

# SUDARSHAN

20<sup>th</sup> July, 2023

BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai – 400 001  
**Scrip Code – 506655**  
**Scrip Code NCDs - 974058**

National Stock Exchange of India Limited  
Exchange Plaza, C - 1, Block - G,  
Bandra Kurla Complex,  
Bandra (East), Mumbai – 400 051  
**Scrip Symbol - SUDARSCHEM**

Dear Sir / Madam,

**Sub: Submission of Business Responsibility and Sustainability Report for FY 2022-23 in terms of Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, we are enclosing the copy of the Business Responsibility and Sustainability Report (“BRSR”) for the FY 2022-23, which also forms part of the Annual report for FY 2022-23 and it is available on the website of the Company.

Kindly take the same on record.

Thanking You,  
Yours Faithfully,  
For SUDARSHAN CHEMICAL INDUSTRIES LIMITED

MANDAR VELANKAR  
GENERAL COUNSEL AND COMPANY SECRETARY

Encl: As above

**Sudarshan Chemical Industries Limited**

**Registered Office:**

7<sup>th</sup> Floor, Eleven West Panchshil, Survey No. 25,  
Near PAN Card Club Road, Baner, Pune – 411 045,  
Maharashtra, India

Tel. No.: +91 20 682 81 200

Email: [contact@sudarshan.com](mailto:contact@sudarshan.com)

[www.sudarshan.com](http://www.sudarshan.com)

Corporate Identity No.: L24119PN1951PLC008409

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURE

### I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24119PN1951PLC008409
2	Name of the Listed Entity	Sudarshan Chemical Industries Limited
3	Year of Incorporation	19 <sup>th</sup> February, 1951
4	Registered Office Address	162 Wellesley Road, Pune - 411 001, Maharashtra India (effective close of business hours on 6 <sup>th</sup> April, 2023, Registered Office and Global Head Office was shifted to 7 <sup>th</sup> Floor, Eleven West Panchshil, Survey No. 25, Near PAN Card Club Road, Baner, Pune - 411 045, Maharashtra)
5	Corporate Address	162 Wellesley Road, Pune - 411 001, Maharashtra India (effective close of business hours on 6 <sup>th</sup> April, 2023, Registered Office and Global Head Office was shifted to 7 <sup>th</sup> Floor, Eleven West Panchshil, Survey No. 25, Near PAN Card Club Road, Baner, Pune - 411 045, Maharashtra)
6	E-mail	shares@sudarshan.com
7	Telephone	020-68281200
8	Website	www.sudarshan.com
9	Financial year for which reporting is being done	1 <sup>st</sup> April, 2022 – 31 <sup>st</sup> March, 2023
10	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>BSE Limited (Equity and Debt)</li> <li>National Stock Exchange of India Limited (Equity)</li> </ul>
11	Paid-up Capital	₹ 1,384.54 Lakhs
	<b>Contact Person</b>	
12	Name of the Person	Mandar Meenanath Velankar
	Telephone	020-68281200
	Email Address	mmvelankar@sudarshan.com
13	<b>Reporting Boundary</b>	
	Type of Reporting	Standalone Basis

### II. Product/Services

#### 14 Details of business activities

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing	Chemical and Chemical Products, Pharmaceuticals, Medicinal Chemical and Botanical Products	100%

### 15 Products/Services sold by the entity

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Manufacture of dyes and pigments from any source in basic form or as concentrate	20114	98%
2	Manufacture of prepared pigments and other colouring matter of a kind used in the manufacture of paints or by artists or other painters	20224	2%

### III. Operations

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

Location	Number of plants	No. of Offices	Total
Plants at Roha & Mahad	2	4	6
Other Offices at Delhi, Mumbai, Kolkata, Chennai			
International	Nil	Nil	Nil

#### 17 Market served by the entity :

The Company's products are sold in domestic as well as in international markets

a.	No. of Locations	National (No. of States)	28 States, 8 Union Territories
		International (No. of Countries)	85+
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	For FY 22-23 it is 46.42 %	For FY 21-22 it is 46.08 %
c.	A brief on types of customers	Sudarshan serves organizations those are engaged in businesses of Coating, Plastics, Inks, Cosmetics and Special Applications.	

### IV. Employees

#### 18. Details as at the end of Financial Year:

##### a. Employees and workers (including differently-abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1	Permanent Employees (A) - Excluding Overseas employees, consultant	1,026	843	82%	183	18%
2	Other than Permanent Employees (B)	33	21	64%	12	36%
3	<b>Total Employees (A+B)</b>	<b>1,059</b>	<b>864</b>	<b>82%</b>	<b>195</b>	<b>18%</b>
<b>Workers</b>						
4	Permanent (C)	223	223	100%	0	0
5	Other than Permanent (D)	2,354	2,325	99%	29	1%
6	<b>Total Workers (C+D)</b>	<b>2,577</b>	<b>2,548</b>	<b>99%</b>	<b>29</b>	<b>1%</b>

## b. Differently abled employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
7	Permanent Employees (E)	0	0	NA	0	NA
8	Other than Permanent Employees (F) - Sudarshan Contract	1	1	100%	0	0%
9	<b>Total Employees (E+F)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>Workers</b>						
10	Permanent (G)	0	0	NA	0	NA
11	Other than Permanent (H)	5	5	100%	0	0%
12	<b>Total Differently Abled Employees (G+H)</b>	<b>5</b>	<b>5</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

## 19. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	11	2	18%
2	Key Management Personnel	4	0	0%

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

Category	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.57%	2.72%	15.30%	10.84%	1.72%	12.57%	6.68%	1.58%	8.27%
Permanent Workers	8.07%	0.00%	8.07%	5.39%	0.00%	5.39%	0.01%	0.00%	0.01%

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	RIECO Industries Limited	Wholly Owned Subsidiary	100%	No
2.	Sudarshan CSR Foundation	Wholly Owned Subsidiary	100%	
3.	Sudarshan Europe B. V.	Wholly Owned Subsidiary	100%	
4.	Sudarshan (Shanghai) Trading Company Limited	Wholly Owned Subsidiary	100%	
5.	Sudarshan Japan Limited	Wholly Owned Subsidiary	100%	
6.	Sudarshan North America Inc., USA	Step Down Subsidiary	100%	
7.	Sudarshan Mexico S de R. L. De CV	Step Down Subsidiary	100%	

## VI. CSR Details

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

Turnover (in ₹ lakhs) 1,95,160.3

Net worth (in ₹ lakhs) 80,810.8

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for the grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes	The Company encourages local communities to file their grievances electronically at the email ID provided on its website.	Nil	NA	NA	Nil	NA	NA
Investors (other than shareholders)	Yes	<a href="https://www.sudarshan.com/investors-contacts/">https://www.sudarshan.com/investors-contacts/</a>	Nil	NA	NA	Nil	Nil	NA
Shareholders	Yes	<a href="https://www.sudarshan.com/investor-communication-policy.pdf">https://www.sudarshan.com/investor-communication-policy.pdf</a>	8	Nil	All 8 complaints were resolved during FY 2022-23	6 (including 1 complaint carried forward from FY 2020-21)	Nil	All 6 complaints were resolved during FY 2021-22
Employees	Yes	<a href="https://www.sudarshan.com/connecting-people/">https://www.sudarshan.com/connecting-people/</a>	351	24	93% closure of queries	373	10	97% closure of queries
Workers	Yes	<a href="https://www.sudarshan.com/connecting-people/">https://www.sudarshan.com/connecting-people/</a>	697	96	86% closure rate	440	124	72% closure rate
Customers	Yes	<a href="https://www.sudarshan.com/contact-us/">https://www.sudarshan.com/contact-us/</a>	257	2	Product-related technical complaints	267	7	Product-related technical complaints
Value Chain Partners	No		0	NA	No complaints received from suppliers	0	0	No complaints received from suppliers

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

<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity</b>	<b>The rationale for identifying the risk/ opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
Climate Change & Emissions Management	Risk	As per IPCC's Sixth AR, global temperatures are rising rapidly. Uncontrolled global warming will result in increased frequency of extreme weather events which poses physical risks to Sudarshan's operations. Furthermore, transitional risks posed by climate change can affect Company's markets as well.	The Company has taken precautionary approach on management of climate change risks. It has adopted initiatives on energy conservation and energy source diversification to reduce its carbon footprint. Furthermore, various initiatives to strengthen physical infrastructure and diversification of supply chain have been adopted to mitigate acute physical risks.	Negative due to higher capex on mitigation measures.
Circular economy	Opportunity	Technological advancements and behavioural change provide an opportunity to increase recycling and reuse of products and packaging materials	The Company promotes reuse and recycling of packaging materials in its value chain. It has a special focus on increasing solvent recovery to minimize fresh solvent use.	Positive due to cost saving on account of use of fresh materials and yield improvement.
Corporate Governance	Risk	Dynamic regulatory landscape and increasing stakeholder expectations regarding good governance practices poses risk concerning corporate governance practices.	The Company has in place a powerful, competent, and diverse Board. It has a mechanism in place covering robust policies and SOPs to ensure good corporate governance.	Positive due to a better strategic direction provided by the Board and goodwill among stakeholders.

<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity</b>	<b>The rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
Human Capital Management	Opportunity	India is emerging as knowledge based economy. Furthermore, due to strong demographic dividend, a competent workforce is available. Such competent workforce provides an opportunity for the organization to expand and grow.	The Company focuses on providing an equal opportunity regardless of the gender, race, religion, etc. The Company has adopted various policies, procedures, manuals and conducted online training programs, throughout the year for the protection and welfare of employees. Employee training programs and initiatives are integral part of the Human Resource vision and long-term strategic objectives of the Company. The initiatives and programs will help improve the skills and abilities of employees, aiding them in both their personal and professional development.	Positive due to higher productivity of the people
Human Rights	Risk	The Company has a complex global value chain of chemical manufacturing. Non-adherence to the global standards on Human Rights has potential to adversely affect Company's operations, reputation and business relationships.	Sudarshan is committed to protection and promotion of fundamental human rights. The Company has adopted a comprehensive Human Rights Policy and all employees and workers are trained on this Policy. The Company engages with value chain partners on management of human rights.	Negative due to expenditure on training and due diligence.

<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity</b>	<b>The rationale for identifying the risk/ opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
Occupational Health and Safety	Risk	Due to nature of operations, occupational safety is one of the risks posed to the Company's operations.	Sudarshan has adopted multi-pronged approach towards occupational safety comprising behaviour based safety, automation of processes to eliminate manual operations, and asset integrity. Detailed approach to occupational health and safety can be accessed from our Sustainability report (page number 46-47): <a href="#">esg-report-2021-22.pdf</a> ( <a href="#">sudarshan.com</a> )	Positive due to expenditure on automation, training, and asset management.
Product Stewardship	Opportunity	Technological advancements and scientific progress has made it feasible to identify and manage environmental and social impacts of products with reasonable certainty.	The Company has adopted several innovative measures to reduce POPs in its products. The Company's products do not contain significant quantity of VOCs. Sudarshan adheres with the highest standards and norms on product and regional compliances such as EU RECH, USFDA, Turkey REACH, UK REACH, US Toxic Substance Control Act, TPCH, etc.	Positive due to enhanced stakeholder trust
Procurement and supply chain sustainability	Risk	Complex and diverse supply chain poses several risks affecting cost and quality of raw materials.	The company adopted Supplier-51 programme to engage with suppliers on several financial and non-financial aspects to de-risk its supply chain.	Negative due to expenditure on supplier due diligence.



Material Issue Identified	Indicate whether risk or opportunity	The 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)
Waste Management	Risk	Dynamic regulations and increased stakeholder activism concerning waste handling and disposal poses risks on waste management.	The Company has well defined processes for managing waste. We are using recyclable packaging material and follows regulations to dispose the wastes generated as per guidelines of Pollution Control Board. Company's approach to responsible waste management has been detailed out in its Sustainability Report (page number 37): <a href="#">esg-report-2021-22.pdf</a> ( <a href="#">sudarshan.com</a> )	Negative due to expenditure incurred on waste reduction measures and safe handling.

IPCCs Sixth AR : The Intergovernmental Panel on Climate Change, Sixth Assesment Report

SOPs : Standard Operating Procedures

POPs : Persistent Organic Pollutants

VOCs : Volatile Organic Content

EU REACH : European Union Registration, Evaluation, Authorisation and Restriction of Chemicals

USFDA : United States Food and Drug Administration

Turkey REACH: Turkey Registration, Evaluation, Authorisation and Restriction of Chemicals

UK REACH : United Kingdom Registration, Evaluation, Authorisation and Restriction of Chemicals

US Toxic Substance Control Act : US Registration, Evaluation, Authorisation and Restriction of Chemicals

TPCH : Transaction Processing and Database Benchmark specific to decision support (TPCH)

## 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 National Guidelines on Responsible Business Conduct ("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	All policies as approved by the Board of Directors can be viewed on the website of the Company at <a href="http://www.sudarshan.com">www.sudarshan.com</a> under the heading 'Investors'.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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>All policies have been created based on industry standards, in accordance with legal requirements, and after thorough consultation with all relevant parties.</p> <p>Some of the policies are linked to the following National / International Standards: International Organisation for Standardisation (ISO 9001, ISO 14001:2015, 45000:2018), Occupation Health and Safety Assessment Series (OHSAS18001), Responsible Care (RC 14001)</p>								
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>Sudarshan has adopted ambitious environmental and social goals as mentioned below:</p> <p><b>Environmental</b></p> <ul style="list-style-type: none"> <li>Reduction in Green House Gases (“GHG”) Emissions by 42% by the FY 2032 from the baseline of the FY 2021</li> <li>To reduce specific energy consumption by 3% year on-year till year 2030</li> <li>To reduce specific water consumption by 20% by year 2025-26 from baseline of 2020-21</li> <li>To achieve zero waste to landfill by year 2031-32</li> </ul> <p><b>Social</b></p> <ul style="list-style-type: none"> <li>30% Women participation in the overall workforce by 2025</li> <li>Great place to work – Gold standard by 2025</li> <li>Safety culture maturity score of a minimum of 80% by 2025</li> <li>Zero Process Safety Events (Tier 1 and 2 as per API 754) by 2025</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>30% women directors on Board by FY 2026</li> </ul> <p>Detailed goals and targets adopted by the Company have been described in its Sustainability Report which can be accessed from: <a href="#">esg-report-2021-22.pdf (sudarshan.com)</a></p>								
6	Performance of the entity against the specific commitments, goal, and targets along with reasons in case the same are not met.	<p>The Company adopted Environment, Social, Governance (“ESG”) goals and targets in the FY 2022-23 and has started working on achieving the same. Progress against some of the targets are mentioned below:</p> <ul style="list-style-type: none"> <li>8.6% reduction in Scope-1 GHG Emissions</li> <li>6.9% reduction in Scpe-2 GHG Emissions</li> <li>42% reduction in the quantity of waste to landfill</li> <li>32% reduction in freshwater withdrawal</li> <li>Increase in participation of women employees in workforce to 17.6% from 15.1%</li> </ul>								

### Governance, Leadership, and Oversight

7	<p><b>Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements</b></p> <p>We have embarked on the journey of disclosing our sustainability performance through the Business Responsibility and Sustainability Report (“BRSR”) for FY 2023. We are committed to environmentally sustainable business practices across its functions for making the right choices to protect the future by integrating environmental considerations into its business planning. We are committed to beginning open and transparent, and to listening to the views of others as we move forward in sustainable development. We believe our strength lies in our efficient workforce and we give due importance to the well-being of our employees across our business operations. We believe in cultivating a nurturing workplace and encouraging gender diversity and inclusion, non-discrimination policies, and work-life balance, and further encourage employee well-being and safety. It is our constant endeavour to deliver products and services of the highest quality to our customers while ensuring minimal harm to the environment and society. As an organisation we are committed to integrating ESG into our organisational culture, business conduct, as well as across our value chain.</p>
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Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajesh B. Rathi, Managing Director and the Board of Directors.								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.	Yes. The ESG Steering Committee has been set up to ensure strong governance for sustainability. The role of the leadership team is to assist the Board in meeting its ESG goals. The Steering committee is chaired by Managing Director and comprises the Executive Director, Chief Financial Officer, Head People Practice, Company Secretary, Head Environment, Health & Safety (“EHS”), aHead Procurement, and Site Heads.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against the above policies and follow-up action	Director									Quarterly								
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Director									Quarterly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	No								

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Principle 2 Businesses should provide goods and services in a manner that is sustainable and safe. PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment Principle-7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	100%
Key Management Personnel	1	Principle 2 Businesses should provide goods and services in a manner that is sustainable and safe. PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	100%
Employees other than BODs and KMPs	201	Functional + Tech & Organisational & Behavioural & Policy trainings	89%
Workers	1	Code of Conduct + Skill and Safety Training	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

a. Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine Settlement Compounding fee	No fines / penalties / punishment / award / compounding fees / settlement amount was paid in FY 2022-23				
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 Punishment	No fines / penalties / punishment / award / compounding fees / settlement amount was paid in FY 2022-23				

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.**

No fines / penalties / punishment / award / compounding fees / settlement amount was paid in FY 2022-23 and hence Not Applicable

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

Yes. Weblink Is <https://www.sudarshan.com/corporate-code-of-conduct-policy.pdf>

The company has zero tolerance towards unethical business practices and prohibits bribery in any form in all of its business dealings through various policies, codes, and charters

The Code of Conduct (CoC) consistently adopted across the company reiterates our commitment on anti-corruption or anti-bribery. All employees of Sudarshan must adhere to the commitment of integrity and other responsible business conduct principles laid down in CoC.

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

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

Category	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of KMPs	Nil	Nil	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.**

No such instance during FY 2022-23

## LEADERSHIP INDICATORS

1. **Awareness programs conducted for value chain partners on any of the 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
1	Safety of Titanium Tetrachloride (TiCl4)	100% (concerned nominated stakeholders were trained)

Tronox experts were invited to conduct a specialized training on TiCl<sub>4</sub> handling and safety aspects during emergency

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

Yes, the company has separate code of conduct for board and senior management which states every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

Weblink is <https://www.sudarshan.com/code-of-conduct-for-directors-and-senior-management-personnel.pdf>

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

**ESSENTIAL INDICATORS**

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

Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
R&D	70%	70%	<ul style="list-style-type: none"> <li>Yield improvement</li> <li>Solvent recovery</li> <li>Reducing POPs in products</li> <li>Waste reduction</li> </ul>
Capital Expenditure (CAPEX)	1.58%	1.55%	<ul style="list-style-type: none"> <li>Revamping of Effluent Treatment plant</li> <li>Modernisation of Testing Facilities</li> </ul>

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

- Yes

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

- 60%

**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.**

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Due to the contamination of packaging materials, reclaiming and reusing these are not feasible. Reclaiming pigments from end-use products is technologically infeasible. Due to these reasons, the Company cannot reclaim and reuse its products from the end-of-life stage. No
b. E-Waste	The Company's products do not result in e-waste generation at end-of-life stage
c. Hazardous Waste	Company's products are a part of final goods produced by its customers, therefore, its reclaiming at the end-of-life is not feasible.
d. Other Waste	NA

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.

Extended Producer Responsibility (“EPR”) is applicable to Sudarshan. We are in the process of EPR registration. We have recycled 527 MT of plastic waste in FY 22-23

## LEADERSHIP INDICATORS

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

The Company has not conducted LCIA of its products, however, it has planned to conduct a detailed LCIA study in accordance with ISO 14044 standards in next two years.

2. If there are any significant social or environmental concerns and/or risks arising from the 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.

The potential environmental and social risks related to project execution are identified through Environment and Social Impact Assessment (“ESIA”) conducted before commencing onsite work.

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 23 (Current Financial Year)	FY 22 (Previous Financial Year)
Methanol	79%	81%

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:

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

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

Not applicable.

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

**ESSENTIAL INDICATORS**

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

Category	% 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)
<b>Permanent Employees</b>											
Male	843	843	100%	843	100%	NA	NA	843	100%	0	0%
Female	183	183	100%	183	100%	183	100%	NA	NA	0	0%
<b>Total</b>	<b>1,026</b>	<b>1,026</b>	<b>100%</b>	<b>1,026</b>	<b>100%</b>	<b>183</b>	<b>18%</b>	<b>843</b>	<b>82%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Employees</b>											
Male	21	0	0%	0	0%	NA	NA	0	0%	0	0%
Female	12	0	0%	0	0%	0	0%	NA	NA	0	0%
<b>Total</b>	<b>33</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

**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)
<b>Permanent Workers</b>											
Male	223	223	100%	223	100%	NA	NA	0	0	0	0
Female	0	0	0%	0	0%	0	0	NA	NA	0	0
<b>Total</b>	<b>223</b>	<b>223</b>	<b>100%</b>	<b>223</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Workers</b>											
Male	2,325	2,325	100%	2,325	100%	NA	NA	0	0	0	0
Female	29	29	100%	29	100%	29	100%	NA	NA	0	0
<b>Total</b>	<b>2,354</b>	<b>2,354</b>	<b>100%</b>	<b>2,354</b>	<b>100%</b>	<b>29</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total 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.)
Provident Fund ("PF")	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employee State Insurance ("ESI")	38%	100%	Y	37%	100%	Y



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

Yes, Formal roles have been identified wherein differently abled employee can work, places such as canteen admin offices - Provision for safety purpose has been provided. Our Equal Opportunity Policy is in accordance with the provisions of The Rights of Persons with Disabilities Act, 2016. Inclusive infrastructure facilities are available at our premises.

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. Link - <https://www.sudarshan.com/diversity-and-inclusion-policy.pdf>

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

Gender	Total number of people returned after parental leave in FY 23	Total Number of people who took parental leave in FY 23	Return to work rate	Total Number of people retained for 12 months after returning from parental leave	Total number of people returned from parental leave in prior FY	Retention Rate
<b>Permanent Employees</b>						
Male	38	38	100%	14	17	82%
Female	2	3	100%	1	1	100%
Others	0	0	NA	NA	NA	NA
<b>Total</b>	<b>40</b>	<b>41</b>	<b>100%</b>	<b>15</b>	<b>18</b>	<b>83%</b>
<b>Permanent Workers</b>						
Male	0	0	NA	0	0	NA
Female	0	0	NA	0	0	NA
Others	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>0</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>0</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	IR Ninja and Works Committee as per Industrial Dispute Act, 1947 has been established
Other than Permanent Workers	Yes	IR Ninja
Permanent Employees	Yes	The Company has appointed internal committee to address employee grievances. Our Grievance redressal process is as below: 1) HR Ninja & Suda Interconnect 2) Suda Connect 3) Lean Daily Management meetings 4) Department level meetings
Other than Permanent Employees	Yes	Monthly meetings HR Ninja

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (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	843	0	0%	884	0	0%
Female	183	0	0%	158	0	0%
Others	0	0	0%	0	0	0%
<b>Total</b>	<b>1,026</b>	<b>0</b>	<b>0%</b>	<b>1,042</b>	<b>0</b>	<b>0%</b>
<b>Permanent Workers</b>						
Male	223	223	100%	243	243	100%
Female	0	0	0%	0	0	0%
Others	0	0	0%	0	0	0%
<b>Total</b>	<b>223</b>	<b>223</b>	<b>100%</b>	<b>243</b>	<b>243</b>	<b>100%</b>

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

## a. Details of Skill training given to employees and workers.

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received Skill Training (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received Skill Training (D)	%(D/C)
<b>Permanent Employees</b>						
Male	843	689	82%	884	786	89%
Female	183	160	87%	158	134	85%
Others	0	0	0%	0	0	0%
<b>Total</b>	<b>1,026</b>	<b>849</b>	<b>83%</b>	<b>1,042</b>	<b>920</b>	<b>88%</b>
<b>Workers</b>						
Male	2548	2548	100%	2747	2747	100%
Female	29	29	100%	27	27	100%
Others	0	0	100%	0	0	100%
<b>Total</b>	<b>2577</b>	<b>2577</b>	<b>100%</b>	<b>2774</b>	<b>2774</b>	<b>100%</b>

b. Details of training on Health and Safety given to employees and workers.

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received training on Health and Safety (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received training on Health and Safety (D)	%(D/C)
<b>Permanent Employees</b>						
Male	843	754	89%	884	786	89%
Female	183	178	97%	158	134	85%
Others	0	0	0%	0	0	0%
<b>Total</b>	<b>1026</b>	<b>932</b>	<b>91%</b>	<b>1,042</b>	<b>920</b>	<b>88%</b>
<b>Workers</b>						
Male	2548	2548	100%	2747	2747	100%
Female	29	29	100%	27	27	100%
Others	0	0	100%	0	0	100%
<b>Total</b>	<b>2577</b>	<b>2577</b>	<b>100%</b>	<b>2774</b>	<b>2774</b>	<b>100%</b>

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
<b>Permanent Employees -Performance review of employees confirmed as on 31/03 (end of FY)</b>						
Male	843	635	75%	884	726	82%
Female	183	122	67%	158	103	65%
Others	0	0	0%	0	0	0%
<b>Total</b>	<b>1,026</b>	<b>757</b>	<b>74%</b>	<b>1,042</b>	<b>829</b>	<b>80%</b>
<b>Permanent Workers*</b>						
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
Others	0	0	0%	0	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>

\*\*Permanent workers undergo settlement activity every three years

10. Health and safety management system:

a. Whether an Occupational Health and Safety Management System (“OHSMS”) has been implemented by the entity? (Yes/No)

Yes, the Company has adopted OHSMS in accordance with ISO 45001 standards and has received certification of accreditation by Bureau Veritas Quality International (“BVQI”)

a. 1 What is the coverage of such system?

100% Organisation level Roha and Mahad plant

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

Central to our approach is our risk management system, through which we systematically identify, assess, and manage health and safety hazards and credible risk scenarios associated with our operations. We address health and safety risks for changes of operations, new projects, and expansion activities through a comprehensive risk management framework. Following are some of the processes used to identify work-related hazards, HIRA, JSA, PHA, MOC, PSSR, HAZOP.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2022-2023 (Current Financial Year)	FY 2021-2022 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.66
Total recordable work-related injuries	Employees	0	0
	Workers	0	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Sudarshan has embarked on a safety-culture transformation journey- "Suda Kavach" with Chola MS Risk as its knowledge and implementation support partner. The journey focuses on benchmarking the best international practices in Occupational Health & Safety Management ("OH&S") system and the Process Safety Management (PSM) system. Some of the critical elements that are being implemented in Phase 1 of Suda Kavach include Leadership & Commitment, Workforce Involvement, Process Safety Information, Process Hazard Analysis ("Hazard Identification & Risk Assessment"), Work Permit System, Contractor Safety Management, and Incident Reporting & Investigation. A dedicated Contractor Incubation Centre has been established at Roha to improve the overall safety culture among the associates (contract workforce) through competency building and field-level interventions for influencing safe behaviour. Employee are allow to work only after the safety induction, on-job training is given by plant supervisor. Work permit system , safety training & Tool-Box-Talk ("TBT") imparted.

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

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

**14. Assessments for the year:**

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
1.	100%
7.	100%

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

We promote the reduction of process safety incidents and improve risk awareness with a culture of dealing openly with mistakes and have actioned initiatives to foster dialogues around safety. To reduce process safety incidents, we focus on technical measures and on a leadership culture that places even greater emphasis on process safety.

We are associated with M/s Chola MS Risk Management Services to drive structural approach for Process Safety Management (PSM) at Sudarshan. We have formed a task force from various department-level employees. The Task force team undergoes PSM element training like basic boot camp, competency building, train-the-trainer, etc.

We have also set up an incident management committee to investigate all the incidents (Safety, Environment, process) and learnings are shared across all the locations for horizontal deployment. Based on recommendations received suitable changes are made in the emergency response plans.

**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).**

a. Employees (Yes/No): Yes

b. 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 ensures deduction of statutory dues by the third-party contractors by incorporation of appropriate payment terms in contract agreements.

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 23	Previous FY 22	Current FY 23	Previous FY 22
Employees	Nil	Nil	Nil	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).

Yes

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	0%
Working Conditions	0%

**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 their stakeholders**

**ESSENTIAL INDICATORS**

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

The internal and external stakeholders have been identified and prioritized based on their relative importance and impact on the business, and vice versa. Sudarshan compiled a comprehensive list of individuals and organizations whose interests are affected or might be affected by its actions and divided them into internal and external stakeholder groups.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Customers	No	Email, Meetings	As and when required	Engagement with Key Customers including Global Customers is done from the highest level of the management and relationship management is done by the respective Regional Sales Heads
Vendors/ Suppliers	No	Email, Meetings	As and when required	Engagement with Vendors is done by the Procurement Team and Chief Procurement Officer is designated and responsible for relationship management with Vendors / Suppliers.
Distributors	No	Email, Meetings	As and when required	Periodical meetings are held with Distributors and Regional Sales Heads are responsible for relationship management with respective Distributors.
Workers / Trade Unions	No	Telecall /Physical Meetings	As and when required	Management holds periodic meetings with representatives of Trade Unions and the designated Head of Industrial Relations is responsible for relationship management with Workers / Trade Unions.

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Government Bodies	No	Email, Meetings	As and when required	Relationship management with Government Bodies viz. Central Government, State Government, Local Authorities is done by respective functional heads in line with the guidelines given by the Managing Director.
Investor Community / Research Analysts	No	Telecall /Physical Meetings	Quarterly	The Managing Director and CFO conduct the telecall on quarterly basis for discussing the operational and financial performance of the Company. The Managing Director and CFO also meet the Investor Community as and when required.
Directors	No	Telecall /Physical Meetings	As and when required	Meeting with Board of Directors, including various Committees of the Board are held as per statutory requirements.
Employees	No	Telecall /Physical Meetings	Quarterly	The Managing Director and Leadership Team conduct the quarterly meets with Employees across all locations of the Company for sharing important updates concerning the performance of the Company and also provide the mechanism for expressing their concerns / views / suggestions etc.



## 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 management provides periodical updates to the Board of Directors including its Committees viz. Audit Committee, CSR Committee and Risk Management Committee concerning various issues relating to economic, environments and social topics. The CSR Committee reviews the CSR initiatives undertaken by the Company against the annual action plan and provides guidance for effective implementation of CSR obligations. With the guidance of the Board and CSR Committee, the Company has been successful in securing various awards and recognitions for its CSR initiatives. The Risk Management Committee as a part of its Terms of Reference reviews the significant risks concerning environmental, economical and social risks depending on their severity.

### 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.

Your Company has put in place systems and procedures to identify, prioritize and address the needs and concerns of its stakeholders across businesses in a continuous, consistent and systematic manner. It has implemented mechanisms to facilitate effective dialogue with all stakeholders across businesses, identify concerns and their resolution in an equitable and transparent manner.

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

No such instances during the year

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

### ESSENTIAL INDICATORS

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1,026	974	95%	1042	729	70%
Other than permanent	33	0	0%	33	0	0%
<b>Total Employees</b>	<b>1,059</b>	<b>974</b>	<b>95%</b>	<b>1075</b>	<b>729</b>	<b>70%</b>
<b>Workers</b>						
Permanent	223	0	0%	243	0	0%
Other than permanent	2,354	2,354	100%	2531	2,531	100%
<b>Total Workers</b>	<b>2,577</b>	<b>2,354</b>	<b>91%</b>	<b>2774</b>	<b>2,531</b>	<b>91%</b>

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	843	0	0%	843	100%	884	0	0%	884	100%
Female	183	0	0%	183	100%	158	0	0%	158	100%
<b>Other than Permanent</b>										
Male	21	0	0%	21	100%	21	0	0%	21	100%
Female	12	0	0%	12	100%	12	0	0%	12	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	223	0	0%	223	100%	243	0	0%	243	100%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
<b>Other than Permanent</b>										
Male	2325	0	0%	2325	100%	2504	0	0%	2504	100%
Female	29	0	0%	29	100%	27	0	0%	27	100%

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

Total number of training and awareness programmes held	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	9	10,00,000	2	12,50,000
Key Managerial Personnel (KMP)	4	1,46,50,188	0	0
Employees other than BoD and KMP	839	5,17,368	183	2,28,732
Workers	223	7,63,401	0	0

\*Mr Rajesh Rathi, Managing Director and Mr Ashish Vij, Wholetime Director, have been counted in the category BoD as well as KMP

## 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)

No. However, we are in process of developing a focal point to address human right issues.

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

Business leaders and line managers are responsible for the full implementation of the related human right policy and standards. They are further responsible for tracking & taking appropriate action against any grievance. We are working on developing a robust grievance redressal mechanism.

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

Topic	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

We aim to maintain a work environment characterized by mutual trust and the absence of intimidation, oppression, and exploitation, or harassment of any kind. Through the implementation of Anti-harassment policy, and by educating, mentoring, and guiding our employees, we seek to prevent, correct, and discipline behavior that violates this policy. During reporting period, there were zero cases of anti-harassment recorded. Following are the detailed of the mechanisms implemented by the Company:

1. POSH- Prohibition of Retaliation: Retaliation of any kind against anyone who is involved in the enquiry of or in making an allegation of sexual harassment is prohibited and may result in disciplinary action against the retaliator, up to criminal action by filing FIR, including termination of employment.
2. Reporting of the committee: The committee of investigators should report to the Managing Director. If required may seek assistance from any other department other than the department from where the complaint has been received.
3. Grievance against any member of Internal Committee: It is hereby stated that any disciplinary or corrective action initiated against the subject because of the finding of an enquiry pursuant to this policy will be final. The management shall provide all necessary assistance for ensuring full, effective and speedy implementation of this policy.

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

Yes. We also expect our suppliers, contractors, and business partners to share this commitment, and put in place policies and processes that support and uphold respect for human rights.

**9. Assessments for the year:**

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

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

No such concern.

## LEADERSHIP INDICATORS

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

NA

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

NA

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

Yes. Equal Opportunity Policy is in accordance with the provisions of The Rights of Persons with Disabilities Act, 2016. Inclusive infrastructure facilities are available at our premises.

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

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	NA

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

NA

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

### ESSENTIAL INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (GJ)	1,82,877	1,77,355
Total fuel consumption (B) (GJ)	22,11,170	24,38,830
Energy consumption through other sources (C) (GJ)	0	0
<b>Total energy consumption (A+B+C) (GJ)</b>	<b>23,94,047</b>	<b>26,16,185</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per million INR)	122.7	137.6
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. - No

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

- No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	35,50,255	52,64,665
(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>35,50,255</b>	<b>52,64,665</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>7,26,973</b>	<b>9,93,400</b>
Water intensity per rupee of turnover (Water consumed / turnover) (kl per crore INR of revenue)	37.25	52.25
Water intensity (optional) – the relevant metric may be selected by the entity		

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

- Yes, M/s Goldfinch Engg. Thane

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

- Not Applicable

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	MT	23.76	15.54
SOx	MT	159.99	243.36
Particulate matter (PM)	MT	124.69	74.61
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.

- No

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 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	2,07,746	2,27,518
<b>Total Scope 2 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	14,646	15,736
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover (in ₹)</b>	tCO <sub>2</sub> e	2,22,392	2,43,254
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)– the relevant metric may be selected by the entity	tCO <sub>2</sub> e/INR	11.40	12.79

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

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

- No

7. Does the entity have any project related to reducing Green House Gas (GHG) emission?

If Yes, then provide detail

- Yes, To reduce absolute GHG emissions by 42% by year 2031-32 from the baseline of 2020-21.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	527.9	653.6
E-waste (B)	4.1	Nil
Bio-medical waste (C)	0.02	0.03
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	0	1.4
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	5,703.6	10,833.0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,628.19	3,258.81
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>9,863.74</b>	<b>14,746.84</b>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022-23						FY 2021-22					
	Plastic	e-waste	BMW	Battery	Other Hazardous	Other Non-Hazardous	Plastic	e-waste	BMW	Battery	Other Hazardous	Other Non-Hazardous
(i) Recycled	527.9	4.1	0	0	14.4	2369.6	653.6	0	0	1.4	2262	0
(ii) Re-used	0	0	0	0	0	0	0	0	0	0	0	0
(iii) Other recovery operations	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>527.9</b>	<b>4.1</b>	<b>0</b>	<b>0</b>	<b>14.4</b>	<b>2369.6</b>	<b>653.6</b>	<b>0</b>	<b>0</b>	<b>1.4</b>	<b>2262</b>	<b>0</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2022-23						FY 2021-22					
	Plastic	e-waste	BMW	Battery	Other Hazardous	Other Non-Hazardous	Plastic	e-waste	BMW	Battery	Other Hazardous	Other Non-Hazardous
(i) Incineration	0	0	0	0	130.4	0	0	0	0	0	126	0
(ii) Landfilling	0	0	0	0	5558.8	1258.6	0	0	0	0	8445	3258.8
(iii) Other disposal operations (as per Common Bio-medical Waste Treatment Facility ("CBWTF"))	0	0	0.02	0	0	0	0	0	0.03	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.02</b>	<b>0</b>	<b>5869.2</b>	<b>1258.6</b>	<b>0</b>	<b>0</b>	<b>0.03</b>	<b>0</b>	<b>8,571</b>	<b>3258.8</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.

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

- The Company believes that the adoption of the principles of the circular economy will be critical to responsible waste management. In particular, the 4Rs: Reduce, Reuse, Recycle, and Responsible Disposal.

Our approach towards waste management is as follows:

- Responsible storage and inventory management to reduce waste generation
- Responsible asset management to optimize performance and yield so as to minimize waste generation
- Employee training and sensitization on waste material handling.
- Prevention of spills and leakages
- Responsible logistics and transportation management
- Responsible disposal waste materials as per regulatory norms

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

NA, Our operating sites are located in industrial areas as notified by MIDC.

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

**11. Details of Environmental Impact Assessments (“EIAs”) of projects undertaken by the entity based on applicable laws, in the current financial year:**

During the FY 2022-23, no EIAs were conducted.

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

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

- Yes



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

## LEADERSHIP INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year) in Gigajoules ("GJ")	FY 2021-22 (Previous Financial Year) in Gigajoules ("GJ")
<b>From renewable sources</b>		
Total electricity consumption (A)	1,08,616	1,05,648
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,08,616</b>	<b>1,05,648</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	74,261	71,707
Total fuel consumption (E)	22,11,170	24,38,830
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>22,85,431</b>	<b>25,10,538</b>

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	Primary, Secondary and Tertiary	Primary, Secondary and Tertiary
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
<b>Total water discharged (in kiloliters)</b>	<b>28,23,282</b>	<b>42,71,265</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.

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kiloliters)</b>	<b>NA</b>	<b>NA</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>NA</b>	<b>NA</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	NA	NA
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	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.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (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)		NA	NA
<b>Total Scope 3 emissions per rupee of turnover</b>		NA	NA
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

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

- Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	<a href="https://www.sudarshan.com/esg-reports">https://www.sudarshan.com/esg-reports</a>	<a href="https://www.sudarshan.com/esg-reports">https://www.sudarshan.com/esg-reports</a>	<a href="https://www.sudarshan.com/esg-reports">https://www.sudarshan.com/esg-reports</a>

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

A Business Continuity Plan (BCP) is a clearly defined and documented plan for use at the time of a business continuity emergency, event, incident and/or crisis. The plan covers all the key personnel, resources, services and actions required to manage effectively. Various systems & documented processes are in place to control any business related emergencies, those will ensure :

- Adequate measures to be taken to minimize and master the consequences of an incident;
- Co-operation with authorities and public services;
- Handling of the emergency at an appropriate level;
- Proper communication with authorities, personnel, media, public, shareholders and other stakeholders in a comprehensive and accurate manner;
- Necessary measures taken to rectify any damage sustained;
- That business continues/resumes as normally as possible;
- To protect the value and reputation of the organization.

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

### ESSENTIAL INDICATORS

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

9

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	Indian Chemical Council (ICC)	National
2	National Safety Council (NSC)	National
3	CHEMEXCIL- Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
4	Mahratta Chamber of Commerce and Industry and Agriculture (MCCIA)	National

5	ETAD- The Ecological and Toxicological Association of Dyes and Organic Pigments Manufacturer	National
6	Mahad Manufacturing Industrial Association	National
7	Common Hazardous Waste Storage Treatment and Disposal Facility (CHWTSDF) - Mumbai Waste Management Ltd. (MWML) - Maharashtra Enviro Private Ltd. (MEPL)	National
8	Pigment Manufacturers' Association of India (PMAI)	National
9	United Nations Global Compact (UNGC)	International

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

Name of Authority	Brief of the case	Corrective action taken
No such instance during the year		

## LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

S. No.	Public policy advocated	Method resort 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
NA					

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

#### ESSENTIAL INDICATORS

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

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes / No)	Resulted communicated in public domain	Relevant Web Link
NA					

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	% of PAF covered by RAR	Amount Paid to PAFs in the FY (in ₹)
NA						

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

1. Community outreach centre.
2. Community forums and meetings.
3. Help Desk.
4. Complaint boxes.
5. Mediation and conflict resolution.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ Small producers	11%	9%
Sourced directly from within the district and neighbouring districts	--	--

## 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):

NA

2. Provide the following information on Corporate Social Responsibility (“CSR”) projects undertaken by your entity in designated aspirational districts as identified by government bodies:

As per our CSR policy our working area is nearby the periphery of our locations. We are working in the district of Raigad, which is not an aspirational district.

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

No

b) From which marginalized /vulnerable groups do you procure? Not applicable

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

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

The Company does not have any patents/IPR derived from traditional knowledge.

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.

No such instance during the year

6. Details of beneficiaries of CSR Projects

Sr. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Women Empowerment & Livelihood	2,097	100
2	Health	3,471	100
3	Education	4,509	100
4	Environment & Agriculture	22,250	100
5	Community Development	19,441	100

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner****ESSENTIAL INDICATORS****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has a well-enabled online portal/email (Salesforce portal) & dedicated number for logging complaints for existing customers. Complaints are escalated and resolved within the time-bound period depending on nature of the complaint. Periodic customer satisfaction surveys are conducted and feedback is shared with sales teams to help plug any existing gaps

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

Topic	As a percentage to total turnover
Environment and Social parameters relevant to product	Currently Company's labelling practices are in accordance with Global Harmonized System ("GHS") and Safety Data Sheet ("SDS"). It contains limited ecological information.
Safe and responsible usage	100 %
Recycling and/or safe disposal	100 %

**3. Number of consumer complaints**

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	0			0		
Advertising	Company does not conduct any advertising			Company does not conduct any advertising		
Cyber-security	0			0		
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Others	352	11	Including technical complaints and commercial queries	417	10	Including technical complaints and commercial queries

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

	Number	Reason for recall
Voluntary recalls	0	
Forced recalls	0	No such instances

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 detailed framework on cyber security and risk related to data privacy. (<https://www.sudarshan.com/it-and-cyber-security-policy.pdf>)

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

No Issues reported during the year

## **LEADERSHIP INDICATORS**

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

Information on products can be obtained from Pigments Overview | Sudarshan Chemical Industries Limited

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

We give Material Safety Data Sheet (“MSDS”) and Technical Data Sheets (“TDS”) along with every material supply which mentions precautions to be taken while handling and usage as well as regulation.

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

We have need based communication with customer about Master change as well as product discontinuation from PTS or marketing team as well as force majeure due to Raw Material (“RM”) constraint or disruption in Supply chain.

Any planned/unplanned outage of IT services communicating to all internal stockholders

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.**

No . We put Sudarshan Trade name , Colour Index Name , Colour Index Number on bag. We also put GHS ( Global Harmonised System ) Classification label on bags . In case of Chromes export , we send material in India Institute of Packaging (“IIP”) approved, United Nations (“UN”) packaging bags with UN numbers and affix Class 9 sticker on pallets as well as container. In case of Lead pearl, we send material in IIP approved packaging with UN details with Class 6 sticker .

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

- a. **Number of instances of data breaches along-with impact - 0**
- b. **Percentage of data breaches involving personally identifiable information of customers – 0**