

# Business Responsibility & Sustainability Report

## Section A: General Disclosure

### I. Details of the Listed Entity

Sr.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L24117TN1972PLC006271
2	Name of the Listed Entity	TANFAC Industries Limited ("Company/TANFAC")
3	Year of incorporation	20-12-1972
4	Registered office address	No. 14, SIPCOT Industrial Complex, Cuddalore 607005, Tamil Nadu, India
5	Corporate address	Oxford Centre, 1 <sup>st</sup> Floor, 66 Sir C P Ramaswamy Road, Alwarpet, Chennai-600018, Tamil Nadu, India
6	E-mail	<a href="mailto:Tanfac.Invreln@anupamrasayan.com">Tanfac.Invreln@anupamrasayan.com</a>
7	Telephone	+91-4142-239001-05
8	Website	<a href="http://www.tanfac.com">www.tanfac.com</a>
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11	Paid-up Capital	9,97,50,000
12	Contact Person	
	Name of the Person	Mr. P. Kirubakaran
	Telephone	Tel: +91-4142-239005
	Email address	<a href="mailto:Tanfac.Invreln@anupamrasayan.com">Tanfac.Invreln@anupamrasayan.com</a>
13	Reporting Boundary	
	Type of Reporting- Select from the Drop-Down List	Standalone basis
14	Name of assurance provider	TUV SUDU SOUTH ASIA PVT. LTD
15	Type of assurance obtained	Limited Assurance

### II. Product/Services

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

Sr.	Description of Main Activity	Locations	Description of Business Activity	% Turnover of the Entity
1	Manufacturing of HF, Sulphuric Acid, Aluminium Fluoride & Speciality fluorides & chemicals	Tanfac Industries Limited	Manufacturing of Fluorine Based Chemicals	100%

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

Sr.	Product/Service	NIC Code	% of Total Turnover contributed
1	Chemical Sector	20119	100%

### III. Operations

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

Location	Number of plants	No. of Offices	Total
National	1	1	2
International	Nil	Nil	Nil

#### 19. Market served by the entity

	Locations	Numbers
a. No. of Locations	National (No. of States)	18
	International (No. of Countries)	10
b. What is the contribution of exports as a percentage of the total turnover of the entity?		5.60%
c. A brief on types of customers	Company is working with the top Fluoro Carbon manufacturing units, Fluorine derivatives manufacturing, Aluminium manufacturing, Electronics manufacturing, LABSA and Soap manufacturing industries, Steel Pickling, Pharma & Agrochemicals.	

### IV. Employees

#### 20. Details as at the end of Financial Year

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently abled)					
		Employees				
1	Permanent Employees (D)	169	165	97.63	4	2.37
2	Other than Permanent Employees (E)	0	0	0	0	0
3	Total Employees (D+E)	169	165	97.63	4	2.37
		Workers				
4	Permanent (F)	9	9	100	0	0
5	Other than Permanent (G)	381	372	97.64	9	2.36
6	Total Workers (F+G)	390	381	97.69	9	2.31
b.	Differently abled employees and workers					
		Employees				
1	Permanent Employees (D)	Nil	Nil	Nil	Nil	Nil
2	Other than Permanent Employees (E)	Nil	Nil	Nil	Nil	Nil
3	Total Employees (D+E)	Nil	Nil	Nil	Nil	Nil
		Workers				
4	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6	Total Differently Abled Employees (F+G)	Nil	Nil	Nil	Nil	Nil

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

Sr.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1.	Board of Directors	7	1	14.29%
2.	Key Management Personnel	3	0	0%

## 22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2024-2025 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.80%	22.22%	7.26%	4.82%	0%	4.67%	4.13%	0%	4.13%
Permanent Workers	33.33%	0%	8.72%	0%	0%	0%	9.52%	0%	9.52%

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

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

Sr.	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/Subsidiary/Associate/or 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	Anupam Rasayan India Limited	Holding	25.80	Yes
2	Tamil Nadu Industrial Development Corporation (TIDCO)	Holding	26.02	No

## VI. CSR Details

### 24.

a.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	Turnover (in `) (for FY 2024-25)	*5,59,93,76,697
	Net worth (in `) (as on 31 March 2025)	3,11,97,41,114

\*This figure is on standalone basis.

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)		
		Number of complaints		Remarks	Number of complaints		Remarks
		filed during the year	pending resolution at close of the year		filed during the year	pending resolution at close of the year	
Communities	The Company has established a whistle-blower Mechanism Policy and a Grievance Redressal Mechanism for Stakeholders, both of which are accessible on the intranet.	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	NA	Nil	Nil	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)		
		Number of complaints		Remarks	Number of complaints		Remarks
		filed during the year	pending resolution at close of the year		filed during the year	pending resolution at close of the year	
Shareholders		Nil	Nil	NA	Nil	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA

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

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
We are currently undertaking a materiality assessment to deepen our understanding of sustainability and corporate responsibility.				

## Section B: Management and Process Disclosures

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. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available.	We adhere to Anupam Rasayan India Limited's Code of Conduct and policies, which are available on website at <a href="http://www.anupamrasayan.com/sustainability/policies/">www.anupamrasayan.com/sustainability/policies/</a> .								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>We are practicing following Standards:</p> <ol style="list-style-type: none"> <li>1. ISO 9001:2015 – Quality Management System</li> <li>2. ISO 14001:2015 – Environment Management System</li> <li>3. ISO 45001:2018 – Occupational Health &amp; Safety Management System</li> </ol>								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainable Development Goals and targets will be set from FY 2025-26 onwards.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
<b>Governance, Leadership and Oversight</b>										
7.	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:	The strong presence of our sustainable culture throughout all company operations is truly inspiring. Our commitment to sustainability is clear, and we are determined to advance our ESG (Environmental, Social, and Governance) efforts, aiming to set the industry standard for sustainability and responsible business practices by 2030. To achieve this, we have established a robust governance structure that prioritizes sustainability within our business objectives. Our comprehensive ESG roadmap is aligned with the UN Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI) framework. Over the past year, we have made significant progress toward our sustainability goals.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	1. Mr. K. Sendhil Naathan <b>Managing Director</b>  2. Mr. N. R. Ravichandran <b>Chief Financial Officer</b>								
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.	Currently, we do not have a sustainability committee in place.								
10.	<b>Details of Review of NGRBCs by the company.</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee										
Performance against above policies and follow up action.		This will be reviewed by our committee members on half yearly basis.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Frequency (Annually/Half yearly (HY)/Quarterly/Any other – please specify)										
Performance against above policies and follow up action.		HY	HY	HY	HY	HY	HY	HY	HY	HY
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.		HY	HY	HY	HY	HY	HY	HY	HY	HY
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>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
		No, The Company regularly evaluates and updates its policies internally as needed.								

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

### 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



The operations which are driven by integrity, transparency, and accountability demonstrate the Company's commitment to ethical practices, which can have several benefits, including enhanced reputation, improved stakeholder relationships, increased customer loyalty, and a competitive advantage in the marketplace. Moreover, ethical behaviour contributes to a positive business environment, fosters social trust, and contributes to sustainable economic development.

#### Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	ESG Mandate, Business Strategies and other Company policies awareness	100%
Key Management Personnel	1	ESG Mandate, Business Strategies and other Company policies awareness	100%
Employees other than BODs & KMPs	49	1. Code of Conduct 2. Human Rights 3. Anti-discrimination 4. Anti-harassment 5. POSH 6. Safety and Health Policy 7. Induction Training for new employees	100%
Workers			

**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:**

**a. Monetary**

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

**b. Non-Monetary**

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	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.**

There have been no instances where appeals or revisions have been sought in cases involving monetary or non-monetary actions.

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

Yes, the company has implemented an anti-corruption and anti-bribery policy, showcasing its commitment to high ethical standards and fair business practices. This policy is readily accessible to all employees on the Company's intranet.

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (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:**

Topic	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Remarks	Number	Remarks	Female
Number of complaints received in relation to issues of conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of conflict of Interest of KMPs	Nil		Nil	

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

During FY 2024-25, the Company did not report any such cases.

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

Topic	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	40	67

**9. Open-ness of business**

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total	18.13%	47.65%
	b. Number of trading houses where purchases are made from	229	200
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.25%	92.41%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	13.55%	9.32%
	b. Number of dealers/distributors to whom sales are made	3	2
	c. Sales to top 10 dealers/ Distributors as % of total sales to dealers/distributors	100%	100%
Share of RPTs In	a. Purchases (Purchases with related parties/Total Purchases)	0.31%	0.12%
	b. Sales (Sales to related parties/ Total Sales)	3.57%	9.64%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	-
	d. Investments (Investments in related parties/Total Investments made)	100%	100%

**Leadership Indicators**

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in value chain covered by the awareness programmes
Not Available*		

\*The Company has developed a plan of undertaking the awareness programmes for the value chain partners.

**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's Code of Conduct for Senior Management and Board of Directors outlines the process for preventing and managing conflicts of interest. While personal transactions or investments are not prohibited, senior management and board members must ensure that their personal interests do not compromise their ability to act in the organization's or the public's best interests.



This code, available on the Company's intranet, provides guidelines for senior management and board members concerning conflicts of interest in various areas, including:

- Employment and outside employment.
- Business interests.
- Related parties (disclosure standards, compliance with applicable laws, use of company assets and resources, confidentiality, and fair dealings).
- Acceptance of gifts and payments.

The Code of Conduct can be accessed at [Code of conduct for the Company's Board of Directors and the Senior Management Team – Anupam Rasayan](#).

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



Company has established a sustainability policy that acknowledges the contemporary challenges, such as climate change, and endeavors to employ mitigation strategies for a sustainable future for generations to come. The company strives to promote a clean environment and safe society by utilizing safe and resource-efficient technologies to reduce emissions and waste in its operations and those of its suppliers. Company aims to implement sustainable production and consumption practices that are vital for enhancing people's quality of life and preserving natural resources on the planet.

### Essential Indicators

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

Location	Type	FY 2024-25 (Current Financial Year)*	FY 2023-24 (Previous Financial Year)*	Details of improvement in social and environmental aspects
TANFAC Industries Limited	Research & Development (R&D)	19.29	17.53%	Environment friendly and energy conservation projects.
	Capital Expenditure (CAPEX)	80.71	82.47%	

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

While we are committed to advancing, the Company will be developing its Sustainable Procurement Policy in the upcoming year, further demonstrating our dedication to responsible and ethical practices.

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

Nil

### 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.

The Company supplies customized chemicals tailored to meet our customers' specific requirements. We prioritize responsible end-of-life practices and advocate for adherence to industry best practices in product disposal.

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

Yes, We are applicable for EPR under Plastic Waste Management Rules. We are registered on CPCB plastic waste EPR portal and obtained Registration Certificate for the brand owner and importer entity type. We also comply with the Rules by completing the annual returns filing by fulfilling target obligations.

### Leadership Indicators

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

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

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

Sr.	Name of the product	Description of the risk	Action Taken
NA			

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lime sludge	1.30%	1.30%
Sulfur sludge	0.02%	0.12%

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:

Product	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of products sold for their respective category
Nil	Nil

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

Promoting equitable treatment and dignity for employees and workers within the Company and value chains is a crucial aspect of responsible and sustainable business practices. The commitment of safeguarding the health and safety of the workforce demonstrates a focus on their well-being and underscores the importance of providing a safe work environment. Implementing policies, processes, and systems that empower the workforce is a proactive step towards ensuring equal opportunities, fair working conditions, pay, and career development. By establishing transparent and inclusive practices, the Company promotes a sense of trust, motivation, and loyalty among your workforce.



#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No.(E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	165	165	100%	165	100%	0	0%	165	100%	165	100%
Female	4	4	100%	4	100%	4	100%	0	0%	4	100%
Total	169	169	100%	169	100%	4	2.37%	165	97.63%	169	100%
Other than Permanent Employees											
Male	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Female	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Total	0	0	0%	0	0%	0	0%	0	0%	NA	NA

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	9	9	100%	9	100%	0	0%	9	100%	9	100%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	9	9	100%	9	100%	0	0%	9	100%	9	100%
Other than Permanent Workers											
Male	372	0	0%	372	100%	0	0%	NA	NA	NA	NA
Female	9	0	0%	9	100%	9	100%	NA	NA	NA	NA
Total	381	0	0%	381	100%	9	2.36%	NA	NA	NA	NA

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

Topic	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	4.11%	5.37%

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

Sr. No.	Benefits	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)			FY 2022-23 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1.	PF	100%	100%	Yes	100%	100%	Yes	100%	100%	Yes
2.	Gratuity	100%	100%	Yes	100%	100%	Yes	100%	100%	Yes
3.	ESI	0%	0%	Yes	0%	0%	Yes	0.8%	0%	Yes

## 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.

In accordance with the Rights of Persons with Disabilities Act, 2016, the Company has ensured that its premises are accessible to differently-abled employees and workers. This support ensures that every individual feels valued and included, irrespective of their abilities.

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

Yes, the Company has implemented a policy aligned with the Rights of Persons with Disabilities Act 2016 and its associated Rules, accessible to all employees via the Company's local intranet. This policy underscores our commitment to fostering inclusivity and addressing the needs of differently-abled individuals in the workplace.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Yes, the Company has a well-defined grievance mechanism that allows any member of the workforce to address their concerns through the designated process. If dissatisfied with the resolution, employees, including workers, have the opportunity to escalate grievances directly to their reporting manager or even the managing director, ensuring accessibility to discuss any organizational matters of concern.
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	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)
<b>Permanent Employees</b>						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Permanent Workers</b>						
Male	9	9	100%	9	9	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>9</b>	<b>9</b>	<b>100%</b>	<b>9</b>	<b>9</b>	<b>100%</b>

The company's workers are members of the Tanfac Employees Union, affiliated with CITU.

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

Category	FY 2024-25 (Current FY)					FY 2023-24 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	165	165	100%	165	100%	129	98	75.97%	125	96.89%
Female	4	4	100%	4	100%	5	3	60%	3	60%
Total	169	169	100%	169	100%	134	101	75.37%	128	95.52%
Workers										
Male	9	9	100%	9	100%	9	5	55.55%	8	88.88%
Female	0	0	0%	0	100%	0	0	0%	0	0
Total	9	9	100%	9	100%	9	5	55.55%	8	88.88%

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	165	165	100%	129	129	100%
Female	4	4	100%	5	5	100%
<b>Total</b>	<b>169</b>	<b>169</b>	<b>100%</b>	<b>134</b>	<b>134</b>	<b>100%</b>
<b>Workers</b>						
Male	9	9	100%	9	9	100%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>9</b>	<b>9</b>	<b>100%</b>	<b>9</b>	<b>9</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, the health and safety management system, ISO 45001:2018, is implemented uniformly across all sites, including new ones.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>The Company has established comprehensive methodologies for hazard identification and assessment, aimed at identifying work-related hazards in both routine and non-routine activities:</p> <ul style="list-style-type: none"> <li>Process-Related Hazards: The Company uses Hazard Operability (HAZOP) to ensure thorough identification and assessment.</li> <li>Routine and Non-Routine Activities: These are managed through the implementation of Hazard Identification and Risk Assessment (HIRA) procedures.</li> <li>Exposure-Related Activities: Health Risk Assessment (HRA) is conducted to identify and evaluate these activities.</li> </ul>
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes, the Company has a robust incident reporting procedure in place, including provisions for training on accident reporting. This training covers the reporting of accidents, near-misses, unsafe acts, and unsafe conditions.
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes

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

Safety Incident/Number	Category	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.35	0
	Workers	0.67	0
Total recordable work-related injuries	Employees	2	0
	Workers	1	0
No. of fatalities	Employees	1	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

## 12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company has established comprehensive methodologies for hazard identification and assessment to address work-related hazards, including both routine and non-routine activities. Specific methods are employed for thorough evaluations of different types of hazards:

- Hazard and Operability (HAZOP):** Used for process-related hazards.
- Hazard Identification and Risk Assessment (HIRA):** Applied to routine and non-routine activities.
- Health Risk Assessment (HRA):** Implemented to identify and address exposure-related activities.
- Job Safety Analysis (JSA):** Implemented to identify hazard and implementation of risk control measures before execution of each maintenance activity for safe execution of work.

Additionally, the Company conducts regular site reviews, inspections, and audits to evaluate safety preparedness and identify areas for improvement. Recognizing the importance of continuous training, the Company provides regular occupational health and safety training to employees. This training ensures employees are aware of potential risks, safety protocols, and best practices, enhancing their ability to handle various workplace situations.

During this year, the Company has:

- Undertaken internal and external audits to systematically and comprehensively evaluate its occupational health and safety practices, policies, and procedures.

- Prioritized employee training in occupational health and safety, providing regular sessions that amounted to an average of 53.06 hours per employee.

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

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

### 14. Assessments for the year:

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

### 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

The assessments conducted for health and safety practices and working conditions did not highlight any major concerns this financial year. However, the Company continues to actively pursue Hazard Identification and Risk Assessment (HIRA) for routine and non-routine activities, as well as Health Risk Assessment (HRA) and Job Safety Analysis (JSA) for identifying exposure-related activities.

### 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).

- Employees (Yes/No): Yes
- Workers (Yes/No): Yes

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

The Company has implemented essential systems, such as General Conditions and Contracts, which mandate contractors and vendors to deduct and deposit statutory dues, ensuring compliance with regulatory requirements. Additionally, the Company conducts periodic reviews of its vendors to verify that dues related to GST (Goods and Services Tax), PF (Provident Fund), and ESIC (Employee's State Insurance Corporation) are properly deducted and deposited according to applicable norms.

These measures reflect the Company's commitment to upholding legal and financial responsibilities, fostering a transparent and compliant relationship with its contractors and vendors.

#### 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Current FY 2024-25	Previous FY 2023-24	Current FY 2024-25	Previous FY 2023-24
Employees	1	Nil	1	Nil
Workers	Nil	Nil	Nil	Nil



**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).**

No, the Company doesn't provide such assistance programs.

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

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company is actively developing a plan of undertaking the process of assessment of the value chain partners in the current financial year.
Working Conditions	

**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.**

Not applicable.

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



At our company, we recognize the importance of our stakeholders and their interests, including those who are vulnerable and marginalized. We prioritize engaging with our stakeholders and valuing their feedback through comprehensive policies and processes. Our goal is to create positive impact and maximize value for our stakeholders through our activities, products, processes, and decisions. By working collaboratively with our stakeholders, we aim to build a stronger society and uplift our business.

**Essential Indicators**

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

Key stakeholders are individuals or groups impacted directly or indirectly by the company's operations and activities. We engage with them regularly for purposes such as reporting, relationship building, and business interactions.

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

Stakeholder Group	Whether identified as a 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
Customers	No	<ol style="list-style-type: none"> <li>Feedback from customers</li> <li>Surveys on customer satisfaction</li> <li>Communication via phone calls, emails, and meetings</li> <li>Execution of signed contracts</li> <li>Participation in exhibitions and events</li> <li>Customer visits and audits</li> <li>Information available on websites</li> </ol>	As and When Required	<ol style="list-style-type: none"> <li>On-time delivery</li> <li>Product quality</li> <li>Pricing</li> <li>Post-sales support</li> <li>Product certifications</li> <li>Environmental, health, and safety (EHS) management systems</li> </ol>



## 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group: (Contd.)

Stakeholder Group	Whether identified as a 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	No	<ol style="list-style-type: none"> <li>1. Communication through emails and meetings</li> <li>2. Surveys on employee satisfaction</li> <li>3. Training programs</li> <li>4. Reviews during performance appraisals</li> <li>5. Mechanisms for grievance redressal</li> </ol>	As and When Required	<ol style="list-style-type: none"> <li>1. Fair compensation and rewards</li> <li>2. Work-life balance</li> <li>3. Training and skill development</li> <li>4. Opportunities for career growth</li> <li>5. Occupational health and safety</li> <li>6. Job security</li> <li>7. Clear and transparent communication</li> </ol>
Suppliers	No	<ol style="list-style-type: none"> <li>1. Communication through emails and meetings</li> <li>2. Evaluation of vendors</li> <li>3. Execution of signed contracts</li> </ol>	As and When Required	<ol style="list-style-type: none"> <li>1. Prompt payment</li> <li>2. Order continuity</li> <li>3. Building capacity</li> <li>4. Transparency</li> </ol>
Communities	No	<ol style="list-style-type: none"> <li>1. Training &amp; Workshops,</li> <li>2. Regular meetings,</li> <li>3. Need assessment &amp; Satisfaction surveys,</li> <li>4. CSR reports</li> </ol>	As and When Required	<ol style="list-style-type: none"> <li>1. Local Employment,</li> <li>2. Environmental pollution control,</li> <li>3. Infrastructure development,</li> <li>4. Training &amp; livelihood programs,</li> <li>5. Participation in social services</li> </ol>
Investors & Shareholders	No	<ol style="list-style-type: none"> <li>1. Shareholders Meetings,</li> <li>2. Publishing requisite notices/press releases/ other communications through Newspapers Advertisements/e-mails/ websites,</li> <li>3. Annual Reports,</li> <li>4. Company's Website/ dissemination of requisite information on website of stock exchanges and depositories,</li> <li>5. Investor interactions/Calls</li> </ol>	As and When Required	<ol style="list-style-type: none"> <li>1. Sustainable growth &amp; returns,</li> <li>2. Risk Management,</li> <li>3. Corporate Governance,</li> <li>4. Market Share,</li> <li>5. Operational Performance</li> </ol>

## 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group: (Contd.)

Stakeholder Group	Whether identified as a 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
Governments and Regulatory Bodies	No	1. Annual Reports, 2. Statutory filings, 3. Communication with regulatory bodies, 4. Formal Dialogues	As and When Required	
Media	No	1. social media, 2. Press releases, 3. Interviews, 4. Website	As and when required	

### Leadership Indicators

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

The Company prioritizes the diverse goals of its stakeholders and interacts with them through tailored communication channels that suit their preferences and relevance.

The Stakeholders Relationship Committee plays a crucial role in fostering productive engagement and addressing any emerging issues. Furthermore, the committee consistently reviews initiatives aimed at improving stakeholder interaction.

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

Yes, stakeholder consultation is integral to identifying and managing environmental and social issues. The business identifies stakeholders based on its experience, knowledge, sectoral landscape, and organizational influence.

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

Each neighbourhood near our factories is viewed as a critical stakeholder due to the energy, water, and raw materials we consume, as well as the emissions and waste we generate. We recognize the immediate and indirect socioeconomic and environmental impacts on these communities. Our dedication to Corporate Social Responsibility is an opportunity to maximize positive outcomes and minimize negative ones. For example, we are committed to empowering vulnerable and marginalized groups through education and skill development programs. Additionally, the Company strengthens its bond with the local community by organizing various events such as community drives, women's day celebrations, cricket tournaments, and road safety campaigns. These initiatives underscore our firm commitment to social responsibility and creating a better future for everyone.

### PRINCIPLE 5: Businesses should respect and promote human rights



The Company is actively steering a work environment that is free from harassment and discrimination and fosters a healthy and inclusive workplace. The commitment of developing robust policies and systems demonstrates the dedication towards ensuring the well-being and empowerment of the workforce. Conducting training and awareness programs which encompasses aspects like dignity, well-being, and human rights further reinforces the importance of treating every stakeholder with respect and fairness.

## Essential Indicators

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	169	169	100%	134	17	12.69%
Other than permanent	0	0	0%	0	0	0%
<b>Total</b>	<b>169</b>	<b>169</b>	<b>100%</b>	<b>134</b>	<b>17</b>	<b>12.69%</b>
<b>Workers</b>						
Permanent	9	0	0%	9	0	0%
Other than permanent	381	0	0%	382	0	0%
<b>Total</b>	<b>390</b>	<b>0</b>	<b>0%</b>	<b>391</b>	<b>0</b>	<b>0%</b>

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

Category	FY 2024-25 (Current FY)					FY 2023-24 (Previous FY)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	165	NA	NA	165	100%	129	NA	NA	129	100%
Female	4	NA	NA	4	100%	5	NA	NA	5	100%
Other than Permanent										
Male	0	NA	NA	0	0%	0	NA	NA	0	0%
Female	0	NA	NA	0	0%	0	NA	NA	0	0%
Workers										
Permanent										
Male	9	NA	NA	9	100%	9	NA	NA	9	100%
Female	0	NA	NA	0	0%	0	NA	NA	0	0%
Other than Permanent										
Male	371	284	76.55%	87	23.45%	382	298	78.02%	84	21.98%
Female	9	9	100%	0	0%	10	10	100%	0	0%

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (INR in Lacs)	Number	Median remuneration/ salary/wages of respective category (INR in Lacs)
<b>Board of Directors (BoD)</b>				
A) Executive Directors	1	NA	0	NA
B) Non - Executive Non - Independent Director	2	NA	1	NA
C) Non - Executive Independent Director	4	NA	0	NA
<b>Key Managerial Personnel</b>	3	231.67	0	NA
<b>Employees other than BoD and KMP</b>	162	1309.50	4	21.24
<b>Workers</b>	9	36.72	0	NA

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

Topic	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.378%	1.88%

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

Yes, the Company places a strong emphasis on safeguarding and advancing fundamental human rights for all employees and workers. The proactive efforts of the HR department in addressing human rights impacts or issues stemming from the Company's operations are highly commendable.

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

Yes, the Company has established a structured approach to addressing human rights grievances. Employees have a dedicated channel through the human resource department to submit such concerns.

If an employee is dissatisfied with the resolution provided by HR, the Company's open-door policy enables them to escalate the matter to the managing director's office. Additionally, the Company ensures the confidentiality and protection of the employee's identity throughout the entire grievance handling process. This is supported by the Whistleblower Mechanism Policy, which safeguards the anonymity of the employee, promoting a secure environment for reporting sensitive issues.

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

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

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

Topic	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company's whistle-blower Mechanism Policy and Prevention of Sexual Harassment (POSH) policy both incorporate measures to prevent adverse consequences for complainants involved in cases of discrimination and harassment. These policies underscore the importance of maintaining confidentiality throughout the investigation process. Additionally, robust safeguards are implemented to shield complainants from any potential victimization.

The Company is firm in its commitment to prevent any form of retaliation against whistle-blowers due to their disclosures. To facilitate a smoother process for Protected Disclosures, the Company ensures that appropriate safeguards are in place. Confidentiality is upheld to the fullest extent possible and in accordance with legal requirements to safeguard the identity of the whistle-blower.

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

Yes, the Company includes human rights issues in its well-structured supplier code of conduct, which forms an integral part of business agreements and contracts.

## 10. Assessments for the year:

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

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

No concerns have been identified that necessitate any corrective action.

## Leadership Indicators

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

The Company has not modified/introduced business processes in response to grievances/complaints related to Human Rights.

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

The Company conducts a thorough internal Human Rights Due Diligence process on a quarterly basis. This procedure is designed to identify, prevent, and address actual or potential human rights impacts arising from its own activities or those of its stakeholders.

### 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?

In accordance with the Rights of Persons with Disabilities Act, 2016, the Company has made its premises accessible to visitors with disabilities. This support ensures that every individual feels valued and included, irrespective of their abilities.

### 4. Details on assessment of value chain partners:

The Company is currently in the process of developing a plan to assess its value chain partners.

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Child labour	The Company acknowledges the significance of maintaining ethical working conditions and upholding human rights throughout its supply chain. In pursuit of this goal, the Company is currently developing a rigorous assessment framework aimed at identifying specific suppliers or subcontractors that may not meet accepted standards for working conditions and human rights.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	To address these concerns, the Company is executing an active mitigation plan through its updated Supplier Policy. This policy mandates that all suppliers and vendors adhere strictly to the Company's standards regarding labour practices, health and safety, ethical conduct, and environmental responsibility.
Others – please specify	

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

Not Applicable

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



We are dedicated to promoting sustainable progress and improving societal well-being in the long run. We believe in a comprehensive approach to managing natural resources that aligns with our business goals. We are cognizant of our impact on the triple bottom line: people, planet, and profit. Therefore, we have implemented initiatives to turn our policies and commitments into concrete actions that minimize our environmental impact. We take our responsibility to raise environmental awareness seriously through our operations and community relationship. We are committed to making our operations more sustainable and environmentally friendly.

### Essential Indicators

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

Parameter	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
<b>From renewable sources</b>		
Total electricity consumption (A) (in GJ)	Nil	Nil
Total fuel consumption (B) (in GJ)	Nil	Nil
Energy consumption through other sources © (in GJ)	Nil	Nil
<b>Total energy consumption (A+B+C) (in GJ)</b>	<b>Nil</b>	<b>Nil</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	25904	13592
Total fuel consumption (E)	356522	132177

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Energy consumption through other sources (F)	59917	55001
<b>Total energy consumed from nonrenewable Sources (D+E+F)</b>	<b>442343</b>	<b>200770</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>442343</b>	<b>200770</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/Revenue from operations) (in GJ per INR)	0.0000794	0.0000521
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/Revenue from operations adjusted for PPP)	0.001641	0.0043452
<b>Energy intensity in terms of physical output</b>	0.00371	0.001662459
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

**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.**

NA. The Company does not operate any sites or facilities designated as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Therefore, no targets have been established under the PAT scheme.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	5,73,755	4,68,265
(iv) Seawater/desalinated water	0	0
(v) Others (Rainwater storage)	0	0
<b>Total volume of water withdrawal (in kiloliters) (I + ii + iii + iv + v)</b>	<b>5,73,755</b>	<b>4,68,265</b>
<b>Total volume of water consumption (in kiloliters)</b>	5,03,646	3,62,180
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover) (liters per INR)	0.09042	0.09402
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/Revenue from operations adjusted for PPP) (KL per USD)	0.00187	0.007838642
<b>Water intensity in terms of physical output</b>	0.0042	0.002999001

**3. Provide details of the following disclosures related to water, in the following format: (Contd.)**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Into Surface water	m <sup>3</sup>	-	-
- No treatment	m <sup>3</sup>	-	-
- With treatment	m <sup>3</sup>	-	-
(ii) Into Groundwater	m <sup>3</sup>	-	-
- No treatment	m <sup>3</sup>	-	-
- With treatment	m <sup>3</sup>	-	-
(iii) Into Seawater	m <sup>3</sup>	-	-
- No treatment	m <sup>3</sup>	-	-
- With treatment	m <sup>3</sup>	-	-
(iv) Sent to third-parties	KL	-	-
- No treatment	m <sup>3</sup>	-	-
- With treatment – We have primary, secondary (MEE & ATFD) and tertiary treatment facility available for effluent treatment after stream segregation at source.	KL	70,109	1,06,085
(v) Others	m <sup>3</sup>	-	-
- No treatment	m <sup>3</sup>	-	-
- With treatment	m <sup>3</sup>	-	-
<b>Total water discharged (in kilolitres)</b>	<b>KL</b>	<b>70,109</b>	<b>1,06,085</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. Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Yes, we discharge treated effluent containing inorganic compounds through a common discharge system in compliance with defined norms. Additionally, we have a Zero Liquid Discharge System (ZLDS) for Synthetic Organic Consent Product, incorporating a Multiple Effect Evaporator system.



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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Tonne/Year	40.67	13
SOx	Tonne/Year	64.85	30
Particulate matter (PM)	Tonne/Year	22.77	8
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>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)</b>	tCO <sub>2</sub> e	29922	9896
<b>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)</b>	tCO <sub>2</sub> e	5232	2704
<b>Total Scope 1 and Scope 2 Emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	t CO <sub>2</sub> e/Rs	0.00000631	0.00327082
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted For Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Kg CO <sub>2</sub> e/\$ US	0.000130	0.00027270
<b>Total Scope 1 and Scope 2 emission intensity</b> in terms of physical output		0.00030	0.10433325
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

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

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

Yes, at Tanfac, we take our responsibility towards the environment seriously. In line with this:

- Energy Conservation measures implemented, which resulted in CO<sub>2</sub> Equivalent reduction of 247.76 MT of CO<sub>2</sub> in FY'25. This is equivalent to planting mature trees of 11,263 trees/yr.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	120.56	97
E-waste (B)	0	0.45
Bio-medical waste (C)	0.006875	0.02
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)		Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	1,188	1531
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	390	593
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>1,699</b>	<b>2221</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations)	0.000000305	0.000000577
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/Revenue from operations adjusted for PPP)	0.000006300	0.000048069
<b>Waste intensity in terms of physical output</b>	0.0000143	0.018390805
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<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) Re-used	35,631	30,502
(ii) Re-used by product	0	0
(iii) Steam Condensate reuse	91,314	1,05,944
(iv) Recycled	664	440
(v) Coprocessing	267	799
(vi) Non-Hazardous waste	384	593
<b>Total</b>	<b>1,28,260</b>	<b>1,38,278</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	64	217
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>64</b>	<b>217</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. Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your product and processes and the practices adopted to manage such wastes.**

As a chemical manufacturing company committed to environmental stewardship, our primary focus is on waste management starting at the source through effective segregation practices. Key initiatives include:

- Implementing the 3R waste management principles (reduce, reuse, recycle), including the partial recycling of ETP Sludge in our processes and co-processing ETP Sludge in cement industries, thereby conserving natural resources.
- Recycling effluent and utilizing it on-site to achieve zero liquid discharge objectives.
- Recovering waste heat for efficient energy use and reduction of our environmental footprint.
- Enhancing safety and hygiene standards with advanced technologies for handling hazardous and toxic chemicals.
- Promoting employee awareness and training on the proper handling and usage of chemicals to ensure safety and environmental compliance.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA	NA	NA	NA

Our Company operates exclusively within designated industrial areas and does not have offices located in or near ecologically sensitive regions, such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. Consequently, our operations do not necessitate environmental approvals or clearances.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Synthetic Organic Chemicals	EC25A2412TN5364293N	17-Mar-2025	Yes	Yes	<a href="#">Web link</a>

In the fiscal year 2024-2025, the company has conducted environmental impact assessments and obtained Environmental Clearance for expansion of Synthetic organic Chemicals projects from MoEF & CC as required by applicable laws.

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

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

We comply with pertinent environmental laws, regulations, and guidelines in India, which include:

- Water (Prevention and Control of Pollution) Act 1974,
- Air (Prevention and Control of Pollution) Act 1981,
- Environment Protection Act 1986,
- Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016,
- Chemical Accidents (Emergency Planning, Preparedness, and Response) Rules, 1996,
- Central Motor Vehicles Rules 1989,

and their associated rules.

## Leadership Indicators

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

For each facility/plant located in areas of water stress, provide the following information:

- Name of the area.
- Nature of operations.
- Water withdrawal, consumption and discharge in the following format:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	m <sup>3</sup>	Nil	Nil
(ii) Groundwater	m <sup>3</sup>	Nil	Nil
(iii) Third party water	m <sup>3</sup>	Nil	Nil
(iv) Seawater/desalinated water	m <sup>3</sup>	Nil	Nil
(v) Others	m <sup>3</sup>	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres)</b>	m <sup>3</sup>	Nil	Nil
<b>Total volume of water consumption (in kilolitres)</b>	m <sup>3</sup>	Nil	Nil
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)	KL per crore INR	Nil	Nil
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity			
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Into Surface water	m <sup>3</sup>	Nil	Nil
- No treatment	m <sup>3</sup>	Nil	Nil
- With treatment – please specify level of treatment	m <sup>3</sup>	Nil	Nil
(ii) Into Groundwater	m <sup>3</sup>	Nil	Nil
- No treatment	m <sup>3</sup>	Nil	Nil
- With treatment – please specify level of treatment	m <sup>3</sup>	Nil	Nil
(iii) Into Seawater	m <sup>3</sup>	Nil	Nil
- No treatment	m <sup>3</sup>	Nil	Nil
- With treatment – please specify level of treatment	m <sup>3</sup>	Nil	Nil
(iv) Sent to third-parties	m <sup>3</sup>	Nil	Nil
- No treatment	m <sup>3</sup>	Nil	Nil
- With treatment – please specify level of treatment	m <sup>3</sup>	Nil	Nil

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(v) Others	m <sup>3</sup>	Nil	Nil
- No treatment	m <sup>3</sup>	Nil	Nil
- With treatment – please specify level of treatment	m <sup>3</sup>	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	m <sup>3</sup>	<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. Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (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	65,931	92622
<b>Total Scope 3 emissions per rupee of turnover</b>	T CO <sub>2</sub> e/ INR	0.0000118	0.0000240
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			-

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

## 3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable. The Company does not have operations/offices in/around any ecologically sensitive areas (ESAs) or ecologically fragile areas (EFAs).

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	NA	NA	NA

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

Our Company has implemented a thorough business continuity and disaster management plan, which includes assessing potential threats and opportunities using a threat matrix. This matrix determines the essential operational requirements for each department to maintain functionality. Each site has a detailed action plan to ensure business operations can continue with minimal resources when needed. Furthermore, we have comprehensive onsite and offsite emergency plans readily accessible at all locations. Our employees are trained to effectively respond to emergency situations, ensuring preparedness across the organization.

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

No, as part of our commitment to sustainability, we have not identified any significant adverse environmental impacts within our value chain thus far. We acknowledge the environmental footprint of our operations and are proactive in mitigating potential impacts. Looking ahead, we will continue to evaluate and minimize the environmental effects of our operations and supply chain through ongoing assessment and implementation of mitigation measures. We are actively exploring and investing in new technologies and processes to reduce our carbon footprint and waste generation. Furthermore, we collaborate with our suppliers and partners to promote sustainable practices across our value chain. Our objective is to build a sustainable and resilient business that positively contributes to the environment and communities where we operate.

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

Not Applicable

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



Company prioritizes transparency by providing disclosing the public and regulatory bodies with timely and adequate information. Interactions with regulatory bodies and relevant authorities should indeed be based on principles such as integrity and transparency. Authorizing and training qualified officials to engage with trade chambers and industry associations ensures that the company's positions and concerns are effectively communicated. This allows for a constructive dialogue with key stakeholders and helps influence policy-making processes in a way that aligns with sustainability objectives. The Company is actively participative in representing the opinions and concerns to regulatory bodies which demonstrates the commitment towards driving positive change and contributing to the development of a conducive business environment.

### Essential Indicators

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

The Company has a total 10 affiliations with trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Madras Management Association (MMA)	National
2	Chemical Industries Association (CIA)	National
3	Indian Chemical Council (ICC)	National
4	Confederation of Indian Industry (CII)	National
5	The Madras Chamber of Commerce & Industries (MCCI)	National

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

In the fiscal year 2024-25, the Company upheld an outstanding record, receiving no adverse rulings from regulatory authorities. This accomplishment underscores our dedication to fostering a workplace environment centered on integrity, fairness, and ethical decision-making.

### Leadership Indicators

#### 1. Details of public policy positions advocated by the entity.

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/Other-please specify)	Web Link, if available
1	NA	NA	NA	NA	NA

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.



Our goal is to promote equitable and sustainable community development, with a significant emphasis on inclusivity. We believe in connecting with the community and we have a comprehensive framework for engaging. We aim to foster a culture that prioritizes the integration of Corporate Social Responsibility (CSR) values with our business objectives. Our unwavering belief in the philosophy of compassionate care drives our commitment to act on the principles of generosity and compassion. We are fully dedicated to creating a society that serves everyone, and to that end, we pursue initiatives focused on quality management, environmental preservation, and socio-economic upliftment.

### 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
Nil	Nil	Nil	Nil	Nil	Nil

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1.	Nil	Nil	Nil	Nil	Nil	Nil

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

We have established a comprehensive grievance redressal mechanism accessible to all stakeholders. This inclusive process allows grievances to be submitted in written or verbal form, in local languages, through various channels including email ([grievances@anupamrasayan.com](mailto:grievances@anupamrasayan.com)), postal mail, and local community relations staff. Anonymous grievances and those submitted on behalf of others are also welcomed, extending to our local suppliers.

Upon receipt of a grievance, we promptly acknowledge it and assess its severity before assigning it to a designated person from the HR or Legal department. This individual oversees the process to ensure effective resolution. Grievances identified as serious are escalated to senior management for further investigation. The designated grievance manager collaborates with relevant departments to thoroughly investigate the grievance and propose a resolution. Additional information may be requested from the complainant as needed for a comprehensive review.

Our approach emphasizes dialogue to resolve grievances collaboratively with the complainant. Solutions are tailored on a case-by-case basis, and if the proposed resolution is not accepted, the complainant may appeal. Appeals are reviewed by alternate investigators to ensure impartial evaluation.

Our priority is swift resolution of grievances, and once the proposed solution is accepted by the complainant, the grievance is considered resolved.

#### 4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2024-2025 (Current FY)	FY 2023-2024 (Previous FY)
Directly sourced from MSMEs/Small producers	4.76 %	7.12 %
Sourced directly from within the district and neighbouring districts	22.55%	24.49 %
Sourced from outside India (Import)	71.94%	65.59 %



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

	<b>FY 2024-2025 (Current FY)</b>	<b>FY 2023-2024 (Previous FY)</b>
Rural	6.51%	5.76%
Semi-urban	NA	NA
Urban	NA	NA
Metropolitan	NA	NA

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

### Leadership Indicators

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

Not Applicable

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

<b>Sr. No.</b>	<b>State</b>	<b>Aspirational District</b>	<b>Amount Spent in INR</b>
NA	NA	NA	NA

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

No

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

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

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

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

**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.**

In the current financial year, our company did not possess or acquire any intellectual property derived from traditional knowledge. As a result, no benefits were generated or distributed from such properties.

**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.**

The company has not faced any adverse rulings in intellectual property disputes involving the use of traditional knowledge. As a result, no corrective actions are currently required on these matters.

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

<b>Sr. No.</b>	<b>CSR Project</b>	<b>No of persons benefited from CSR Projects</b>	<b>% of beneficiaries from vulnerable and marginalized group</b>
1	<b>Education</b> <ul style="list-style-type: none"> <li>Anandham Youth Foundation - Higher education support to Cuddalore District Students.</li> <li>Smart Education Interaction Panel - Support to Sri Vidhya Kalakendram Mat School, Thirventhipuram, Oasis Differently abled Children school, Vanniarpalayam, Cuddalore, Schools, Sri Sankara Vidhyalaya matric Hr Sec School, Pudhucherry.</li> <li>Dr. Ramdas Education Insitution - Education Support for class room construction.</li> <li>Namma School Foundation - Education Support for Govt. Schools in Cuddalore.</li> <li>Sri Rishab Jain School - Education Support for Mentally Retarded Children.</li> <li>Smart Education Interaction Panel - Rasapettai, Kannarapettai and Sothikuppam Govt. Schools. National Days Celebrations, annual days, etc and Republic Day - Distribution of study support material to Sothikuppam, Kannarapettai, Rasapattati &amp; Echangadu Govt. Schools.</li> </ul>	8,661	100 % beneficiaries are from vulnerable and marginalized group.



## 6. Details of beneficiaries of CSR Projects: (Contd.)

Sr. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
2	<b>Health</b> <ul style="list-style-type: none"> <li>Cancer affected Children Home - Support for Cancer treatment.</li> <li>Lions Eternal Empathy Foundation - Support for providing of Dialysis Machine.</li> <li>Advanced Primary Health Centre, Kannarapettai (PHC)- Provided Water Purifier System the benefit of Patients, Medical equipments and hospital items &amp; Police Hospital, Cuddalore - Provided AC machine.</li> <li>Hemophilia Society - Support for Providing of Medicines and treatment to Hemophilia Patients, The Spastics Society of Thiruchirapalli- Support for Physiotherapy and Sensory integration therapy for children to improve Health Conditions Mukti Dadha Foundation, Chennai - Support for Orthopedically Challenged persons through by providing artificial limbs, callipers &amp; The Akshaya Patra Foundation - Support for nutritious meals and quality education for children.</li> <li>Mahatma Gandhi Welfare Foundation, Cuddalore - Support for awareness drug addiction and providing of cots, bero and Interaction panel &amp; Pudhu Vazhvu Mayam, Cuddalore - Support for awareness, providing of Computer system &amp; printer and furnitures to the centre.</li> </ul>	8,990	100 % of beneficiaries are from villages, who are from vulnerable and marginalised group.
3	<b>Infrastructure &amp; Others</b> <ul style="list-style-type: none"> <li>Sri Vidhya Kala Kendrum School, Tiruvendhipuram, Cuddalore- Support for construction of Toilets.</li> <li>VAO office, Chinnakanganankuppm, Cuddalore &amp; Tailoring and Library Building, Pillaiarmedu village - Support for providing of a computer system with printer to provide public services such as Patta, Chitta, Revenue, Native etc and Support for providing of Chairs, Almirah, Book racks, tables for Tailoring/ Library building.</li> <li>e-Seva Centre, Taluk office &amp; Revenue Divisional Office, Recenue dept, Cuddalore - Support for providing of Printer for benefits of public.</li> <li>Water Puriification System (RO) - Govt school, Kannarapettai, Govt School, Rasapettai, Govt School, Sothikuppam Government Home, Semmandalam, Cuddalore &amp; Government Hospital, Tindivanam + Support to Nandanam Govt. School + Infrastructure to Govt. Home, Cuddalore.</li> <li>SP, Cuddalore - Providing of MS hard barricades to ensure road safety &amp; Providing Computer systems with printers for effective handling and processing of public complaints + DSP Office, Cuddalore.- Providing Computer systems with printers for effective handling and processing of public complaints.</li> </ul>	26,526	100 % beneficiary are from vulnerable and marginalised group.
4	<b>Environment</b> <ul style="list-style-type: none"> <li>Desilting of Lakhs, ponds, Dams - Support to District Administration towards water Conservation and Waste Collection Bins 50 Nos.- Provided to Chinna Kanganankuppm village for effective domestic waste management system.</li> <li>Green Belt Maint Plot No. 20 - Maintenance Charges from Apr-24 to Mar-25.</li> </ul>	16,150	100 % beneficiary are from vulnerable and marginalised group.

## 6. Details of beneficiaries of CSR Projects: (Contd.)

Sr. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
	<ul style="list-style-type: none"> <li>Green Belt Maint Plot No. 29 - Maintenance Charges from Apr-24 to Mar-25 &amp; Providing Lighting and cameras.</li> <li>Tamil Nadu Pollution Control Board - Provided Manjapai Cotton bag to avoid plastics usage &amp; increase use of eco friendly items.</li> </ul>		
5	<b>Social Empowerment</b> <ul style="list-style-type: none"> <li>Government Home, Semmandalam, Cuddalore - Tanjore Paintings Training to poor ladies staying in home.</li> <li>MNTN Old age home. KN Pettai, Cuddalore - Support for providing of Cots, Pillows and Bed sheets + Gowsala Public Charitable trust - Support for Gowsala towards protection and maintenance of Cows.</li> <li>District Administration, Cuddalore - Support for conducting of Book fair to enhance reading habits among the People + Tamil Nadu Pollution Control Board - Support for National Armed Flag Day + Providing of CCTV Camerars to ensure Public Security through SP office.</li> <li>Fengal cyclone affected Kudikadu Village - Support for providing of foods and needs to this village people.</li> </ul>	9,610	100 % beneficiary are from vulnerable and marginalised group.

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



We prioritize establishing a sensitive and responsible partnership with our customers to enhance their experience. Our engagement with consumers happens through multiple channels, and we have a clear and straightforward process for registering feedback and complaints. Our customers have access to all our engagement platforms and communications, and we continuously improve our business processes to provide exceptional service. Meeting our customers' needs, adding value, and surpassing their expectations is our top priority, and we always conduct ethical operations with them.

### Essential Indicators

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

Corrective actions are identified through root cause analysis and the resolution of complaints. Once implemented, these actions are systematically communicated to consumers. Furthermore, we maintain ongoing interaction with consumers to ensure their satisfaction. Periodic consumer feedback surveys are conducted to gauge satisfaction levels effectively.

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

Information related to	As a percentage to total turnover
Environment and Social parameters relevant to product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

### 3. Number of consumer complaints:

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Others	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	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 established a comprehensive policy addressing cyber security and data privacy risks. This includes implementing a robust Information Security and Data Protection Policy, underscoring our commitment to safeguarding consumer information and sensitive data. This well-defined policy ensures secure handling of consumer information and adherence to best practices in data protection. By mitigating potential risks, it enhances consumer trust and confidence in the organization. It is currently accessible through our intranet platform.

### 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.

Throughout the financial year, our company did not receive any penalties or regulatory actions concerning the safety of our products.

### 7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact - Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil

### Leadership Indicators

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

All the services available on website. It is available at link <https://www.tanfac.com/gallery.php>

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

The Company rigorously follows essential safety protocols for chemical handling, exemplified by providing comprehensive material safety data sheets (MSDS) to all customers. These sheets contain detailed information about chemical compositions, specific hazards, and safe handling instructions.

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

To ensure continuous essential services for our customers, the Company has implemented change procedures that automatically trigger communication through relevant channels, such as emails, in the event of potential risks of disruption or discontinuation.

**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 complies with the Classification, Labelling, and Packaging (CLP) Regulation under the United Nations' Globally Harmonized System (GHS) for its products, ensuring that customers receive accurate and essential product information. Soliciting feedback from customers reflects our proactive commitment to continuous improvement. We actively listen to their opinions and suggestions regarding our systems and processes.

Furthermore, we regularly evaluate customer satisfaction levels to uphold high service standards and adapt to evolving customer preferences and market demands.



## Assurance statement on third-party verification of sustainability information

Unique identification no.: **3153127237**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **TANFAC INDUSTRIES LIMITED, 14 SIPCOT Industrial Complex, Kudikadu, IN - 607005 Cuddalore** to perform an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') of **TANFAC INDUSTRIES LIMITED**, (hereinafter "Company") for the period from 01.04.25 to 31.03.25.

The verification was carried out according to the steps and methods described below.

### Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

### Reporting standard/framework

The disclosures have been prepared by **TANFAC INDUSTRIES LIMITED**, in reference to:

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year 2024-25 as listed below

Limited level of assurance for the non-financial disclosures in BRSR (Ref: Annexure II of SEBI circular) for -

Section A: General Disclosures- 20-a, b, 21, 22, 24, 25

Section B: Availability of Policies & Management Process

Section C: Principle Wise Performance Disclosure-

Principle 1: Essential Indicator 1, 2, 3, 5, 6, 8, 9

Principle 1: Leadership Indicator 2

Principle 2: Essential Indicator 4

Principle 2: Leadership Indicator 3

Principle 3: Essential Indicator 1-a, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 14

Principle 3: Leadership Indicator 1, 3

Principle 5: Essential Indicator 1, 2, 3, 6, 7, 8

Principle 6: Essential Indicator 1, 3, 4, 6, 7, 9, 10

Principle 6: Leadership Indicator 2

Principle 8: Essential Indicator 3, 4, 5

Principle 8: Leadership Indicator 6

Principle 9: Essential Indicator 1, 2, 3, 5, 7

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.



## Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

## Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

### Level of Assurance

Limited Level of assurance for the non-financial disclosures of BRSR report (Ref: Annexure II of SEBI circular).

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
1	TANFAC INDUSTRIES LIMITED	TANFAC INDUSTRIES LIMITED Plot 14, SIPCOT Industrial Complex Kudikadu, Cuddalore- 607005, India.

## Conclusion

### Limited Level of Assurance- BRSR Reporting Format

On the basis of the assessment procedures carried out from 26/05/2025 to 27/05/2025, TÜV SÜD has not become aware of any facts that lead to the conclusion that the selected indicators have not been prepared, in all material aspects, in accordance with the Reporting Criteria.

## Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

## Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected



sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

#### **Independence and competence of the verifier**

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Mumbai, 18<sup>th</sup> July 2025

Prosenjit Mitra

General Manager- Verification, Validation and Audit  
Management System Assurance

Pancholi Pratik

Verification Team Leader, TÜV SÜD  
Management System Assurance