finite resource, it is our duty to reduce freshwater usage and optimize our processes.	Himadri has implemented Zero Liquid Discharge (ZLD) as a strategic tool to manage water consumption, treatment, and recycling for internal usage to the maximum possible extent, eventually, improving our water consumption intensity on a continuous basis.	There are many positive financial / non-financial implications from reduction in freshwater consumption considering quality water as a scarce resource.

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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)
5	Labour Practices	Opportunity	Our people are key contributors to value creation and are our greatest assets. We aim to recruit qualified employees with relevant experience, nurture them with best-in-class training and develop their skills to see Himadri reach greater heights.	To ensure a positive working culture at Himadri, progressive people practices have been adopted to retain and attract more talents. A regular assessment is conducted by the Leadership in that direction and appropriate measures are adopted.	Enhancing the experience of our employees directly contributes to the Company's productivity and enables us to attain our objectives and business performance over time.
6	Transparency	Opportunity	Himadri upholds a commitment to transparency and openness across all aspects of its operations. Comprehensive communication to the stakeholders are being done towards achieving transparency to the best possible extent.	Policies are in place to ensure Himadri's objectives in operating as a transparent organization. Appropriate procedures and actions are in place in case any deviation is observed.	There are many positive financial / non-financial implications of being a transparent company, which improves the brand image.

## 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
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs?	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.himadri.com/governance.php">https://www.himadri.com/governance.php</a>								
2. Whether the entity has translated the policy into procedures?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	QMS (ISO 9001:2015), IATF (16949:2016)	ISO 17025:2017, QMS (ISO 9001:2015), IATF (16949:2016)	ISO 45001:2018, QMS (ISO 9001:2015), IATF (16949:2016)	QMS (ISO 9001:2015), IATF (16949:2016)	ISO 45001:2018	EMS (ISO 14001:2015)	NA	NA	QMS (ISO 9001:2015), IATF (16949:2016)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<b>All have been met</b>								

#### Governance, leadership, and oversight

##### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Himadri, our business operations are guided by a strong commitment to Environmental, Social, and Governance (ESG) principles aligned with BRSR framework. We conduct our operations in a transparent and fair manner with all stakeholders and ensure that our workplace is safe and resourced with all necessary facilities.

We are dedicated to promoting ethical and socially responsible practices throughout our extensive supply chain. Our focus is on adhering to all relevant regulations, including environmental standards, and our research and development team continuously explores sustainable and eco-friendly products that create maximum value by minimizing environmental impact internally. Our products not only promote energy efficiency but also aid in the customer's sustainability agenda by significantly reducing their carbon footprint, resulting in substantial value creation.

At Himadri, our approach to sustainability is not limited to regulatory compliances. Rather, we

have been striving to institutionalize best in class sustainable practices in everything we do. We are fully committed to reducing our GHG emissions by continuous improvement in operating efficiency, optimizing waste and water management, and adhering to best practices.

Our governance systems and risk management processes are robust and effective, and we extend our compliance efforts to our value chain partners. We conduct our business activities in accordance with ethical principles, internal policies, procedures, and applicable laws to prevent corruption and promote fair competition.

To further strengthen our ESG commitments, we have established an ESG Committee that is currently reviewing our targets for the short /long term. Our goals include improving employee diversity, improving health and safety performance, reducing emissions, enhancing water and waste management, and increasing transparency in our company disclosures.

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

At the highest level, the Board of Directors of the Company, led by the Chairman cum Managing



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Director & CEO, has the primary role of responsibility to protect and enhance shareholder value through strategic. The Board ensures that the Company has clear goals aligned to shareholder value and its growth, and also in line with its sustainability agenda.

The ESG Committee of the Board, chaired by the Chairman cum Managing Director & CEO, reviews and oversees implementation of the Sustainability Policies of the Company on an annual basis. In addition, the CSR Committee and the Board also review the progress of implementation of the Company's CSR programmes.

The ESG Committee of the Company is the management body responsible for compliance with the Sustainability Policies of the Company. The Board has constituted the ESG Council which oversees day-to-day ESG matters arising out of the activities

and operations of the Company and monitors and evaluates compliance with these policies.

**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, as mentioned above, the ESG Committee is a Board Committee which is responsible for making key decisions pertaining to ESG related issues, identifying risks and having mitigating actions in place.

The ESG Committee reviews the Business Responsibility and Sustainability Report of the Company, and recommends the same to the Board for adoption, and approves the Sustainability & Integrated Report of the Company.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>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.</b>	N	N	N	N	N	N	N	N	N

**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
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)	Not applicable as all principles are covered by respective policies								

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### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

#### PRINCIPLE 1:

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

#### Essential Indicators

#### 1. Percentage during coverage by training and awareness programmes on any of the principles 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	2	All BRSR Principles	100.00
Key Managerial Personnel	8	All BRSR Principles	83.33
Employees other than BoD and KMPs	8	All BRSR Principles	99.86
Workers	8	All BRSR Principles	100.00

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

Monetary					
	NGBRC 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		
Settlement			Nil		
Compounding fees			Nil		

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes, Himadri has an Anti-Bribery and Anti-Corruption Policy which is available on the company's website. The Company is committed to the prevention and detection of bribery and other corrupt business practices and has set the responsibility for the directors and employees to maintain the highest standard of business practices and comply with all anti-corruption laws applicable in all the geographies which we operate. Himadri has a zero-tolerance policy against any sort of unethical behaviour.

To maintain utmost integrity and to ensure that the values of the company are upheld, regular awareness sessions are held with all existing and new employees. A robust governance structure is in place to oversee and monitor the policy.

<https://www.himadri.com/pdf/anti-bribery-policy-10-02-2023.pdf>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors.	0	No complaints received	0	No complaints received
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	0	No complaints received	0	No complaints received

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

Not Applicable

### Leadership Indicators

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

Himadri facilitates capacity building workshops for its key value chain partners to educate and create shared awareness on essential areas like health and safety, human rights, labour practices and other sustainability elements.

#### 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, the Company has Code of Conduct for the Board of Directors and senior management personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and senior management personnel regarding the entities in which they are interested, and ensures requisite approvals as required under the applicable laws are taken prior to entering transactions with those entities.

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#### PRINCIPLE 2:

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

#### Essential Indicators

- 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 (2022-23)	Previous Financial Year (2021-22)	Details of improvements in environmental and social impacts
R&D	100.00%	100.00%	<ol style="list-style-type: none"> <li>Installation of Panel to reduce harmonic effects such as overheating, overloading, transmission loss and save power.</li> <li>Developed new non-ASTM grades of Carbon Black with reduced rolling resistance resulting in an increase of fuel efficiency of vehicle.</li> <li>With the new non-ASTM grades of Carbon Black, the abrasion and tear resistance has also improved which has resulted in lowering emissions as well.</li> <li>Low PAH Carbon Black introduced in the market which will minimise toxic vehicle emission while the tyre is in use. Additionally, this results in safe transfer of liquid and solid food which is conveyed by mechanical handling equipment, for ex:- hose and conveyor belt.</li> <li>Installation of chevron type vent condenser scrubbing system to resist the waste-water droplet emission &amp; reduce Gas emission from vent by cooling media which converts vapour into liquid and the waste-water is collected and send to ETP for treatment.</li> <li>Anti corrosive Pump installation in ETP for better treatment of water.</li> <li>Installation of Ambient Air Quality Monitoring Station for monitoring of Air quality.</li> </ol>
Capex	0.63%	0.04%	

- Does the entity have procedures in place for sustainable sourcing?

Yes, Himadri's value chain is fully derived from by-products of other core industries like steel, petrochemical, etc. Our robustly designed supply chain model ensures that the major raw materials are non-virgin in nature and do not cause any direct depletion of natural resources. This makes Himadri's value chain intrinsically sustainable since inception.

The Company's policies encourage its value chain partners to participate actively in the journey towards sustainability. Himadri has initiated robust framework to institutionalize sustainable sourcing integrating ethical, environmental, and social criteria.

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

More than 95% of inputs were sourced sustainably.

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

As Himadri supplies its products as raw materials to businesses for manufacturing their end products, our products cannot be reclaimed from the customers.

However, we are committed to researching and developing sustainable packaging options that are suitable for our product to support our sustainability goals.

**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 not applicable to the Company.

#### 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?**

No, we have not conducted any life cycle assessment for any of our products.

**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.**

Not applicable as life cycle assessment is not conducted.

**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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Not Applicable	

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

**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
	None

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#### 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:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefit		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	669	669	100	669	100	NA	NA	669	100	669	100
Female	31	31	100	31	100	31	100	NA	NA	31	100
<b>Total</b>	<b>700</b>	<b>700</b>	<b>100</b>	<b>700</b>	<b>100</b>	<b>31</b>	<b>100</b>	<b>669</b>	<b>100</b>	<b>700</b>	<b>100</b>
<b>Other than Permanent Employees</b>											
Male	52	52	100	52	100	NA	NA	52	100	52	100
Female	0	0	NA	0	NA	0	NA	NA	NA	0	NA
<b>Total</b>	<b>52</b>	<b>52</b>	<b>100</b>	<b>52</b>	<b>100</b>	<b>0</b>	<b>NA</b>	<b>52</b>	<b>100</b>	<b>52</b>	<b>100</b>

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefit		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	189	189	100	189	100	NA	NA	189	100	189	100
Female	6	6	100	6	100	6	100	NA	NA	6	100
<b>Total</b>	<b>195</b>	<b>195</b>	<b>100</b>	<b>195</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>189</b>	<b>100</b>	<b>195</b>	<b>100</b>
<b>Other than Permanent Workers</b>											
Male	1,155	1,155	100	1,155	100	NA	NA	1,155	100	1,155	100
Female	6	6	100	6	100	6	100	NA	NA	6	100
<b>Total</b>	<b>1,161</b>	<b>1,161</b>	<b>100</b>	<b>1,161</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>1,155</b>	<b>100</b>	<b>1,161</b>	<b>100</b>

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (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/NA)	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/NA)
PF	99.73	100	Y	99.63	100	Y
Gratuity	99.47	100	NA	99.39	100	NA
ESI	15.16	100	Y	18.03	100	Y
Other - (NPS)	21.14	0	NA	30.21	0	NA

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#### 3. Accessibility of workplaces

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

Our establishments are accessible to differently abled persons while we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

#### 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, we have a diversity policy which is aligned with the Rights of Persons with Disabilities Act, 2016. The web link for the same is

<https://www.himadri.com/pdf/policy-on-diversity-equity-and-inclusion-10-02-2023.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%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

#### 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, we have a comprehensive and detailed Grievance Redressal Mechanism in place with the underlying aim of protecting our employees and workers.
Other than Permanent Workers	
Permanent Employees	We have established procedures to ensure that the process of registering a complaint, conducting an investigation, and arriving at a suitable decision is carried out in a professional and confidential manner.
Other than Permanent Employees	

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

Category	FY 2022 - 2023 (Current Financial Year)			FY 2021 - 2022 (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	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Employees</b>										
Male	721	542	75.17	652	90.43	790	415	41.77	323	40.89
Female	31	10	32.26	29	93.55	31	6	67.74	18	58.06
<b>Total</b>	<b>752</b>	<b>552</b>	<b>73.40</b>	<b>681</b>	<b>90.56</b>	<b>821</b>	<b>421</b>	<b>51.28</b>	<b>341</b>	<b>41.53</b>
<b>Workers</b>										
Male	1,344	1,344	100.00	213	15.85	971	760	78.27	120	12.36
Female	12	8	66.67	6	50.00	7	5	85.71	3	42.86
<b>Total</b>	<b>1,356</b>	<b>1,352</b>	<b>99.71</b>	<b>219</b>	<b>16.15</b>	<b>978</b>	<b>765</b>	<b>78.22</b>	<b>123</b>	<b>12.58</b>

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021 - 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	721	721	100	790	790	100
Female	31	31	100	31	31	100
<b>Total</b>	<b>752</b>	<b>752</b>	<b>100</b>	<b>821</b>	<b>821</b>	<b>100</b>
<b>Workers</b>						
Male	1,344	1,344	100	971	971	100
Female	12	12	100	7	7	100
<b>Total</b>	<b>1,356</b>	<b>1,356</b>	<b>100</b>	<b>978</b>	<b>978</b>	<b>100</b>

#### 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, Safety and health of our employees across all the layers is of paramount importance for Himadri and we are committed to preserve a safe workplace. Since 2019 full-fledged ISO 45001-2018 Management System has been implemented covering entire process of manufacturing and all layers of Employees and Workers. Following the procedure, the renewal of certification has been completed under the guidance of M/S SGS (An international Entity for such certification). The Company is invested in accessing workplace conditions and continuous initiatives are being taken to deal with prevailing hazards and risks. Regular health and safety training which includes process safety, mock fire drills are conducted to ensure all employees and workers are aware of the processes in place.

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

There are several processes used to identify work-related hazards such as:

1. For representative/ standard processes, Hazard identification and Risk Assessment are done by the Process Team.



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2. For non-repetitive and non-standard processes, deployment of permit to work (PTW) system is ensured considering the nature of job and risk involved. Risk assessment of job under comprehensive PTW system is an intrinsic process.
3. Routine/ non-route Audits and Inspections are done to identify work related hazards for necessary corrective action.

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

Yes, Himadri has several processes and forums for workers to report work-related hazards formally/ informally. Workers are also encouraged to participate in resolving and mitigating hazards. Such forums include Safety Committee Meetings, Field Audits/ Observations and Training & Awareness Sessions.

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

Yes, the employees and workers have access to the Occupational Health Centre (OHC) at the manufacturing plants which are run by the Company's doctor and healthcare team. While the OHC is primarily for health-related matters, the Company has widened the scope of the OHC to include non-occupational medical/ health related matters as well. After the introduction of the non-occupational health matters, several employees have availed these services from the OHC directly.

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

Safety Incident/Number	Category	FY 2022-2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	Employees	2.73	4.59
	Workers	2.02	3.85
<b>Total recordable work-related injuries</b>	Employees	6	11
	Workers	8	11
<b>No. of fatalities</b>	Employees	Nil	Nil
	Workers	Nil	Nil
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees	1	1
	Workers	Nil	2

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

The Company's plants, facilities and equipment are designed based on careful consideration of statutory requirements, applicable Indian and International Standards for a healthy and safe workplace. One of the key focus areas is the safety of employees by investing in technologies and processes to avoid and minimize the manual interfaces with machines.

An OH&S Management System Manual has been prepared and successfully deployed. Regular training is conducted for the management representatives as mentioned under the guidelines of ISO 45001. The Company has a systematic process for identification of work-related hazards. On a regular basis, the Company provides training in Health Identification and Risk Assessment to all concerned employees. The Company has in place a mechanism for identification of fire hazards, preparation of action plan for control system and plans to mitigate or eliminate hazards.

We also have certified first aid providers at Plant level who are competent enough to give first aid treatment in case of any incident.

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

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

#### 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

#### 15. 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.

Appropriate reporting frameworks have been put in place to report every safety related incident in a systematic and organized manner to the HSE Team which is followed by a detailed investigation involving all requisite stakeholders. A root cause analysis (RCA) is conducted and a mitigation plan to prevent re-occurrence is deployed. As a result of the continuous process, safety related incidents have reduced over the years. Our continuous endeavor is to prioritize investments in world-class processes that ensure safety.

#### Leadership Indicators

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

Yes, the Company extends life insurance/ compensatory package to all its Employees and Workers in the event of death.

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

During the contract with value chain partners [suppliers & vendors] the company ensures that there is provision of compliance with terms and conditions, including all the applicable laws of the land. Moreover, for contracts related to manpower supply, the company has implemented a robust system with cross-checks to ensure that all statutory dues are accurately deducted and deposited.

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

	Total number 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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Employees	1	1	1	1
Workers	Nil	2	Nil	2

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)

Himadri continually invests in human capital development which includes building skills and capabilities that are contemporary while providing employees with diverse experience. These enhance the employability of the workforce and enable a smooth transition to alternate opportunities within or outside the organization. We currently do not offer any formal transition assistance programs.

5. Details on assessment of value chain partners on Health and safety practices and working conditions

Himadri's Code of Conduct for Suppliers enshrines the Company's unwavering focus on fair treatment, human rights, gender diversity, child labour, wages, working hours, occupational health, safety & the environment. The Code upholds the spirit outlined in the International Labour Organisation Guidelines and United Nations Guiding Principles on Business and Human Rights and is shared and accepted by all supply chain partners.

The Company has a robust process of evaluating its Suppliers and Service Providers before engaging with them, proactively making them aware of its expectations/ requirements, and seeking commitment for compliance through contractual agreements. We are equally dedicated to strengthening awareness of this Code among our Suppliers and Service Providers and providing support to aid them in this initiative.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risks/ concerns observed.

#### 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.

Himadri's leadership team under the guidance of the Board of Directors has identified key external and internal stakeholders based on their material influence on the Company and the degree to which the Company's corporate decisions can have a direct material impact on them. Further details are available in our Stakeholder Engagement Policy and the weblink for the same is

[https://www.himadri.com/pdf/stakeholder-engagement-policy\\_10.02.2023.pdf](https://www.himadri.com/pdf/stakeholder-engagement-policy_10.02.2023.pdf)

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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
Employees and Workers	No	<ul style="list-style-type: none"> <li>Email</li> <li>HR Portal</li> <li>Company Intranet</li> <li>Newsletters</li> <li>Office collaboration screens etc.</li> <li>All staff 'town halls' meeting at organisation level</li> <li>Team forums and training programmes</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>Maintaining and enhancing employee engagement</li> <li>Informing employee Benefits, Rewards and Policies, Procedures and Programs</li> <li>Employee Development Plan, Career Progression, Performance Reviews and Ratings</li> <li>Understanding employee concerns or grievance</li> <li>Receiving employee feedback</li> </ul>
Shareholders and Investors	No	<ul style="list-style-type: none"> <li>Periodic investor/analyst interactions like individual Meetings</li> <li>Participation in investor conferences</li> <li>Analysts meet from time to time guided by finance department of the company</li> <li>Annual Reports</li> <li>Publication of periodical results</li> <li>Press Release</li> <li>Newspaper</li> <li>Website</li> <li>Periodical investor presentation</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>Educating investors about the business using accurate, timely and comprehensive information</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Customer Meetings</li> <li>Business discussions as and when required</li> <li>Award and Recognition ceremonies</li> <li>Participation in survey conducted by customers from time to time</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>To make aware the customers about the new developments in techniques and products</li> <li>Build long-lasting relationships with suppliers</li> <li>To receive feedback from customers</li> </ul>

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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
Supply Chain Partners	No	<ul style="list-style-type: none"> <li>Award and Recognition ceremonies</li> <li>Participation in survey conducted by suppliers from time to time</li> <li>Business discussions as and when required</li> <li>Suppliers Meetings</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>Build long-lasting relationships with capable suppliers</li> <li>Monitoring Supplier Performance</li> <li>Ensure supplier competency and compliance</li> <li>To make aware the suppliers about the new developments in techniques and products</li> </ul>
Communities	No	<ul style="list-style-type: none"> <li>CSR Activities</li> <li>Volunteering Activities</li> <li>Community Events</li> <li>Community Survey and Consultations</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>Provide relevant and accurate information about Company</li> <li>Understand impact of company's initiatives and activities on community</li> <li>Supporting causes and organizations through donations and philanthropic activities</li> </ul>
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> <li>Statutory Report</li> <li>Interactions with Public Authorities</li> <li>Membership of industry associations</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>Understanding potential legal and regulatory changes relevant to the Himadri's business</li> <li>Contributing to industry reform</li> </ul>

#### 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.

ESG priorities in the Company are driven from the uppermost level i.e., the Board of Directors. The Board provides the strategic oversight and has constituted an ESG Committee to provide guidance and to monitor the ESG progress. The ESG Committee of the Board has delegated the process of undertaking consultations with stakeholders to the management. Feedback from such consultations is shared with the Committee and the Board.

- During the year, Himadri has undertaken a comprehensive materiality assessment and stakeholder engagement exercise to identify Environmental, Social and Governance (ESG) topics of significance to its business.

As a part of this exercise, Himadri along with an external agency, with requisite experience, engaged with the key internal and external stakeholders to understand their concerns and incorporate their views into materiality assessment, for prioritising ESG topics and way forward ESG framework.

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- Insights gathered through stakeholder engagement were analysed to develop the materiality matrix and arrive at the final list of ESG focus areas. The result of this assessment was presented to the ESG Committee and the Board. The outcome is being considered for defining ESG objectives of the Company.

**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.**

We regularly engage with our stakeholders such as investors, shareholders and lenders, suppliers, business partners, community, employees, customers etc. for business and management updates. Himadri adopts a responsible approach towards its stakeholders and ensures transparency in its disclosures concerning business matters. We provide crucial data and insights to global investors by doing investor presentations at regular intervals thereby helping them make informed decisions. A formal Stakeholder Engagement Process involving direct & detailed consultation with different stakeholder groups helps us in identifying the critical issues that need our immediate attention. The inputs received through stakeholder consultation process are presented to the Board Level Management Committee which plays a crucial role in the development and implementation of strategies, policies, and objectives related to economic, environmental, and social topics.

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

None of the stakeholder groups has been identified as, vulnerable or marginalised group.

#### 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 2022-2023 (Current Financial Year)			FY 2021 - 2022 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	700	678	96.86	751	532	70.84
Other than permanent	52	20	38.46	70	24	34.29
<b>Total Employees</b>	<b>752</b>	<b>698</b>	<b>92.82</b>	<b>821</b>	<b>556</b>	<b>67.72</b>
<b>Workers</b>						
Permanent	195	194	99.49	157	134	85.35
Other than permanent	1,161	812	69.94	821	550	66.99
<b>Total Workers</b>	<b>1,356</b>	<b>1,006</b>	<b>74.19</b>	<b>978</b>	<b>684</b>	<b>69.94</b>

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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/A)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	669	0	0	669	100	720	0	0	720	100
Female	31	0	0	31	100	31	0	0	31	100
<b>Other than Permanent</b>										
Male	52	0	0	52	100	70	0	0	70	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	189	0	0	189	100	150	12	8.00	138	92.00
Female	6	0	0	6	100	7	0	0.00	7	100
<b>Other than Permanent</b>										
Male	1155	801	69.35	354	30.65	821	640	77.95	181	22.05
Female	6	0	0	0	0	0	0	0	0	0

#### 3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in Lakhs)	Number	Median remuneration/ salary/wages of respective category (₹ in Lakhs)
Board of Directors (BoD) (Executive Directors)	3	200.00	0	NA
Key Managerial Personnel	5	125.83	1	30.27
Employees other than BoD and KMP	664	4.57	30	5.51
Workers	189	2.15	6	1.23

#### 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, Himadri has a Human Rights Policy which is publicly accessible via the company's website. The Company is committed to the principles of sustainable development including protecting human rights, respecting the dignity, well-being and worth of the person and guaranteeing equal rights to all people. The policy is aligned to the United Nations Guiding Principles of Business and Human Rights (UNGPs) and International Labour Organization (ILO Declaration).

A governance framework has been put in place, whereby employees can address their complaints or grievances to focal point, the Human Resource department or directly contact the Senior Management.

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

In this regard the Company encourages an open-door policy. The Company has built a strong mechanism for reporting matters or concerns faced at the workplace.

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Himadri recognises the importance that business can play in ensuring long-term protection of human rights and for this reason the company is dedicated to upholding the human rights of its employees, communities, contractors, vendors and suppliers in accordance with the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact. The Company has formulated a Human Rights Policy in conjunction with the Grievance Redressal Policy to ensure grievances are addressed in an effective and prompt manner.

The mechanism is outlined below:

1. The employees/ associates can address their complaints or grievances or report instances to the Human Resource department/ Senior Management. No reprisal or retaliatory action is taken against any employee/ associates for raising concerns under this policy.
2. If the situation warrants, a committee is formed to investigate the violations reported. The Committee evaluates the violations reported and ensures that the same is addressed and resolved at the earliest. The Committee also, in consultation with the Senior Management, provides a suitable remedy.
3. The Company periodically undertakes human rights due diligence process for management and oversight/ monitoring of the policy and identify any shortcomings.

The Company also has a Policy on Prevention of Sexual Harassment (POSH), and any such concern can be reported. All violations are dealt seriously on the principles of natural justice, confidentiality, sensitivity, non-retaliation, and fairness while addressing the concern. The concerns are handled with sensitivity, while delivering timely action and closure.

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021 - 2022 (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	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

While handling complaints which form part of the grievance redressal mechanism, every necessary step is taken to ensure that the enquiry is conducted in a professional and confidential manner. The Grievance Redressal Policy clearly outlines that all members involved as part of the enquiry are entrusted to record keeping in a confidential manner. Any employee questioned in respect of the enquiry is bound by confidentiality and is required to keep all paperwork and information exchanged in the process confidential.

All genuine complaints, in good faith, can be made without fear of reprisals, punishment, intimidation, coercive action, dismissal, or victimization. All actual violations are dealt seriously on the principles of natural justice, confidentiality, sensitivity, non-retaliation, and fairness while addressing the concern.



## Annexure X

### of the Board's Report (Contd.)

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

Yes, human rights requirements form part of the Supplier Code of Conduct. Suppliers are urged to respect internationally recognized human rights standards and to work towards maintaining them in all business activities within their own sphere of influence. Any forced, child labour or compulsory labour is prohibited. To be a part of the Company's value chain, the supplier is required to adhere to the supplier code of conduct.

Himadri is committed to uphold the human rights of all our stakeholders in accordance with the United Nations Declaration on Human Rights (UDHR), International Finance Corporation-Performance Standards (IFC-PS), International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration) ILO, and United Nations Guiding Principles on Business and Human Rights (UNGPs).

#### 9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others - please specify	-

The Company internally monitors compliance with all relevant laws and policies pertaining to these issues.

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

No significant risk or concerns were identified in our operations.

### Leadership Indicators

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

Himadri is committed to uphold the human rights of all our stakeholders in accordance with the United Nations Declaration on Human Rights (UDHR), International Finance Corporation-Performance Standards (IFC-PS), International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration) ILO, and United Nations Guiding Principles on Business and Human Rights (UNGPs).

At Himadri, none of the business processes required any modification nor introduction of any new process as a result addressing human rights grievances/complaints.

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

The Company is committed to protecting and respecting Human Rights and remedying rights violations in case they are identified; for example, issues relating to human trafficking, forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration and discrimination. Providing equal employment opportunity, ensuring distributive, procedural, and interactional fairness, creating a harassment-free, safe environment, and respecting fundamental rights are some of the ways in which we ensure the same.

As an equal opportunity employer, we do not discriminate based on race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation, or disability status.

## Annexure X

### of the Board's Report (Contd.)

We do have an internal due diligence process to deal with Human rights issues which also covers our value chain partners. Himadri is committed to uphold the human rights of all our stakeholders in accordance with the United Nations Declaration on Human Rights (UDHR), International Finance Corporation-Performance Standards (IFC-PS), International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration) ILO, and United Nations Guiding Principles on Business and Human Rights (UNGPs).

#### 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Our establishments are accessible to differently abled persons while we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

#### 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	100% of service-related value chain partners
Discrimination at workplace	100% of service-related value chain partners
Child Labour	100% of service-related value chain partners
Forced Labour/Involuntary Labour	100% of service-related value chain partners
Wages	100% of service-related value chain partners
Others – Anti-bribery	100% of service-related value chain partners

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

No significant risk or concerns were identified in our operations.

#### 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:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Total electricity consumption (A)	GJ	337,171	319,730
Total fuel consumption (B)	GJ	24,345	24,740
Energy consumption through other sources (C)		Nil	Nil
Total energy consumption (A+B+C)	GJ	361,516	344,470
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (approx.)	J / INR	8,666	12,341
Energy intensity per quantity of goods sold (Total energy consumption/ quantity of goods sold)	GJ/MT	0.90	0.93

**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**

## Annexure X

### of the Board's Report (Contd.)

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

Not Applicable

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
<b>Water withdrawal by source</b>			
(i) Surface Water		Nil	Nil
(ii) Ground Water	KL	913,328	926,744
(iii) Third party water	KL	8,175	9,045
(iv) Seawater/ desalinated water		NA	NA
(v) Others		NA	NA
<b>Total volume of water withdrawal</b>	KL	<b>921,503</b>	935,789
<b>Total volume of water consumption</b>	KL	<b>921,503</b>	935,789
Water intensity per rupee of turnover (Water consumed/turnover)	KL/INR	0.000022	0.000034
Water intensity per quantity of goods sold (Total water consumption/ quantity of goods sold)	KL/MT	2.28	2.52

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

Yes, Himadri has adopted a mechanism for 'Zero Liquid Discharge' by developing a policy as well as mobilizing facility for the same. The processed water with organic material is segregated from the domestic water with inorganic materials. Both the organic and inorganic material water is treated at the common effluent treatment plant and sent to the equalisation tank to be recycled in the water recycling plant. The water is recycled as the dilutant of the concentrate that is processed through Reverse Osmosis (RO)/De-Mineralisation (DM)/Effluent Treatment Plant (ETP) as applicable. The equalized stream is treated in permeating units, which are used to cool towers and reject the stream that is used as gas in the Carbon Black Process. This is the integrated process utilized by Himadri to achieve Zero Liquid Discharge.

5. Details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
NO <sub>x</sub>	mg/m <sup>3</sup>	46.50	61.94
SO <sub>x</sub>	mg/m <sup>3</sup>	50.98	54.59
Particulate matter (PM)	mg/m <sup>3</sup>	48.67	56.43
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-

## Annexure X

### of the Board's Report (Contd.)

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

Yes, the external agency assigned by the State Pollution Control Board has conducted the evaluation. Their laboratories are accredited by NABL.

#### 6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	385,752	415,145
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	2,112	2,520
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO <sub>2</sub> e /INR	0.000009	0.000015
Total Scope 1 and Scope 2 emission intensity (optional) - (Total emissions / quantity of goods sold)	tCO <sub>2</sub> e /MT	0.96	1.12

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

For reducing GHG emission, Himadri has undertaken multiple projects to produce clean energy and to improve energy efficiency / intensity. Some key projects are: -

1. Installation of captive power generation plant creating value chain out of tail gas.
2. Installation of continuous re-crystallization to reduce energy use in turn improving energy intensity.
3. Himadri is net exporter of electricity power as an entity. More than 90% of the Company's captive demand of electricity is fully managed by its own power plant.
4. We have exported 60,620 MWH unit of electricity to the grid generated from captive power plant as part of our business value chain.
5. Installed specially designed energy efficient Reactors to positively impact energy efficiency by 1.5%
6. The Company's converting partial waste heat to the usable Low Pressure (LP) steam of 800kg/hour and use it for tracing purpose, where electrical tracing was used earlier.
7. We have installed micro turbine in CPP (Captive Power Plant) value chain for conserving waste energy and generating additional electricity out of it.

Robust process technology driving excellence: -

1. Re-engineered reactor design to gain higher efficiency and low Poly-nuclear Aromatic content with improved process capability (Cpk) and this leads to substantially low CO<sub>2</sub> generation.
2. Introduced secondary Air Pre Heater to use maximum sensible heat, thus reducing direct use of steam or electricity leading to lower CO<sub>2</sub> generation and lower Carbon footprint.

## Annexure X

### of the Board's Report (Contd.)

3. Parallel Oil Pre Heater of state of art design to avoid maximum re-circulation process thus conserve oil sensible heat for lower CO2 generation and subsequently delivering lower Carbon footprint.
4. Introduced Vacuum breather in raw material section storage to control/ eliminate the volatile organic content in the atmosphere.

#### 8. Details related to waste management by the entity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	127.62	77.14
E-waste (B)	4.22	3.40
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	1.17	1.12
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. ETP sludge, used oils and others (G)	3.07	4.43
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e., by materials relevant to the sector)	442.01	342.15
Process and metals (I)	1,270.66	913.46
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>1,848.75</b>	<b>1,341.70</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1,845.68	1,337.27
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>1,845.68</b>	<b>1,337.27</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(iv) Incineration	1.63	2.94
(v) Landfilling	1.44	1.49
(vi) Other disposal operations	Nil	Nil
<b>Total</b>	<b>3.07</b>	<b>4.43</b>

**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**

#### 9. 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.

Himadri has implemented robust and comprehensive waste management systems and procedures adopting ISO 14001 management system. We have successfully implemented the "Scrap to By-product" strategy to leverage recycling opportunities of scrap to the maximum possible extent introducing suitable value chain. As a result, we are able to recycle more than 99% of our by-products successfully in partnership with our value chain partners. The rest of the non-recyclable wastes such as ETP sludge and others, are disposed through an agency authorised by local pollution control board majorly in form of onward neutralization treatment followed by landfill. A very small fraction is incinerated which cannot be processed for landfill.

## Annexure X

### of the Board's Report (Contd.)

10. 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.
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Not Applicable

11. 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
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Not Applicable

12. 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 non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, we are in compliance with all the statutory environmental laws and regulations.

#### Leadership Indicators

1. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)		Nil	Nil
Total fuel consumption (B)		Nil	Nil
Energy consumption through other sources (C)		Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>		<b>Nil</b>	Nil
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	337,171	319,730
Total fuel consumption (E)	GJ	24,345	24,740
Energy consumption through other sources (F)		Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	<b>361,516</b>	344,470

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

## Annexure X

### of the Board's Report (Contd.)

#### 2. Details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>

**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 - NA**

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

Not applicable, as none of our facilities are situated in any of the declared water stressed zones.

#### 4. Details of total Scope 3 emissions & its intensity, in the following format:

The Company plans to take Scope 3 emissions study as a future strategy.

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

Not Applicable

#### 6. 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:

Explained under the essential indicator in Question 7

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

Yes, Himadri has a Business Continuity and Disaster Management Plan, outlined in our Risk Management Policy. The Business Continuity/Disaster Management Plan shows Himadri's commitment to continuous operation to protect shareholders' value, improve governance, and achieve strategic goals to be well-prepared for unforeseen events. Himadri consistently works to preserve policy scope in the face of disruptive and/or unnatural events to protect and reduce economic damage to people, the environment, other living organisms, and their ecosystems. All financial and non-financial risks are monitored and minimized under the direction of the Risk Management Committee.

## Annexure X

### of the Board's Report (Contd.)

#### 8. 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.

In order to run its business ethically and transparently, Himadri takes social responsibility and environmental sustainability into account. Our suppliers play a crucial role in the business value chain and have a significant impact on Himadri's growth. Therefore, we strive to implement the best practices to foster long-term strategic alliances and uphold corporate responsibility. Given the industry we operate in, we consider it our responsibility to encourage sustainable practices amongst our suppliers. As a result, our Supplier Code of Conduct outlines what we anticipate from our suppliers and binds them to meet the following standards:

- Environmental Disclosures: Suppliers are urged to abide by the rules and guidelines established by the relevant regulatory authorities for the disclosure of environmental factors such as air emissions, energy use, water use, waste, and biodiversity. As for Himadri, the corporation has made significant expenditures in green measures to help it realize its "Zero Liquid Discharge" facility.
- Statutory compliance: The suppliers are encouraged to comply with all statutory laws, rules, and regulations in accordance with national standards. Additionally, suppliers must keep track of all licenses, permits, and approvals and provide copies of them upon Himadri's request.
- Training and awareness programs: Himadri regularly train their vendors to share the best practices used by the top professionals in the field. Additionally, it provides suppliers with a chance to highlight their environmental, compliance, and health and safety practices

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

The Company plans to initiate value chain partners assessment in this perspective.

#### 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.

Himadri affiliates with 9 trade and industry chambers/associations.

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

Sl. No.	Name of the trade and industry chambers/association	Reach of trade and industry chambers/ associations (State/National)
1	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	
2	Bharat Chamber of Commerce	
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	
4	Confederation of Indian Industry (CII)	National
5	Carbon Black Manufacturers Association	
6	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	
7	All India Rubber Industries Association	
8	Hooghly Chamber of Commerce & Industry	State
9	International Tar Association	International



## Annexure X

### of the Board's Report (Contd.)

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

Name of authority	Brief of the case	Corrective action taken
There were no incidents of anti-competitive behaviour involving the Company during the reporting period (2022-23).		

#### 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
None					

#### 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
Not Applicable					

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The CSR Committee at the Board level is responsible for CSR activities, supported by the corporate CSR team. The CSR teams at the plant level deal with grievances received from stakeholders. We engage with the community on a regular basis directly or through implementing agencies. In case of any grievances, they are dealt with on a timely basis and resolved by the CSR Team under guidance of CSR Committee.

## Annexure X

### of the Board's Report (Contd.)

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

	FY 2022-23 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	0.35%	0.25%
Sourced directly from within the district and neighbouring districts	30.25%	27.98%

#### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sl. No.	State	Aspirational District	Amount Spent (in INR)
None			

##### 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? Not Applicable

c. What percentage of total procurement (by value) does it constitute? Not Applicable

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

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

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

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

## Annexure X

### of the Board's Report (Contd.)

#### 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.	Rural development projects for Economically Weaker Sections (EWS) of the Society in villages - Setting up of Pucca Houses, drinking water facilities/ drainage facility/electrification, setting up of skill development centre/ Community Hall, setting up of panchayat Building, setting up of playground and gym, Training to promote Rural Sports, setting up of centre for handicapped children, Setting up of schools etc.	People of 16 villages surrounding or adjoining to Company's plants at West Bengal	These have not been identified as vulnerable/ marginalized groups.
2.	Health Care Project - Setting up of Nursing Home by construction of building - facilities of Kidney dialysis, eye testing, spectacles distribution, medicine distribution, Ayurvedic, naturopathic and homeopathy treatment.		
3.	Free Distribution of Books, Scholarship for Education, development of school, Library.		
4.	Food & Cloth Distribution.		
5.	Organised free eye check-up camps, Conducted free village medical centers, Contribution for Hospital Development and medical purpose.		
6.	Contribution towards animal welfare.		
7.	Contribution towards promoting nationally recognized sports.		

#### 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.

Any issues and complaints raised by any customer is registered by regional managers of the Marketing department which generally mentions Product, Grade, Invoice details, nature of Complaint, Customer/Agent details, picture (if any) etc. and then forwarded to the Head of Technical Services with a copy to Head of Quality Control. Regional Marketing Managers acknowledge the Complaint by informing the customer. Then, the Head of Technical Services circulates it internally to the concerned heads within one working day.

The concerned head collects all the necessary information for analysis and presents the same to the Cross Functional Team in a Corrective Action and Preventive Action (CAPA) meeting within two working days and appropriate action is initiated to resolve the Complaint. Once resolved the same is being sent to the customer via the Marketing Manager.

If the complaint is found to be not justified, then the Head of Technical Service and Regional Marketing Manager will discuss it with the concerned customer and resolve the same.

The complaint closure form is filled in by the Head of Technical Service with authorization from the Plant Head.

Based on the final findings, changes if necessary are incorporated in the procedures / work instructions / process specifications. A record of all the complaints with a detailed analysis is kept by the Head of Quality Control.

## Annexure X

### of the Board's Report (Contd.)

**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 2022 - 2023 (Current Financial Year)		Remarks	FY 2021 - 2022 (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	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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

Yes, the Company has a policy on information security, which is available on the Company's website at

<https://www.himadri.com/pdf/information-security-policy-10-02-2023.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.**

None

## Annexure X

### of the Board's Report (Contd.)

#### Leadership Indicators

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

The information on products of the Company can be accessed from the website of the Company at [www.himadri.com](http://www.himadri.com)

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

MSDS containing all the relevant information is available on the website of the Company and communicated to customers separately. SOPs for product handling are shared and explained to customers for safe handling wherever required.

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

Information related to any risk of disruption/discontinuation of essential services is communicated to consumers through e-mails.

- 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, the Company ensures that all the information as required to be displayed on the product labels as per the applicable rules and regulations are properly displayed. Product information is available on the Product Information Sheet, made available to the Company's dealers and can be found on the Company's website.

The Company does semi-annual / annual customer satisfaction surveys for different product categories. The survey is a comprehensive one covering quality, performance, service delivery, commercial, responsiveness and other such relevant parameters. Apart from quantitative ratings, qualitative comments are also sought for continuous improvement. Based on survey inputs, Customer Satisfaction Index is computed and monitored on regular basis which forms a key input for our customer interaction and service delivery model.

- 5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact**

None

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

Nil

**For and on behalf of the Board**

Sd/-

**Anurag Choudhary**

*Chairman cum Managing Director &  
Chief Executive Officer*  
(DIN: 00173934)

Sd/-

**Shyam Sundar Choudhary**

*Executive Director*  
(DIN: 00173732)

Place: Kolkata

Date: 28 April 2023