



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

NOCIL LTD. (hereinafter referred to as "the Company") is a part of the Arvind Mafatlal Group (AMG) of Industries, a well-known Business House of India having diversified business interests. The Company commenced Rubber Chemicals production in the year 1975 and today it stands tall as the Largest Rubber Chemicals Manufacturer in India with the state-of-the-Art Technology.

The Company's brands **PILFLEX® Anti-degradants**, **PILNOX® Antioxidants**, **PILCURE® Accelerators**, **Post Vulcanization Stabilizer** and **PILGARD® Pre-Vulcanization Inhibitor** are well recognised in both domestic as well as international markets. The Company is one of the few players in this business to offer a wide range of rubber chemicals to suit the customer needs. Due to its rich experience and offering a one stop shop to customers, the Company has been acknowledged as a dependable supplier of rubber chemicals by major clients. Globally the Company is recognized for its technical capabilities, it enjoys an edge over other players in this business.

The Company is committed to be a **World Class, Customer Focused, Innovative Organization** in the field of Rubber Chemicals and a partner of choice to all its customers across the globe.

The Company welcomes the reporting framework '**Business Responsibility and Sustainability Reporting**' ("**BRSR**") introduced by the Securities and Exchange Board of India ("SEBI") vide Circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dt. May 10, 2021 containing detailed Environmental, Social and Governance ("ESG") disclosures and the Company has mandatorily adopted the framework for the financial year 2022-23.

**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity**

1. **Corporate Identity Number (CIN) of the Listed Entity** - L99999MH1961PLC012003
2. **Name of the Listed Entity** - NOCIL Ltd.
3. **Year of incorporation** - 1961
4. **Registered office address** - 3rd Floor, Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai- 400020
5. **Corporate address** - 3rd Floor, Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai- 400020
6. **E-mail** - [investorcare@nocil.com](mailto:investorcare@nocil.com)
7. **Telephone** - 022 6636 4062
8. **Website** - [www.nocil.com](http://www.nocil.com)
9. **Financial year for which reporting is being done** - 2022-23
10. **Name of the Stock Exchange(s) where shares are listed.**

Name of the Exchange	Stock Code
BSE	500730
NSE	NOCIL

11. **Paid-up Capital** - ₹ 166,64,28,550
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.**  
 Mr. Amit K. Vyas  
 Company secretary  
 Email id: [amit.vyas@nocil.com](mailto:amit.vyas@nocil.com)  
 Tel No.: 022-66364054
13. **Reporting boundary** - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together). –

The disclosures under this report are made on a Standalone basis for NOCIL Ltd.





II. Products/services

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

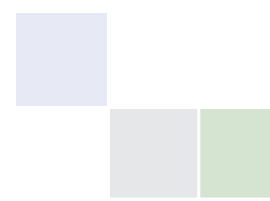
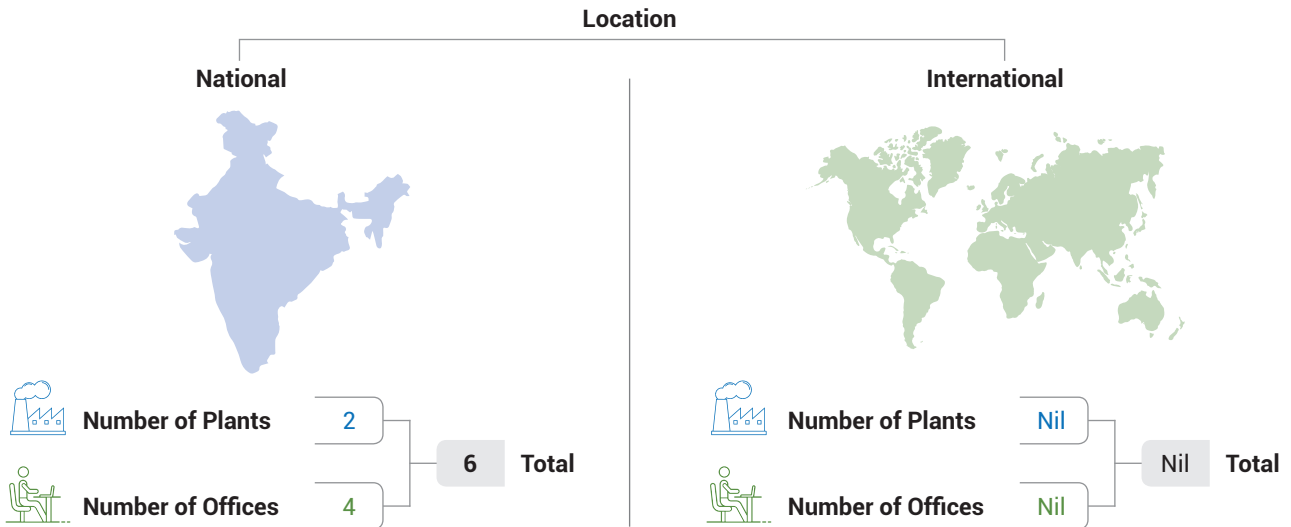
Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacture and Sale of Rubber Chemicals	Manufacture and Sale of Rubber Chemicals	100%

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

Product/Service	NIC Code	% of total Turnover contributed
Rubber Chemicals & Accelerators	20119	100%

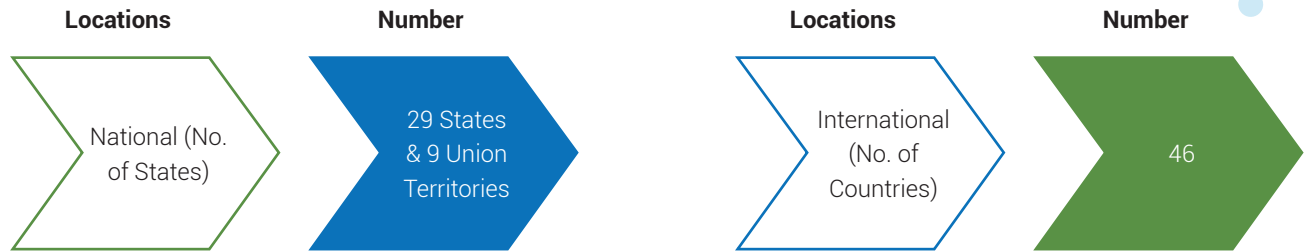
III. Operations

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



## 17. Markets served by the entity:

### a. Number of locations



### b. What is the contribution of exports as a percentage of the total turnover of the entity? 30.50%

### c. A brief on types of customers

The Company manufactures rubber chemicals for tire and other rubber product manufacturing industry. The Company is one of the few players in this business to offer wide range of rubber chemicals to suit the customer needs. Due to our rich experience and offering a one stop shop to customers, the Company is today acknowledged as a dependable supplier of rubber chemicals. The Company is recognised for its technical capabilities, it enjoys an edge over other players in this business.

NOCIL today is the Largest Rubber Chemicals Manufacturer in India with the State-of-the-Art Technology for the manufacture of rubber chemicals. NOCIL operates solely B2B segment.

## 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)

#### EMPLOYEES\*

1.	Permanent (D)	587	564	96.08	23	3.92
2.	Other than Permanent (E)	47	44	93.62	3	6.38
3.	<b>Total employees (D + E)</b>	<b>634</b>	<b>608</b>	<b>95.89</b>	<b>26</b>	<b>4.11</b>

#### WORKERS\*

4.	Permanent (F)	83	83	100.00	0	0
5.	Other than Permanent (G)	565	565	100.00	0	0
6.	<b>Total workers (F + G)</b>	<b>648</b>	<b>648</b>	<b>100.00</b>	<b>0</b>	<b>0</b>

\* - Permanent Employees means – Management and Supervisory Staff.

- Other than Permanent means - Retainers, Fixed term employees.

- Permanent Workers means – Unionised Workmen.

- Other than Permanent means – Contracted labor.

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)




**DIFFERENTLY ABLED EMPLOYEES**

1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total differently abled employees (D + E)</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>


**DIFFERENTLY ABLED WORKERS**

4.	Permanent (F)	1	1	100	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100</b>	<b>0</b>	<b>0</b>

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
 <b>Board of Directors</b>	<b>11</b>	<b>1</b>	<b>9.09</b>
 <b>Key Management Personnel (KMPs)</b>	<b>5</b>	<b>0</b>	<b>0.00</b>

Note: (i) The Board Of Directors consists of the Executive Chairman, Managing Director, Deputy Managing Director, Non Executive Non Independent Director & Independent Directors.

(ii) "KMPs" comprise of the Executive Chairman, Managing Director, Deputy Managing Director, Chief Financial Officer (CFO) and Company Secretary(CS)



20. Turnover rate for permanent employees and workers

	2022-23 (Turnover rate in current FY)			2021-22 (Turnover rate in previous FY)			2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.36	1.27	25.63	23.38	0.35	23.73	17.5	0.70	18.20
Permanent Workers	16.87	0	16.87	8.49	0	8.49	9.35	0	4.67

Note: Superannuated employees and workmen are not included.

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

21. Names of holding/ subsidiary/ associate companies/ joint ventures

Name of the holding/ Subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
PIL Chemicals Ltd.	Subsidiary	100%	No

VI. CSR Details






22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes  
(ii) Turnover (in ₹) – ₹ 161,657 Lakhs  
(iii) Net worth (in ₹) – ₹ 154,026 Lakhs

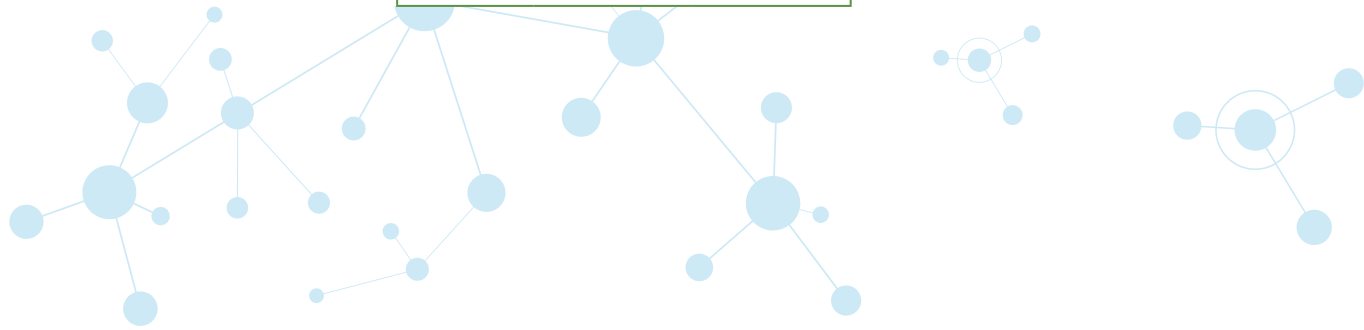
VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2022-23 Current Financial Year			2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	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)	2022-23 Current Financial Year			2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 Investors (Other than shareholders)	Yes	Nil	Nil	NA	Nil	Nil	NA
 Shareholders	Yes	6	Nil	All Complaints resolved satisfactorily.	7	Nil	All Complaints resolved satisfactorily.
 Employees and workers	Yes	Nil	Nil	NA	Nil	Nil	NA
 Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
 Value Chain Partners	Yes	Nil	Nil	NA	Nil	Nil	NA





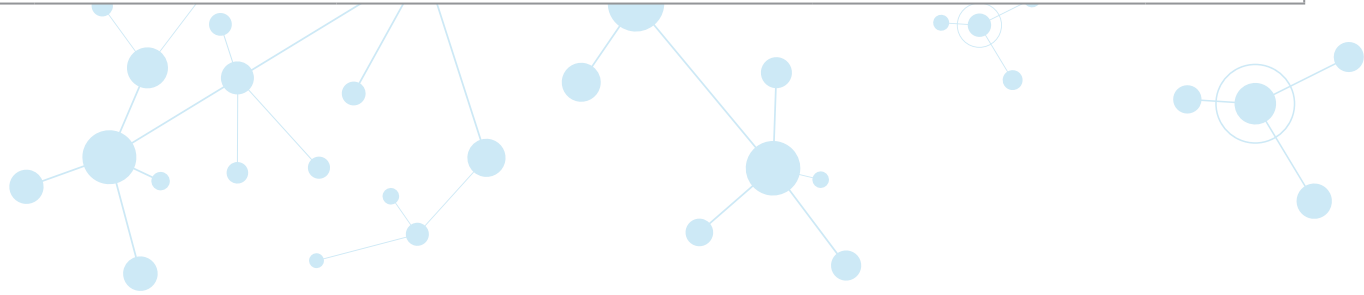
**24. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to our business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	<p>GHG Emissions</p>	Risk	Chemical manufacturing generates direct (Scope 1) greenhouse gas (GHG) emissions from the combustion of fossil fuels in manufacturing and cogeneration processes, as well as process emissions from the chemical transformation of feed-stocks. GHG emissions can create regulatory compliance costs or penalties and operating risks for chemicals companies. However, resulting financial impacts will vary depending on the magnitude of emissions and the prevailing emissions regulations. The industry may be subject to increasingly stringent regulations as nations seek to limit or reduce emissions.	Cost effective management of GHG emissions through greater energy efficiency, the use of alternative fuels, or manufacturing process advances stand benefitted from improved operating efficiency and reduced regulatory risk, among other financial benefits.	Positive
2.	<p>Air Quality</p>	Risk	In addition to greenhouse gases (GHGs), chemical manufacturing may produce air emissions including, sulfur dioxides (SOx), nitrogen oxides (NOx), and Hazardous Air Pollutants (HAPs). As with GHGs, these emissions typically stem from the combustion of fuels and the processing of feed-stocks. Relative to other industries, the Chemicals industry is a more significant source of some of these emissions.	Active management of the issue through technological process improvements or other strategies has helped the Company mitigate such impacts, improved financial performance and enhanced brand value.	Positive
3.	<p>Energy Management</p>	Risk	Chemical manufacturing is typically energy-intensive, with energy used to power processing units, cogeneration plants, machinery, and non-manufacturing facilities. The type of energy used, magnitude of consumption, and energy management strategies depends on the type of products manufactured. Typically, fossil fuels including natural gas and natural gas liquids are the predominant form of non-feedstock energy used, while purchased electricity may also represent a significant share. Therefore, energy purchases can represent a significant share of production costs.	A company's energy mix may include energy generated onsite, purchased grid electricity and fossil fuels, and renewable and alternative energy. Trade-offs in the use of such energy sources include cost, reliability of supply, related water use and air emissions, and regulatory compliance and risk. As such, a company's energy intensity and energy sourcing decisions may affect its operating efficiency and risk profile over time.	Positive








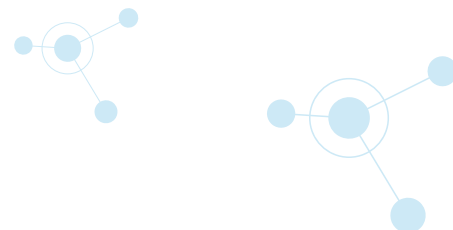
S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	 <p>Water &amp; Waste-Water Management</p>	Risk	Water is a critical input in chemicals production and is used primarily for cooling, steam generation, and feedstock processing. Long-term historic increases in water scarcity and cost, and expectations of continued increases—due to overconsumption and constrained supplies, resulting from population growth and shifts, pollution, and climate change—indicate the heightened importance of water management. Water scarcity can result in a higher risk of operational disruption for companies with water-intensive operations and can also increase water procurement costs and capital expenditures. Meanwhile, chemical manufacturing can generate process wastewater that must be treated before disposal.	Non-compliance with water quality regulations may result in regulatory compliance and mitigation costs or legal expenses stemming from litigation. Reducing water use and consumption through increased efficiency and other water management strategies may lead to lower operating costs over time and may mitigate financial impacts of regulations, water supply shortages, and community-related disruptions of operations.	Positive
5	 <p>Waste &amp; Hazardous Materials Management</p>	Risk	Chemical manufacturing may generate hazardous process waste, including but not limited to heavy metals, spent acids, catalysts, and wastewater treatment sludge. Companies face regulatory and operational challenges in managing waste, as some wastes are subject to regulations pertaining to their transport, treatment, storage, and disposal. Waste management strategies include reduced generation, effective treatment and disposal, and recycling and recovery, where possible.	Such activities, while requiring initial investment or operating costs, may lower companies' long-term cost structure and mitigate the risk of remediation liabilities or regulatory penalties.	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	<p>Human Rights &amp; Community Relations</p>	Opportunity	<p>Chemical companies are important economic contributors to many communities, providing employment opportunities and community development through taxes and capital generation. Meanwhile, issues including environmental policy, community health, and process safety are key issues with important regulatory, operational, financial, and reputational implications for companies. Environmental externalities including air emissions and water use can affect human health of those living near chemical facilities over the long term. Meanwhile, process safety incidents can endanger community health and safety, leading to regulatory penalties, legal action, and mitigation costs. Consequently, chemicals companies can benefit from building strong relationships with communities in order to mitigate potential operating disruption, reduce regulatory risk, retain top employees, lower the risk of litigation expenses in the event of process safety incidents, and ensure a strong social license to operate.</p>	<p>Adoption of various community engagement strategies, such as developing community engagement plans, establishing codes and guidelines has ensured alignment of the organization's interests with those of their surrounding communities, or conducting impact assessments to evaluate projects and mitigate potential adverse impacts.</p>	Positive
7	<p>Employee Health &amp; Safety</p>	Risk	<p>Employees in chemicals manufacturing facilities face health and safety risks from exposure to heavy machinery, harmful substances, high temperatures and pressure, and electrical hazards, among others.</p>	<p>Creating an effective safety culture is critical to proactively mitigate safety impacts, which could result in financial consequences, including higher healthcare costs, litigation, and work disruption. By maintaining a safe work environment and promoting a culture of safety, companies can minimize safety-related expenses and potentially improve productivity.</p>	Positive

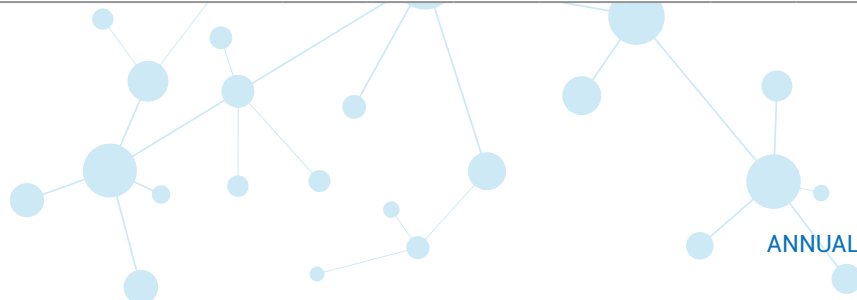


S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	 Product Design & Lifecycle Management	Opportunity	As increasing resource scarcity and regulations drive the need for greater materials efficiency and lower energy consumption and emissions, the Chemicals industry stands to benefit from developing products that enhance customer efficiency. From reducing automobile emissions through materials optimization to improving the performance of building insulation, chemical industry products can enhance efficiency across a multitude of applications.	Development of cost-effective solutions to address customers' needs for improved efficiency has benefited from increased revenues and market share, stronger competitive positioning, and enhanced brand value.	Positive
9	 Management of the Legal & Regulatory Environment	Risk	The Chemicals industry faces strict regulation governing air emissions, water discharge, chemical safety, and process safety, among other issues. Anticipating and adapting to regulatory developments, both in the short and long term, is a critical issue for the industry, as regulatory developments can significantly affect product demand, manufacturing costs, and brand value.	Adoption of a clear strategy for managing the regulatory environment that aligns corporate performance with sustainable environmental outcomes and accounts for societal externalities has benefited from reduced regulatory uncertainty, stronger brand value, and improved competitive positioning.	Positive
10	 Critical Incident Risk Management	Risk	Health, safety, and emergency management is a critical issue for companies in the Chemicals industry. Technical failure, human error, or external factors such as weather can lead to accidental releases of chemical substances into the environment at processing facilities or during storage and transportation. Furthermore, the combustible nature of chemical substances, combined with the high operating temperatures and pressures involved in manufacturing, elevates the risk of explosions, hazardous spills, or other emergency situations. Such events can harm workers or people in nearby communities through the release of harmful air emissions and chemical substances and may also adversely impact the environment.	The Company may face operational disruptions, damage to facilities, reputational harm, and increased regulatory compliance and remediation costs in the event of a process incident. As such, strong management of process safety has helped reduce operational downtime, mitigated costs and regulatory risk, and ensured workforce productivity.	Positive



**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<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	<p><b>Policies available on the website (<a href="http://www.nocil.com">www.nocil.com</a>)</b></p> <ul style="list-style-type: none"> <li>• Business Ethics Policy</li> <li>• Code of Conduct for Directors and Senior Management Personnel</li> <li>• Conflict of Interest Policy</li> <li>• Corporate Gifting Policy</li> <li>• Corporate Sustainability Policy</li> <li>• Corporate Social Responsibility (CSR) Policy</li> <li>• Dividend Distribution Policy</li> <li>• ESG Charter</li> <li>• Fair Competition Policy</li> <li>• Familiarization Programme for Independent Directors</li> <li>• Grievance Policy for external stakeholders</li> <li>• Human Rights Policy</li> <li>• Investor Grievance Redressal Policy</li> <li>• Policy for Determining Material Subsidiaries</li> <li>• Policy on appointment of Directors &amp; Board Diversity</li> <li>• Policy on Diversity, Equality &amp; Inclusion</li> <li>• Policy on Materiality of Events</li> <li>• Policy on Preservation and Archival of Documents/Records</li> <li>• Policy on Prevention of Sexual Harassment</li> <li>• Policy on Related Party Transaction</li> <li>• Policy on Remuneration</li> <li>• Privacy Policy</li> <li>• Risk Management Policy</li> <li>• Social Media Policy</li> <li>• Vigil Mechanism and Whistle Blower Policy</li> </ul> <p>HR-related policies have been uploaded on the intranet and hence are accessible to all the employees.</p>								





Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p><b>ISO 17025: 2017:</b> Quality Assurance and Marketing Technical Service.  <b>ISO 14001: 2015:</b> Environment Management System.  <b>ISO 45001: 2018:</b> Occupational Health &amp; Safety Management System.  <b>ISO 50001: 2018:</b> Energy Management System.  <b>ISO 9001:2015 :</b> Quality Management System.  <b>IATF 16949:2016 :</b> Automotive Quality Management System.  <b>Responsible Care:</b> It is a global chemical industries environmental health and safety initiative.  <b>BIS Registration</b> for Piflex -13.</p>								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The Company is committed to adopt high environmental standards to its operations with particular focus on energy, waste management and water. It also sets out target for workplace safety. While adhering to regulatory requirements, the Company endeavors to increase efficiency of research and development processes which is good for the customers and also for the planet.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The Company is committed to creating a diverse and inclusive workplace that enables everyone to deliver their best work. The workplace analytics related to gender, age, access to parental benefits and attrition are monitored.								

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

The Company's goal isn't just to satisfy environmental regulations, but also to integrate cutting-edge technologies, including **Green Chemistry**. The Company's Research Centre has an experienced team dedicated to advanced environmental research and **Green Chemistry** thereby promoting sustainable business practices. As a responsible corporate citizen, the Company has adopted and implemented the '**5S Workplace Organization Method**' to promote productivity, safety, and waste reduction. On the pollution prevention and waste management front, we have implemented a '3R' approach to maintain a sustainable environment - '**Reduce, Reuse and Recycle**'.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
- a. Mr. S.R. Deo (Managing Director)  
DIN: 01122338  
Email id: [investorcare@nocil.com](mailto:investorcare@nocil.com)
  - b. Mr. Anand V.S. (Deputy Managing Director)  
DIN:07918665  
Email id: [investorcare@nocil.com](mailto:investorcare@nocil.com)

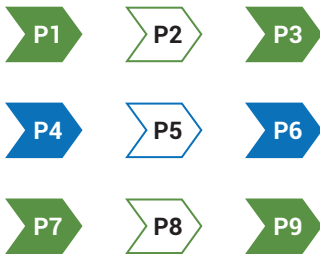


Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The Company has formed a Core Committee on Sustainability comprising of the Managing Director, the Deputy Managing Director, Group Heads and the Company Secretary to oversee / review the progress made towards compliance with ESG parameters. The Core Committee also approves adoption of policies and modification of existing policies as a step towards sustainability.								

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

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Policies of the Company are reviewed on a Quarterly or on a need basis by HoDs, MD and DMD. During this review, the efficacy of the policy is reviewed, and necessary changes are implemented.									On a periodic basis -by the Core Committee on sustainability .								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	No major non-compliance of material nature has been reported. Operational issues are being addressed on an 'ongoing basis' as and when identified. A systemic compliance program has been adopted by the Company to track, monitor & comply the Compliances on a real-time basis.									On a quarterly basis - Legal Compliance review. On a Quarterly basis - Reviewed by the Safety Committee.								

**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.**

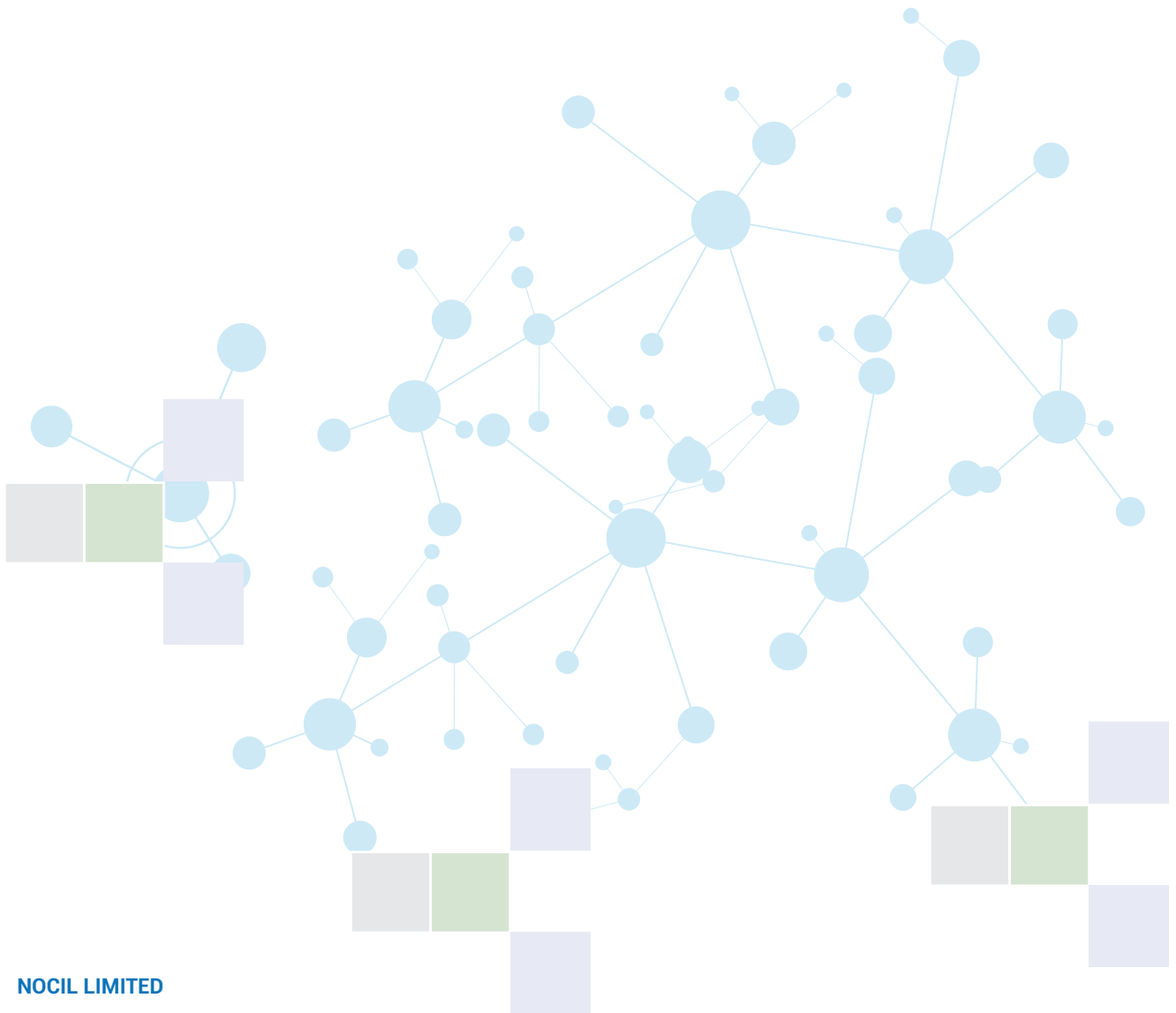


- (I) The Company has undergone 'Eco Vadis Sustainability survey' and has secured a '**Silver Medal**' for 2023.
- (II) Engagement of **TUV -SUD for conduct of training and GRI Report.**
- (III) **M/s. Dhir and Dhir Associates** have been engaged to help the Company create policies required for ESG and to deal with social and governance issues.
- (IV) **Bureau Veritas (India) Pvt. Ltd.** (Bureau Veritas) was engaged by the Company to conduct an **Independent Assurance** of the Non-Financial Parameters of its Business Responsibility & Sustainability Report (BRSR) for the 2022-23. Bureau Veritas has submitted its **Independent Assurance Statement (Enclosed Page nos. 170-175)**



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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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



**Essential Indicators**

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

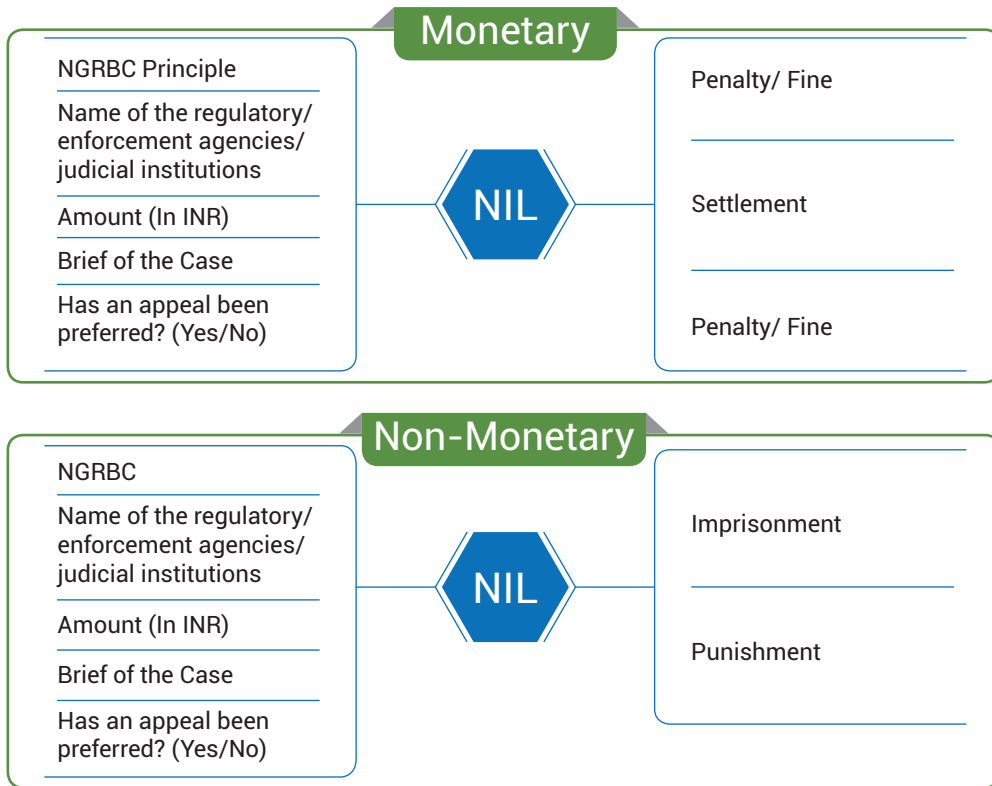
Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4*	Discussion on ESG Initiatives towards complying with the SEBI directions for preparation of the Business Responsibility & Sustainability Reporting (BRSR) format and the GRI (Global Reporting Initiative) Customer requirements.	>90% of targeted participants
Key Managerial Personnel	7	Discussion on ESG Initiatives towards complying with the SEBI directions for preparation of the Business Responsibility & Sustainability Reporting (BRSR) format and the GRI (Global Reporting Initiative) Customer requirements.	>90% of targeted participants
Employees other than BoD and KMPs	125	<ul style="list-style-type: none"> <li>Health Safety and Environment</li> <li>Capability building programmes &gt;90% of targeted participants</li> </ul>	>90% of targeted participants
Workers		<ul style="list-style-type: none"> <li>POSH &amp; Compliance Management</li> </ul>	

\*Also includes meetings of the Risk Management Committee.





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



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.



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:

Bribery and corruption can adversely impact business activity, cause significant damage to reputation of an Organisation as well as threaten its viability on the market as a whole. The Company has a **Business Ethics Policy** in place which covers the aspects of Anti-Bribery and Anti-Fraud. We have appropriate internal controls to ensure that the employees do not engage in unethical practices. **The Business Ethics Policy** has been circulated to all the Group Heads and Senior Managerial Personnel with specific directions to percolate it downwards to all employees under each Department/ Function for strict Compliance. All employees have been sensitized and trained for strict adherence to the policy.

URL of the Policy for reference: <https://www.nocil.com/images/fckeditor/file/Business%20Ethics%20Policy.pdf>

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

	2022-23	2021-22
Directors	NIL	
KMPs		
Employees		
Workers		

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

	2022-23		2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	NIL			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

**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.**

The Company has not been subjected to penalty/ fine by any regulator during the year under review. The Company has installed a robust mechanism to deal with any complaints from any regulators or complaints relating to corruption / anti bribery.

**Leadership Indicators**

**1. Awareness programmes conducted for Value Chain partners on any of the Principles during the financial year:**



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

Yes, The Company has adopted a **Related Party Transactions Policy** as per section 188 of the Companies Act, 2013 and as per the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended. In course of proceedings at a Board or Committee Meeting, even in case of smallest conflict of interest on any agenda item the interested director abstains from participation relating to that item. This is evidenced by the minutes recorded for each of such meetings.



**SDG Mapped with Principle 1:**



**SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:**

The Company has implemented the following policies which ensure that its business operations are conducted in an ethical manner:

- Business Ethics Policy
- Code of Conduct
- Conflict of Interest
- Anti-Bribery Anti-Corruption Policy
- Diversity, Equality & Inclusion Policy
- POSH Policy
- Risk Management Policy
- Whistle Blower Policy

<sup>1</sup>The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

**SDG 17: PARTNERSHIPS FOR THE GOALS:**

**SDG Mapped with Principle 1:**



- The Company is a member of the following Bodies/ Institutions: -
  1. Indian Chemical Council.
  2. All India Rubber Industry Association.
  3. Indian Rubber Institute.
  4. Bombay Chamber of Commerce and Industry.
  5. Indian Merchants Chamber.
  6. Thane-Belapur Industries Association.
  7. Dahej Industry Association
- The Company engages with the community for its CSR Obejctives through various NGOs such as N M Sadguru Water & Development Foundation, The Cancer Patients Aid Association, Sri Chaitanya Seva trust, Shushrusha Citizens Coop Hospital, RAWA Academy, Vayam, etc.



**NM Sadguru**  
Water and Development Foundation

NOCIL has over the years been extending monetary support to N M Sadguru Water & Development Foundation- a non-profit organisation which has proven credentials in improving the living conditions of rural and tribal people by developing environmentally sound land and water resources programmes, improving the agriculture eco-system, arresting the distress of migration, enriching the socio-economic status of farming communities and striving for their overall development more sustainably.

2  
PRINCIPLE

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

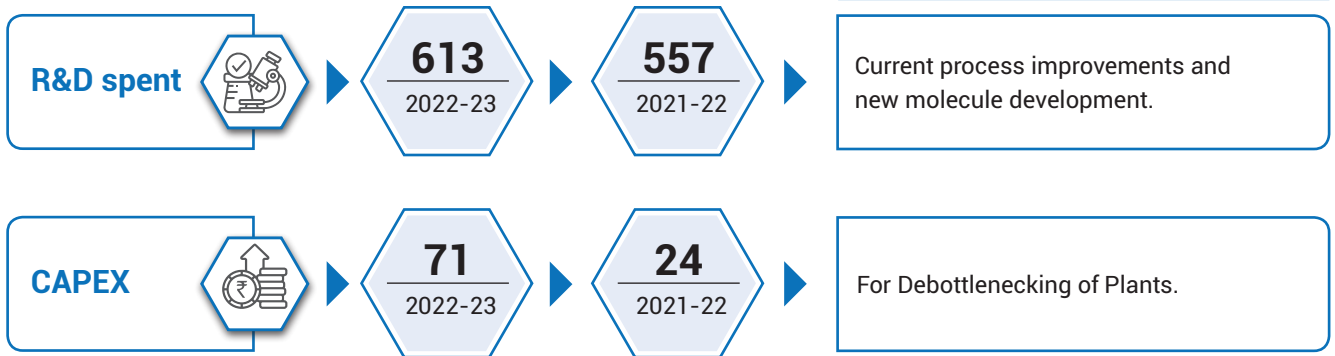


Essential Indicators

- Percentage of R&D and Capital Expenditure (Capex) investments in specific technologies to improve the Environmental and Social impact of products and processes to total R&D and Capex Investments made by the entity, respectively.

(₹ In Lakhs)

Details of improvements in the environmental and social impacts



- Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. We have a Sustainable Procurement Policy and related procedures in place.

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

The Company is continuously improving in the areas of Environmental Protection, Health, Safety and Secured Transportation of raw materials and finished products. Continual investments have been carried out to adopt various innovative environmental technologies for long-term sustainability. We procure more than 80 % of raw materials from sustainable sources.

- 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 is using distillation / extraction method for purification. Its R&D team continuously works on reduction of waste & there-by increasing the yield of a process to help in pollution abatement. The Company ensures compliance with :

- Environment (Protection) Act, 1986 and Plastic Waste Management Rules 2016
- Environment (Protection) Act, 1986 & Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989



- 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.

The Company has already initiated the necessary steps to get registered under the EPR provisions.

### 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	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
20119	Rubber Chemicals	More than 80 % of raw materials are procured from ISO 9001, ISO 14001 certification and socially responsible sources. All these sources are reliable and follow strict environmental norms and all regulatory guidelines.	No	No

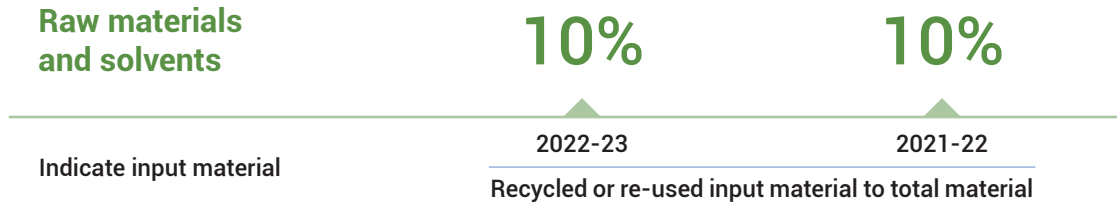
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- 2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe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

Name of Product/ Service	Description of the risk/ concern	Action Taken
--------------------------	----------------------------------	--------------

The Company being strictly compliant to the regime of conduct of the business operations, we ensure that there are no significant social / environmental concerns and / or risks arising from production.

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).



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:

	2022-23			2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
<b>Plastics (including packaging)</b>	Nil	Nil	11.28	Nil	Nil	23.30
<b>E-waste</b>	Nil	Nil	0.34	Nil	Nil	0.28
<b>Hazardous Waste</b>	Nil	Nil	2756.13	Nil	Nil	6628.60
<b>Other waste</b>	Nil	Nil	2144.07	Nil	Nil	2124.50

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 percentage of products sold) for each product category.
	NIL

<sup>2</sup>SDGs mapped with

Principle 2:



**SDG 6: CLEAN WATER AND SANITATION:**

- The Company has extended monetary support to N M Sadguru Water & Development Foundation- a non-profit organization that has proven credentials in improving the living conditions of rural and tribal people by developing environmentally sound land and water resources programs, improving the agriculture eco-system.

<sup>2</sup>SDGs mapped with

Principle 2:



**SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:**

• **Environmental Research and Regulation:**

The Company Integrates various cutting-edge technologies, including **Green Chemistry** which aims not only to satisfy environmental regulations, but also to advance environmental research and **Green Chemistry** thereby promoting sustainable business practices. Special processes like, 'Soil Biotechnology', and 'Multiple Effect Evaporator (MEE)' installed and commissioned at Dahej plant for effluent treatment.

• Research and Development Programs:

The Company is working upon several R&D programs which include:

- Research about the products, processes and perceived needs of the customers
- Usage of technology, implementation of processes, and making products that not only empower the customers, but also make business more sustainable.
- Focus on developing new generation of rubber chemicals that incorporates cutting-edge technology and green chemistry principles.
- It also includes the pilot plant facilities equipped with modern laboratories and latest analytical instruments.
- These R&D Programmes help in:
  - Product Quality Improvement,
  - Process Development, and
  - Reduced energy consumption.

<sup>2</sup>The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)

**SDG 13: CLIMATE ACTION:**



• **5S Workplace Organisation Method:**

The Company has adopted and implemented the '**5S Workplace Organisation Method**' to promote productivity, safety, and waste reduction.

• **3R' approach:**

For Pollution prevention and waste management, The Company have implemented a '**3R**' approach to maintain a sustainable environment - '**Reduce, Reuse and Recycle**' and for reducing carbon and water footprint in their manufacturing processes.



NOCIL is a *Responsible Care Company* committed towards the surrounding environment.

NOCIL is sourcing *hybrid power* consisting of renewable energies like solar & wind power via grid to reduce power cost.

### NOCIL's Approach to Energy Conservation:

- Installation of additional condensate recovery systems
- Installation of energy efficient drives
- Installation of Auto Blow down system at PNG Boiler
- Installation of energy efficient LED lights
- Reduction of power consumption by installation VFDs for selected drives
- Replacement of centralized ACs with split ACs for power saving
- Replacement of old transformer with energy efficient transformers





**8** DECENT WORK AND ECONOMIC GROWTH

**Nocil Aligning with SDG 8**

- Total Quality Management (TQM)**  
The Company has built systems and processes such as Total Quality Management (TQM) and Process Safety
- Safe & Heathy Workplace**  
The company Ensures adhering by the highest standards of Health, Safety and Environment (HSE) to ensure a safe and healthy work environment.
- Periodic Audits**  
Regular workplace monitoring for Volatile Organic Compounds (VOC), Noise and Illumination levels, Ambient air quality, and other factors are carried out through periodic Audits.

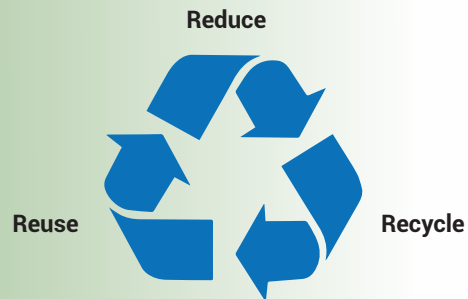


Along with steps mentioned in the image we have also established Pre-Start up Safety Review (PSSR) processes which are implemented before commencement of any plant activities. Process safety issues are thoroughly investigated utilising HAZOP/HAZAN/LOPA methodologies, and the results are put into practice.

**Our 3-R Approach**

For Pollution Prevention and Waste Management, The Company has implemeted a '3R' approach to maintain a sustainable environment- '**Reduce, Reuse and Recycle**'.

The Company strives to reduce carbon and water footprint in their manufacturing processes.



NOCIL's goal isn't just to satisfy environmental regulations, but also to integrate cutting-edge technologies, including **Green Chemistry**. Our research Centre has an experienced team dedicated to advancing environmental research and **Green Chemistry** thereby promoting sustainable business practices.

**3**  
**PRINCIPLE**

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



**Essential Indicators**

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	564	564	100.00	564	100.00	0	0.00	0	0	0	0
Female	23	23	100.00	23	100.00	23	100.00	0	0	0	0
<b>Total</b>	<b>587</b>	<b>587</b>	<b>100.00</b>	<b>587</b>	<b>100.00</b>	<b>23</b>	<b>3.91</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	44	6	13.64	6	13.64	0	0.00	0	0	0	0
Female	3	0	0.00	0	0.00	3	100.00	0	0	0	0
<b>Total</b>	<b>47</b>	<b>6</b>	<b>12.77</b>	<b>6</b>	<b>12.77</b>	<b>3</b>	<b>6.38</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	83	83	100.00	83	100.00	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>83</b>	<b>83</b>	<b>100.00</b>	<b>83</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	565	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>565</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>

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

	PF	Gratuity	ESI	
<b>2022-23</b>	No. of employees covered as a % of total employees	100	100	100
	No. of workers covered as a % of total workers	100	100	100
	Deducted and deposited with the authority (Y/N/N.A.)	Y	NA	Y
<b>2021-22</b>	No. of employees covered as a % of total employees	100	100	100
	No. of workers covered as a % of total workers	100	100	100
	Deducted and deposited with the Authority (Y/N/N.A.)	Y	NA	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.

The Company premises/ offices are accessible to differently abled employees and workers. The Company ensures compliance with the **Rights of Persons with Disabilities Act, 2016**.

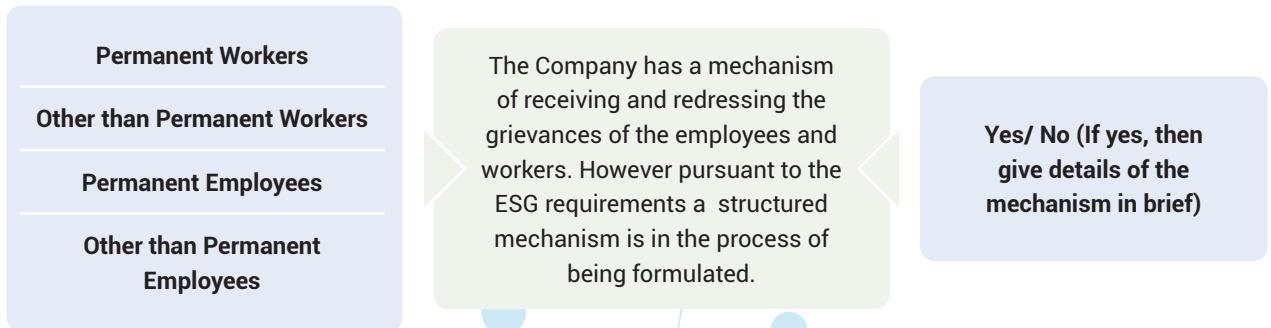
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is committed to provide Equal Employment opportunities without any discrimination on any ground. We have a **Diversity, Equity and Inclusion (D, E & I) Policy** in place, which is a strong instrument for us to ensure economic growth, sustainable competitive advantage & societal progress. We believe that discrimination of any sort imposes a strong negative implication and unnecessarily challenges the person's will and merit. We strictly adhere to the policy and abide to its norms, any non-compliance around the same would lead to punishments under applicable laws. (Reference URL: <https://www.nocil.com/images/fckeditor/file/Policy%20on%20diversity,%20equity%20and%20inclusion.pdf>)

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

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

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





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

Category	2022-23			2021-22		
	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>Total Permanent Employees</b>	<b>587</b>	<b>0</b>	<b>0</b>	<b>544</b>	<b>0</b>	<b>0</b>
Male	564	0	0	524	0	0
Female	23	0	0	20	0	0
<b>Total Permanent Worker</b>	<b>83</b>	<b>83</b>	<b>100.00</b>	<b>97</b>	<b>97</b>	<b>100.00</b>
Male	83	83	100.00	97	97	100.00
Female	Not Applicable, as the Company does not have any female workers					

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

	2022-23					2021-22				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
 <b>Employees</b>										
Male	608	399	65.62	282	46.38	569	256	44.99	340	59.75
Female	26	3	11.50	4	15.38	22	3	13.60	12	54.54
<b>Total</b>	<b>634</b>	<b>402</b>	<b>63.40</b>	<b>286</b>	<b>45.11</b>	<b>591</b>	<b>259</b>	<b>43.82</b>	<b>352</b>	<b>59.56</b>
 <b>Workers</b>										
Male	648	648	100.00	0	0	600	600	100.00	0	0
Female	Not Applicable, as the Company does not have any female workers									
<b>Total</b>	<b>648</b>	<b>648</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>600</b>	<b>600</b>	<b>100.00</b>	<b>0</b>	<b>0</b>

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

	2022-23			2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	608	406	66.77	569	357	62.74
Female	26	17	65.38	22	14	63.63
<b>Total</b>	<b>634</b>	<b>423</b>	<b>66.71</b>	<b>591</b>	<b>371</b>	<b>62.77</b>
<b>Workers</b>						
Male	648	0	0	600	0	0
Female	Not Applicable, as the Company does not have any female workers					
<b>Total</b>	<b>648</b>	<b>0</b>	<b>0</b>	<b>600</b>	<b>0</b>	<b>0</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 Company has an Occupational health and safety management in place. The Company is committed to provide a safe and healthy workplace by minimizing the risk of accidents, injury and exposure to health concerning issues, taken its industry type.

The Company is also certified with ISO 45001:2018 (Occupational Health Safety Management System). This certification covers activities at the Navi Mumbai & Dahej Plants. The Company's undertakings are manufacturing, marketing and sales of rubber chemicals along with their intermediates, and allied chemicals for rubber processing industries, for which the Company has acquired 'Responsible Care' certification by Indian Chemical Council (ICC). We believe that a safe and sound workplace helps the environment in and around the organization and economical assurance as well.

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

The Company has HIRA & HAZOP processes which are structured methodologies to identify all possible deviations of the process parameters namely temperature, pressure, composition, direction of flow etc., and all the consequences associated with each deviation. The above assessments help us to identify work-related hazards and assess the risk in need-basis.



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

Yes. The Company conducts the required departmental and central safety Committee meetings wherein all the workers participate. Queries and issues are raised for work-related hazards in the meetings itself. The Company considers all the issues raised and endeavours to resolve them issue as soon as possible. The Company regularly conducts fire safety drills for its employees at the Plants as well as at the Head office.

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

Yes. Non-occupational medical & health services are offered to the employees and workers. The Company ensures medical allowances to them, following the required eligibility criteria.

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

Safety Incident/Number	Category	2022-23	2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		0	0
		0	13.34
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		0	0
		0	2
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		0	0
		0	0
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		0	0
		0	0

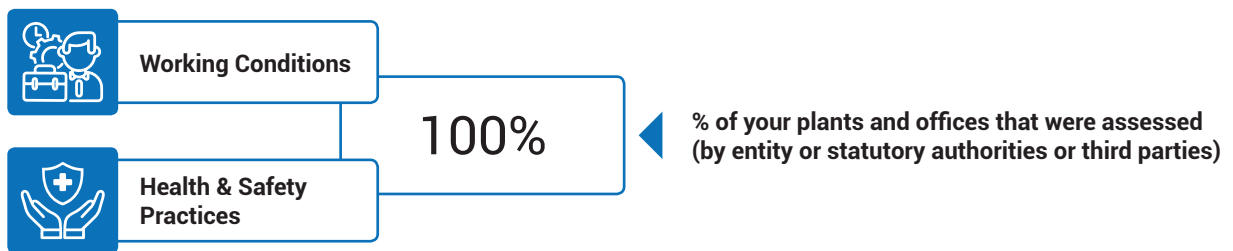
**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

The Company continues to conduct employee induction and refresher trainings across several functions on health and safety of workmen and environment. HAZOP studies, Risk assessments, prestart up safety reviews are performed wherever applicable for plant/process modifications. Safe attitude encouragement rounds are conducted to inculcate behaviour-based safety into the nerves of the organisation. Periodic inspections/ audits are conducted to ensure health of the safety systems. Safe and healthy workplace is ensured through workplace monitoring of noise, illumination, and ventilation. All non-routine maintenance activities are undertaken through permit to work system. Preventive maintenance of emergency equipment is carried out as per the schedule. Emergency preparedness is practiced through weekly drills for mock emergency scenarios to ensure swift mitigation of emergency if any.

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

2022-23 Current Financial Year			2021-22 Previous Financial Year		
Filed during the year	Pending resolution at the end of year	Remarks	NIL		

**14. Assessments for the year.**



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

Due to effective safety and health related monitoring mechanism in the Company, no complaints or concerns were raised.





Leadership Indicators

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

Yes. The Company provides 'Personal Accident Policy' to all its employees and workers.

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 proofs of payment in the form of Challans that ensures that statutory dues have been deducted and deposited by our value-chain partners. The Internal Auditors of the Company verify the status on a quarterly basis and a detailed report in this regard is presented to the Audit Committee Meetings.

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

	Total 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	
	2022-23 Current Financial Year	2021-22 Previous Financial Year	2022-23 Current Financial Year	2021-22 Previous Financial Year
Employees	NIL			
Workers				

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 does not facilitate any assistance program as of now.



5. Details on assessment of value chain partners:



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

No corrective actions taken as no concerns were identified in the assessment.

<sup>3</sup>SDGs mapped with Principle 3:



**SDG 3: GOOD HEALTH AND WELL-BEING**

- The Company has contributed funds to prominent NGOs like **The Cancer Patients Aid Association** which facilitate less expensive and, in many cases, free treatment of poor and needy patients suffering from serious disorders like Cancer and equipment for early detection of breast cancer in poor women.
- The Company has supported **B.Y.L Nair Charitable Hospital** for purchase of ventilators during the Covid-19 pandemic and helped to set up a diabetic foot clinic for the poor patients.
- The Company has extended substantial support to all initiatives of the Central and State Govts of Maharashtra and Gujarat for the detection and treatment of the Covid-19 patients during the pandemic.
- The Company has also supported NGOs like the **Sri Chaitanya Seva Trust, Shushrusha Citizens Coop Hospital** etc. has helped many poor patients staying in rural and tribal areas.

<sup>3</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

**SDG 4: QUALITY EDUCATION:**



Guided by its motto "Be Great by Your Sadhana, Service & Sacrifice" Aadruta' Home's mission is to raise parentless abandoned children suffering from extreme poverty, destitution and negligence with love and care providing them with not only food and shelter but also a quality education to enable them to emerge as self-dependent respectable citizens of the society. Aadruta Home strives to become a center of excellence in providing holistic nurture (physical, educational, and spiritual) to such children by way of 'Rehabilitation' and Restoration' Adoption and Alternative Care Life-skill Training Infant Care Education Healthcare Vocational Training.

**SDG 5: GENDER EQUALITY:**



- The Company has adopted Policy on Diversity Equity and Inclusion. (The web link of policy is <https://www.nocil.com/images/fckeditor/file/Policy%20on%20diversity,%20equity%20and%20inclusion.pdf>).
- The Company formulated a Policy on Prevention of Sexual Harassment of Women at Workplace an appropriate Committee has been formed in accordance with section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to attend to the complaints of the sexual harassment at workplace, if any, made by female employees.



## Cancer Patients Aid Association

We have contributed funds to prominent NGOs like The Cancer Patients Aid Association (CPAA) which facilitates less expensive and in many cases even free treatment for the poor and needy patients suffering from serious disorders like Cancer. CPAA also provides equipment for early detection of breast cancer in poor women.

Our regular support to NGOs like the Sri Chaitanya Seva Trust, Shushrusa Citizens Coop Hospital etc. has helped many poor patients staying in rural and tribal areas to get a new lease of life.

*Sri Chaitanya Seva Trust*



citizens' co-operative hospital ltd.

**4**  
**PRINCIPLE**

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



**Essential Indicators**

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





There has been significant effort put towards identifying stakeholders. This involves prioritizing stakeholders according to their interests in the activities as well as their overall impact and influence on organization business. The process of identifying stakeholders involves:

- Reviewing the Political, Economic, Sociological, Technological, Legal and Environmental factors, and
- Brainstorming amongst teams.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<p>Employees</p>	No	Meetings, Notice Board	Annually/ Half yearly/ Quarterly	QEHS&R Policy, IMS objectives, Policies, Procedures
<p>Customers</p>	No	Email, Meetings	As and when required	Product Specification, Customer Specifications, Production planning
<p>Suppliers</p>	No	Emails, Meetings	As and when required	Services and Product Requirements
<p>Investors</p>	No	Meetings, Website, Advertisement, Newspaper	Annually	Company Performance



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 Analysts	No	Email, Meetings	As and when required	Company Performance
 Shareholders	No	Meetings, Website, Newspaper Advertisement	Annually	Company Performance
 Regulatory Bodies	No	Email, Meetings	As and when required	Regulatory Performance
 Community	No	Meetings, Notice Board	Annually/ Half yearly	Emergency Preparedness

### 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 **Risk Management Committee**, the **Core Committee on Sustainability** and the **CSR Committee** of the Company review the progress on topics where economic, environmental, and social interactions with stakeholders are conducted.

**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. Based on inputs received from stakeholders on environmental, and social factors are reviewed to identify associated risks. Risk analysis and prioritization of the same is done to mitigate risks.

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

**4SDGs mapped with Principle 4:**

The Company identifies the vulnerable and marginalized stakeholders and through its CSR activities / programs always strives to assist them financially in fulfilling their needs. The areas touched upon by the Company include Health care, Education, Livelihood enhancement project, Rehabilitation of deserted, parentless, and Abandoned children, Empowerment of tribal communities etc.



**SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:**

- Please refer to SDG 9 (Point 2) – that is mentioned above in Principle 2.



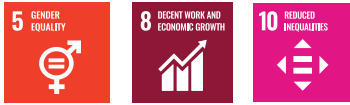
**SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:**

- The Company has supported an NGO called '**Vayam**' which has helped empower 250 tribal communities in the northern Western Ghats over the past decade, across the Tehsils of Jawhar, Mokhada, and Vikramgad, District of Palghar and Tehsil Trimbakeshwar, district of Nashik.
- The Company provides financial support to Promotion of Sports and Games Foundation (i.e. **Olympic Gold Quest**), [an NGO created by icons Geet Sethi and Prakash Padukone] which aims to bridge the gap between India's greatest athletes and the World's top athletes, with the goal of assisting Indian sportsmen in obtaining Olympic gold medals.

<sup>4</sup>The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. Pg 48 available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).





## 5 PRINCIPLE } 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	2022-23			2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
 <b>Employees</b>						
Permanent	587	259	44.12	544	208	38.24
Other than permanent	47	18	38.30	47	13	27.70
<b>Total Employees</b>	<b>634</b>	<b>277</b>	<b>43.70</b>	<b>591</b>	<b>221</b>	<b>37.40</b>
 <b>Workers</b>						
Permanent	83	83	100.00	97	97	100.00
Other than permanent	565	565	100.00	503	503	100.00
<b>Total Workers</b>	<b>648</b>	<b>648</b>	<b>100.00</b>	<b>600</b>	<b>600</b>	<b>100.00</b>

**Note:** We have circulated policies to the concerned stakeholders. They have been sensitized on the requirements and compliances under the policies.

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

Category	2022-23					2021-22				
	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>										
Permanent	587	0	0	587	100.00	544	0	0	544	100.00
Male	564	0	0	564	100.00	524	0	0	524	100.00
Female	23	0	0	23	100.00	20	0	0	20	100.00
Other than Permanent	47	0	0	47	100.00	47	0	0	47	100.00
Male	44	0	0	44	100.00	45	0	0	45	100.00
Female	3	0	0	3	100.00	2	0	0	2	100.00
<b>Workers</b>										
Permanent	83	0	0	83	100.00	97	0	0	97	100.00
Male	83	0	0	83	100.00	97	0	0	97	100.00
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	503	503	100.00	0	0	600	600	100.00	0	0
Male	503	503	100.00	0	0	600	600	100.00	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration*/ Salary/ Wages of respective category	Number	Median remuneration*/ Salary/ Wages of respective category
Board of Directors (BOD)**	8	20 Lakhs	1	20 Lakhs
Key Managerial Personnel (KMPs)***	5	252 Lakhs	-	-
Employees other than BOD and KMPs	387	4 Lakhs	19	16 Lakhs
Workers	81	10 Lakhs	-	-

\* Median remuneration as been provided under explanation to Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

\*\* BOD excludes Executive Chairman, Managing Director and Deputy Managing Director. Remuneration excludes directors' sitting fees.

\*\*\* KMPs includes Executive Chairman, Managing Director, Deputy Managing Director and Cheif Finacial Officer (CFO) and the Company Secretary (CS).





**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)**

The Company has adopted the **Vigil Mechanism policy** which enables escalation of Human rights impacts or issues caused by the business.

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

The Company has adopted and implemented Policies relating to Grievances Redressal and Human Rights and has established setup for conducting training programmes and awareness campaigns for the benefit of all the employees.

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

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

NIL

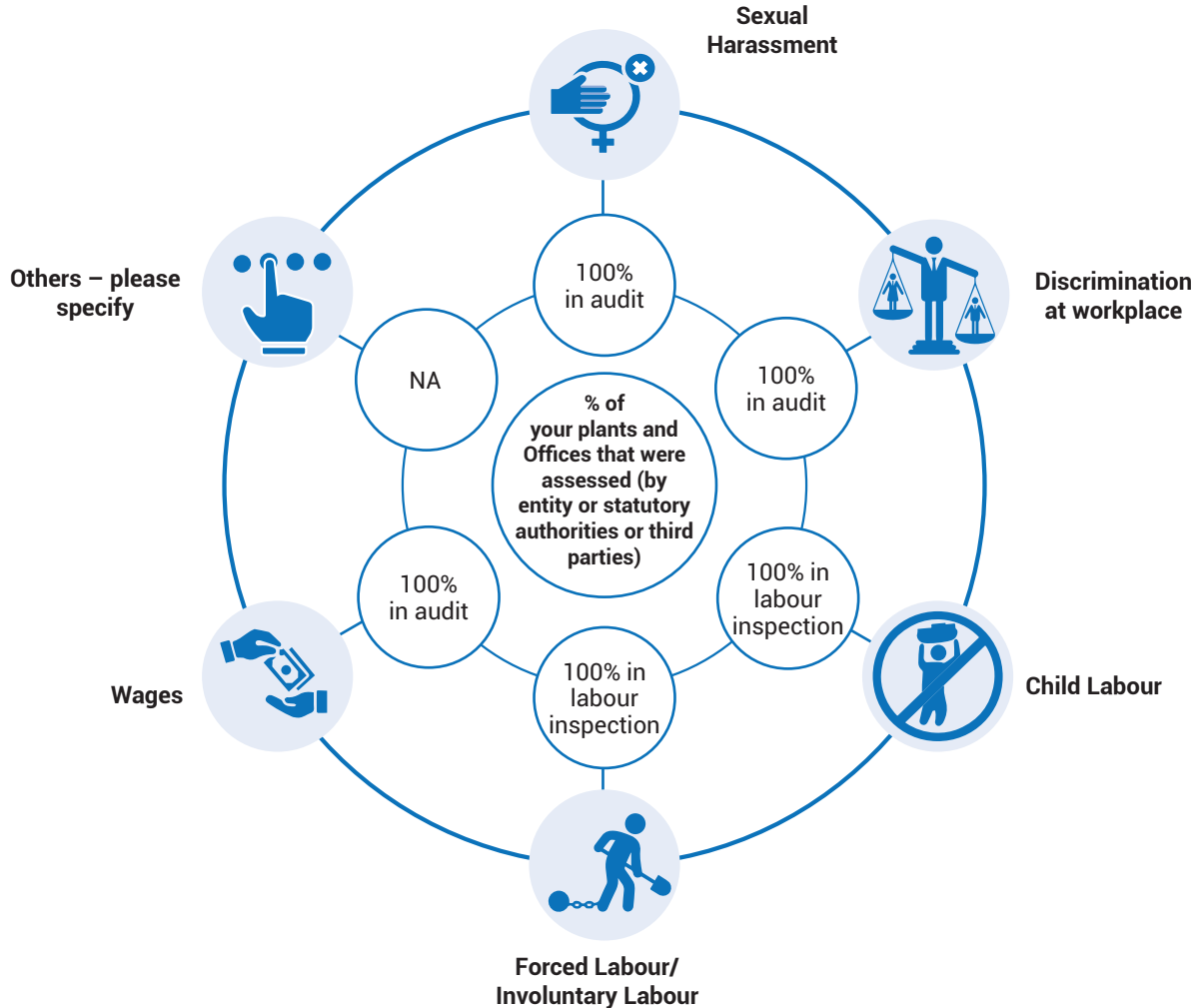
**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

Under the applicable policy no unfair treatment is given to a Complainant / Whistle Blower by virtue of his/her having made a Reported disclosure under this Policy. The Company ensures that any kind of discrimination, harassment, victimization, or any other unfair employment practice is not adopted against Whistle Blowers. The identity of the Complainant / Whistle Blower is be kept confidential to the extent permissible under law.

**8. Do human rights requirements form part of your business agreements and contracts?**

Yes. Human Rights requirement clause is present in our **Supplier Code of Conduct**. This clause is included in our agreements with our suppliers, to ensure a smooth business operation with them and to avoid further concerns that might arise in the supply chain with respect to the Human Rights matters.

**9. Assessments for the year:**



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

No significant risks/concerns identified in the assessment.



Leadership Indicators

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

Yes, we have an informal process and the same is being formalized.

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

The Company has adopted and implemented a robust HUMAN RIGHTS POLICY and has also sensitized various group heads / HoDs about the compliance requirements under the said policy.

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?

The Company is in process of making all the required premises accessible for the differently abled visitors.

4. Details on assessment of value chain partners:

Sexual Harassment

Discrimination at workplace

Child Labour

Forced Labour/ Involuntary Labour

Wages

100%

% of value chain partners (by value of business done with such partners) that were assessed

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

No significant risks or concerns have been identified in the assessment .

<sup>5</sup>SDGs mapped with

Principle 5:



**SDG 5: GENDER EQUALITY:**

- Please refer to SDG 5 – that is mentioned above in Principle 3.



**SDG 8: DECENT WORK AND ECONOMIC GROWTH:**

- Please refer to SDG 8– that is mentioned above in Principle 2.



**SDG 10: REDUCED INEQUALITIES:**

- The Company has adopted **Policy on Diversity Equity and Inclusion**. (The web link of policy is <https://www.nocil.com/images/fckeditor/file/Policy%20on%20diversity.%20equity%20and%20inclusion.pdf>)
- The Company has a **Policy on Prevention of Sexual Harassment of Women at Workplace** (POSH) and an Internal Complaints Committee has been constituted to attend to the Complaints from female employees 5.

<sup>1</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).



## 6 PRINCIPLE } 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:

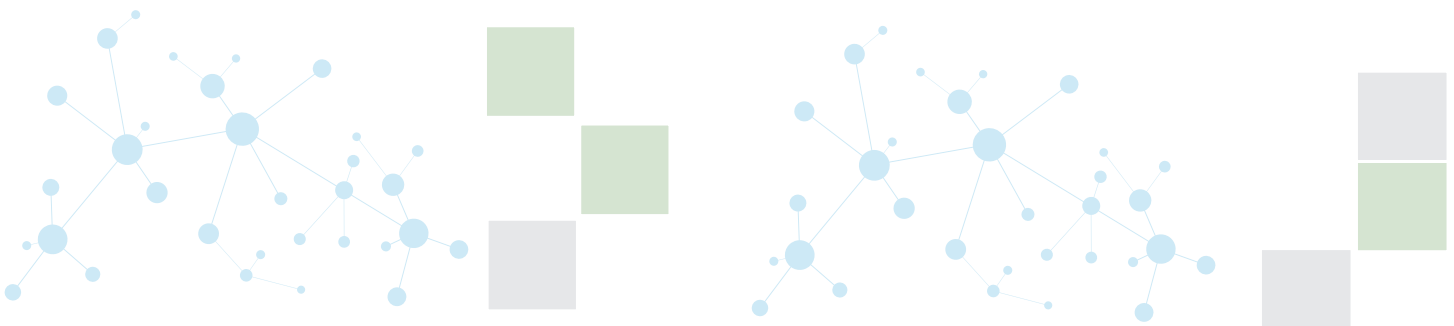
2022-23	Parameter	2021-22
179895.44 GJ	Total electricity consumption (A)	193167.45 GJ
1313819.6 GJ	Total fuel consumption (B)	1340014.91 GJ
1816.71 GJ	Energy consumption through other sources (C)	1436.70
1495531.75 GJ	Total energy consumption (A+B+C)	1534619.06 GJ
0.00009289 GJ per Rupee turnover	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00009766 GJ per Rupee turnover.

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, **Bureau Veritas India.**

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

Not Applicable, as the Company is not identified as a Designated Consumer under the PAT Scheme. (According to the official gazette of Ministry of Power- National Mission for Enhanced Energy Efficiency- NMEEE)



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

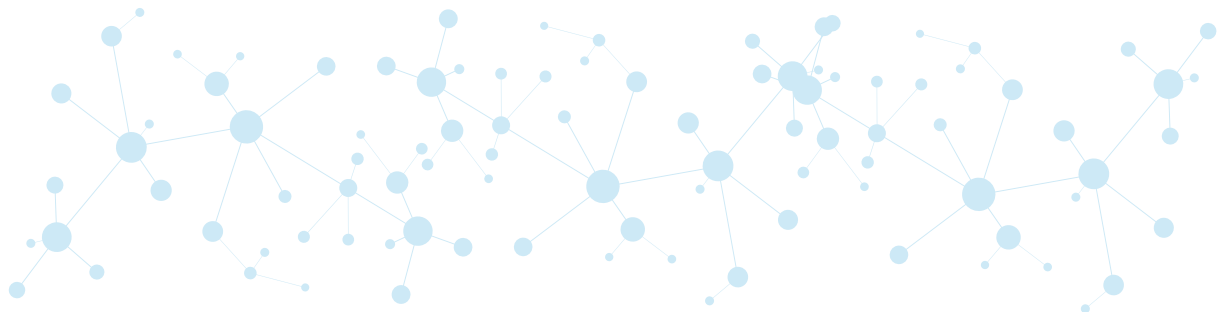
2022-23	Parameter	2021-22
Water withdrawal by source (in kilolitres)		
0	(i) Surface water	0
0	(ii) Groundwater	0
1182755 KL	(iii) Third party water	1247045 KL
0	(iv) Seawater/ desalinated water	0
0	(v) Others	0
1182755 KL	Total volume of water withdrawal (In kilolitres) (i + ii + iii + iv + v)	1247045 KL
1182755 KL	Total volume of water consumption (In kilolitres)	1247045 KL
0.00007316 KL per Rupee turnover.	Water intensity per rupee of turnover (Water consumed / turnover)	0.00007936 KL per Rupee turnover.

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, **Bureau Veritas India.**

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

The Company has not implemented Zero Liquid Discharge as of yet. However, the Company is working on the required steps in this regard.



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

Parameter	Please specify unit	2022-23 Current Financial Year	2021-22 Previous Financial Year
NOx	Kg. /Day	291.05	309.08
SOx	Kg. /Day	718.71	893.69
Particulate matter (PM)	Kg. /Day	422.85	449.01
Persistent organic pollutants (POP)		N / A	N / A
<b>Volatile organic compounds (VOC)</b>	1. Acetone 2. Ammonia 3. n- Butanol 4. Chlorine 5. HCl 6. H2S 7. Sulphur Dioxide 8. Toluene 9. MIBK 10. Aniline 11. Carbon Disulphide 12. Sodium Hydroxide 13. Sulphuric Acid	VOC monitored at workplace with self-detection tubes. Not Detectable	VOC monitored at workplace with self-detection tubes. Not Detectable
<b>Hazardous air pollutants (HAP)</b>	1. Chlorine 2. Hydrochloric Acid 3. Hydrogen Sulphide	0.0490Kg. /Day 0.0016 Kg. /Day 0.0020 Kg. / Day	0.058 Kg. /Day 0.0016 Kg. /Day 0.0034 Kg. / Day
<b>Others – please specify</b>	Nil	Nil	Nil

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

Yes, **Bureau Veritas India.**

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

Parameter	Unit	2022-23 Current Financial Year	2021-22 Previous Financial Year
<b>Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)</b>	Metric tonnes of CO2 equivalent	Net Direct Carbon Emission = 136210.72	Net Direct Carbon Emission = 137673.69
<b>Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)</b>	Metric tonnes of CO2 equivalent	Indirect Carbon Emission = 39976.76	Indirect Carbon Emission = 42926.10

Parameter	Unit	2022-23 Current Financial Year	2021-22 Previous Financial Year
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		Total Emission = 176187.48 0.000010943 MTCO <sub>2</sub> e Per INR	Total Emission = 180599.79 0.000011493 MTCO <sub>2</sub> e Per rupee turnover
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>		2.93 MtCO <sub>2</sub> e per MT of production	2.69 MtCO <sub>2</sub> e per MT of production

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, Bureau Veritas India.

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

The Company anticipates and endeavours to reduce carbon emissions by adopting innovative approaches. The Company is initiating measures that are commercially and economically viable to reduce reliance on carbo-intensive energy sources.

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

Parameter	2022-23 Current Financial Year	2021-22 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	11.281	23.3088
E-waste (B)	0.335	0.07815
Bio-medical waste (C)	0.016851	0.00144
Construction and demolition waste (D)	444.5	1660.62
Battery waste (E)	0.478	1.16
Radioactive waste (F)	N / A	N / A
Other Hazardous waste. Please Specify, if any. (G)	2756.18	6096.35
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Metal –179.057 Wood – 67.31 Glass-2.960 Coal Boiler Ash –1806.85 Garbage Waste-87.84 Total: 2144.014	Metal – 135.3453 Wood – 99.35 Glass-2.19 Coal Boiler Ash – 1806.824 Garbage Waste - 80.84 MT Total: 2124.67
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>5356.49</b>	<b>9906.18</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	3965.32	3563.6
(i) Recycled	Nil	NIL



Parameter	2022-23 Current Financial Year	2021-22 Previous Financial Year
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>3965.32</b>	<b>3563.6</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	512.05	568.11
(ii) Landfilling	1482.00	1449.71
(iii) Other disposal operations	20.57	14.85
<b>Total</b>	<b>2014.62</b>	<b>2032.67</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.

Yes, **Bureau Veritas India.**

**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 is the largest Rubber chemicals manufacturer in India. All the Environmental controls with respect to Liquid, Gaseous and solid streams are exercised.

The Company has a full-fledged Effluent Treatment Plant and has adopted the following innovative technologies :

- Soil Biotechnology
- Hydrodynamic Cavitation
- Multiple Effect Evaporator

Effluent after treatment meeting prescribed norms is discharged into underground MIDC/GIDC drainage pipeline. Online pH, Flow, COD, BOD and Suspended Solids measurement system is in place. Hazardous waste is stored at designated area and periodically disposed of to TTCWMA, BEIL authorized TSDF. ETP sludge is disposed by secured landfill at CHWTSDF – TTCWMA, BEIL Process stacks are equipped with scrubber systems and drains are connected to chemical sewer leading to ETP for onward treatment. An Electrostatics Precipitator (ESP) has been provided for the control of particulate matter emissions from Coal fired boiler. The stack is under constant surveillance by the Camera mounted at the top exit of the stack. As a part of pollution reduction, we have started PNG eco – friendly fuel in our boilers. Liquid fuel replaced with Natural Gas (PNG) in steam boilers and Thermic Fluid Heater. Replaced LPG with PNG as fuel for canteen, laboratory use. All Process and boiler stacks are regularly monitored through MOEF approved lab, and the parameters are well within prescribed norms. The Company is certified for ISO - 9001(Quality Management System), ISO-14001 (Environmental Management System). OHSMS -45001 (Occupational Health and Safety Assessment system), IATF- 16949 (Quality – Automotive Supply Chain) Standards, EnMS-50001-Energy Management Systems.

Maintaining very high HSE Standards is the minimum and basic requirement of our business and Organizational Philosophy.

As a part of the Company's culture, we have always focused our efforts in continuously improving our standards in terms of environment, safety and energy.

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:

Location of operations/ offices	Types 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.
None of our offices and operations are on ecologically sensitive area.		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
Not Applicable					

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

Serial Number	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes*				

\*The Company has installed a dedicated **Compliance Software Tool** to oversee control and monitor the status of compliance by the Company with all applicable laws including Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection Act and rules. The software not only monitors but also guides the employees responsible for the Compliance about the specific requirements and updates them on any amendments.

## 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	2022-23	2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	1816.71	1436.70
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1816.71</b>	<b>1436.70</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	179895.44 GJ	193167.45 GJ
Total fuel consumption (E)	1313819.60 GJ	1340014.91 GJ
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1493715.04 GJ</b>	<b>1533182.36 GJ</b>

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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, Bureau Veritas India.

2. Provide the following details related to water discharged:

Parameter	2022-23	2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
<b>(ii) To Groundwater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iii) To Seawater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iv) Sent to third parties</b>		
- No treatment		

Parameter	2022-23	2021-22
- With treatment – please specify level of treatment	595557 KL (Trade Effluent Primary, Secondary Aerobic biodegradation followed by Tertiary treatment.) 12870 KL Sewage effluent treatment by SBT.	614625 KL (Trade Effluent Primary, Secondary Aerobic biodegradation followed by Tertiary treatment.) 13860 KL Sewage effluent treatment by SBT.
<b>(v) Others</b>	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>608427</b>	<b>628485</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.

Yes, **Bureau Veritas India.**

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

Not Applicable

**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:

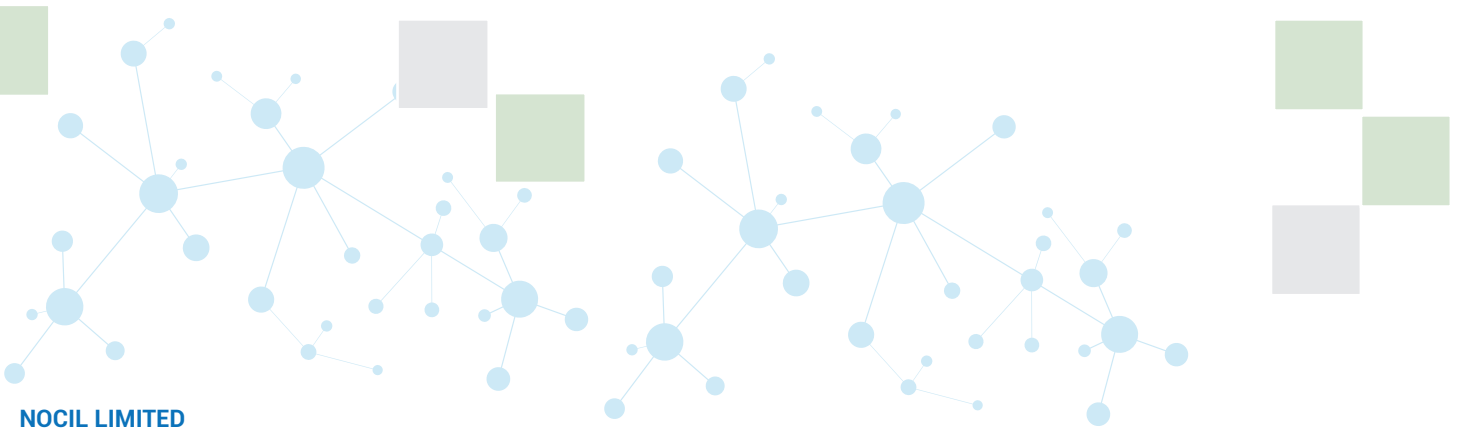
Parameter	2022-23 Current Financial Year	2021-22 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable to our entity	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/ desalinated water		
(v) Others		
<b>Total volume of water withdrawal (In kilolitres)</b>		
<b>Total volume of water consumption (In kilolitres)</b>		
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>		
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>		



Parameter	2022-23 Current Financial Year	2021-22 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
<b>(i) Into Surface water</b>	Not Applicable to our entity	
- No treatment		
- With treatment – please specify level of treatment		
<b>(ii) Into Groundwater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iii) Into Seawater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iv) Sent to third parties</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(v) Others</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</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.

Yes, **Bureau Veritas India.**



**4. 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, as none of our projects are being done in ecologically sensitive areas.

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

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

Company continuously optimizes parameters for reduction in raw material consumption and improvement in yields. Company uses innovative technologies like liquid- liquid extraction and carbon column to recover raw materials in waste stream which minimizes waste generation.

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

The Company believes that all the risks associated with operational activities requires effective engineering controls. We conduct such risk mappings, and we have an on-site emergency plan at place, for which viz-a-viz are few plans that helps us mitigate the associated risks:

The plan is implemented for the following:

- To prevent an Emergency developing into a major emergency, leading to a disaster.
- To define resources and procedures for effective control of emergency.
- To assign specific activities and responsibilities for key personnel and agencies in order to eliminate delays in mitigation / control of emergency.
- To minimize damage to people, property and environment.
- Effective rescue operations and treatment of casualties.
- Identification of casualties and informing relatives.
- Alerting relevant outside agencies and providing relevant information on the incident.
- Rehabilitation and restoration of normalcy.



**7. 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?**

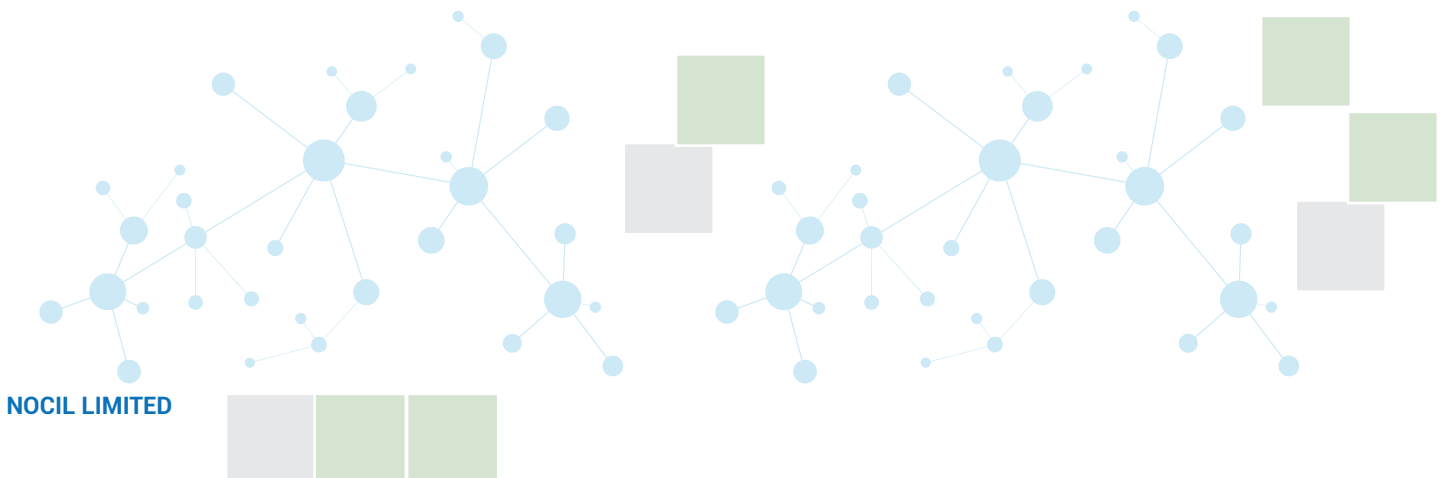
No such adverse impact to the environment is identified from the value-chain partners of the entity.

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

About 40% value-chain partners were assessed for environmental impacts, through supplier audit.

## NOCIL's effort towards Technology Absorption:

Capacity Debottlenecking project completed



**7**  
**PRINCIPLE**

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.**

The Company is associated with 7 Industries/Chambers

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

S r. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chemical Council	National
2	All India Rubber Industry Association	National
3	Indian Rubber Institute	National
4	Bombay Chamber of Commerce and Industry	National
5	Indian Merchants Chamber	National
6	Thane-Belapur Industries Association	State
7	Dahej Industry Association	State

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 active taken
The Company has adopted and implemented a <i>Fair Competition Policy</i> which has been circulated to the concerned senior managers.		

**Leadership Indicators**

1. **Details of public policy positions advocated by the entity:**

Public policy advocated.	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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Not Applicable



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



### Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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NIL

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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Not Applicable

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

The Company has been at the forefront of implementing a variety of CSR activities in areas such as promoting health care, including preventive health care, rendering Community Health Programmes for the underprivileged spectrum of society living in rural and tribal areas, developing, and expanding the rural community and empowering women to ensure equitable and sustainable development and overall poverty reduction. We have contributed funds to prominent NGOs like **The Cancer Patients Aid Association** which facilitate less expensive and in many cases free treatment of economically deprived patients suffering from serious disorders like Cancer and equipment for early detection of breast cancer in poor women. The Company has supported **B.Y.L Nair Charitable Hospital** for purchase of ventilators during the pandemic and helped to set up a diabetic foot clinic for the poor patients. We attend to the grievances, if any raised, in this regard, on an immediate basis.

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

	2022-23	2021-22
Directly sourced from MSMEs/ small producers	1.59 %	8.67 %
Sourced directly from within the district and neighbouring districts	4.13 %	4.35 %

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

State	Aspirational District	Amount spent (In INR)
Maharashtra	Thane District	140.00 Lakhs
Maharashtra	Mumbai	25.00 Lakhs
Maharashtra	Navi Mumbai	15.00 Lakhs
Gujarat	Dahod	50.00 Lakhs
Odisha	Bhubaneswar	10.00 Lakhs
Maharashtra	Mumbai	15.00 Lakhs
Maharashtra	Nashik and Palghar	20.00 Lakhs
Maharashtra	Thane, Raigad and Nandurbar	15.00 Lakhs
Maharashtra	Pune and Nashik	15.00 Lakhs
Maharashtra	Satara	10.00 Lakhs
Maharashtra	Palghar	15.00 Lakhs
Gujarat	Ahmedabad	5.00 Lakhs
Maharashtra	Mumbai	5.00 Lakhs

\*These amounts include CSR Contributions through NGOs.



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

Given our nature of operations and supply demand the Company does not have preferential procurement policy. The Company supports the marginalized/ vulnerable groups via various means, mainly through the part of CSR activities.

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

Not Applicable, as none procured.

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

Not Applicable, as none procured.

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:

Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Indian Patents Owned by NOCIL Ltd.	Yes	Intangible Benefit*	Indian Patents: IN 3839262 & IN 366559 US Patents: US 9708243 & US 9102585

\* We have been manufacturing 4-ADPA by these patented processes which protects our process from infringing by other players and provides our Company freedom in selling this Antiozonant product across the globe.

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

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

6. Details of beneficiaries of CSR Projects\*

Sr. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	<b>Vinayak Dada Navjeevan Fund</b>	20	100 %
2.	<b>Foundation for promotion of sports and games (OGQ)</b> - To assist potential athletes and para athletes to achieve their dreams and win Olympic and Paralympic Gold medals. To scout for potential medal talent, to help identify areas of support, to work with all stakeholders to aid deserving talent.	35	90%
3.	<b>RAWA Academy</b> - To become a center of excellence in providing holistic nurture (physical, educational, and spiritual) to the children in deprivation and distress	527 children residing at our Adruta Children Home in different location. 1) Akanshya Dash & Om Padhi from Adruta Bhubaneswar got selected for the <b>NASA ROVER CHALLENGE-2023" at NASA, USA</b> . They represented India along with 4 children at Huntsville, Alabama held on April 20, 2023 to April 25, 2023. 2) Amrita, Asima & Basanti 3 girl children from Adruta Bhubaneswar are perusing their Post Graduation after successfully completion of their Graduation. 3) Girls from Adruta Bhubaneswar got trained in classical Dance (Odishi) and performed at a National & International Dance Festivals. 4) Rai Mohan, a child from Adruta Dhenkanal got Gold Medal in National Level Chess Championship for the year 2022-2023, He received many trophies in Chess, Music and Art & Craft. 5) Dukhia, Lipan from Adruta Dhenkanal got Gold and Silver Awards respectively in Tækwondo championship for the year 2022- 2023. 6) Three Children Sakara, Srimatti and Tapaswini from Adruta (Cuttack) were selected to participate In the National Level Table Tennis Competition at New Delhi. 7) Children from Adruta Angul are now getting training on Swimming and are practicing for National championship Competition.	---



Sr. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
4(i)	<p><b>Seva Sahayog Foundation-</b>Samutkarsh (Study Centre &amp; Adolescent Girls development) The primary focus of the intervention is through facilitating the students with a conducive environment to learn and address certain infrastructure needs for education. Objectives -Providing a conducive environment for education for the socio-economically challenged students by setting up study centers. -Addressing the needs and challenges faced by the adolescent girls</p>	275	100%
4(ii)	<p><b>Seva Sahayog Foundation-</b> The digital Learning Center caters to the lesser privileged students in the communities based in the region and conducts the sessions consistently to gradually hand hold the students with basic, intermediate and advanced digital skills.</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>- To provide exposure to technology and digital literacy through an up-to-date computer laboratory.</li> <li>- To develop computer skills for students through trained and qualified resources. -Conducting skill training of the participant students.</li> <li>- To give students Microsoft-office courses and facilitate Microsoft certification for eligible students.</li> </ul>	219	100%
5.	<p><b>Shabari Seva Samiti:</b></p> <ul style="list-style-type: none"> <li>- Education</li> <li>- Medical</li> <li>- Irrigation and Farmers Welfare</li> </ul>	<ul style="list-style-type: none"> <li>- 1050</li> <li>- 2300</li> <li>- 840 from 120 families</li> </ul>	100%



Sr. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
6.	<b>Shri Chaitanya Seva Trust</b> – Support to below the poverty line tribal farmers, with healthcare initiatives and rural development including seeds distribution, organic fertilizer distribution, floriculture, horticulture support, exposure visits, market linkages and rural education.	<ul style="list-style-type: none"> <li>- 1898 cataract surgeries were performed.</li> <li>- 81 dialysis were given to the needy patients.</li> <li>- 551 farmers were benefitted with 5000 Floriculture saplings planted, 620 Horticulture saplings planted, 78 Tons of Kharif Production, 4 Tons of Rabi Production.</li> <li>- 478 students from 22 villages have benefitted through the Vidyavan Program.</li> </ul>	88% of the beneficiaries were from vulnerable and marginalized groups
7.	<b>Vayam</b>	<ul style="list-style-type: none"> <li>- Padopadi Swarajya - 1620</li> <li>- Educate Empower Employ - 3301</li> <li>- Suposhan -Jalkund - 174</li> <li>- Suposhan - Bhajiwadi - 303</li> </ul>	100% Scheduled tribes and few among them belong to PVTG
8.	<b>Sri Nityanand Educational Trust</b>	<ul style="list-style-type: none"> <li>- Upgradation of Infrastructure at the Institute - 300 students benefit per year.</li> <li>- Conducting Animal Husbandry course under DBRT Curriculum - 67 students</li> <li>- Conducting Beauty Parlour Course - 10 Students</li> </ul>	100% of the beneficiaries are from marginalized group
9.	<b>N. M. Sadguru Water and Development Foundation</b>	4920 (covers 820 number of households.)	70%

\* These details include CSR Contributions through NGO's .For a complete report on CSR Activities, kindly refer Annexure A.



The Company believes that CSR reflects the Company's culture and business practices. Social responsibility is a broad topic which includes human aspects, such as ethical labour practices both internally and as part of a larger supply chain. The Company has a robust CSR policy that stands to the concept of "More than an obligation, more than a duty".



**9**  
**PRINCIPLE**

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

**Essential Indicators**

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

We receive customer complaints through the Marketing and Regional Sales Managers. We ensure to address the concerns and rectify/resolve it in a time-bound manner. We also conduct CSS (Customer satisfaction survey) in every two years. Based on the valuable comments/suggestions from our customers and subsequently we take corrective actions.

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

**As a percentage to total turnover**

Environmental and social parameters relevant to the product

100%

Safe and responsible usage

100%

Recycling and/ or safe disposal

100%

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

	2022-23			2021-22		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy			NIL			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	11	Nil	All complaints resolved satisfactorily	18	Nil	All complaints resolved satisfactorily

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		NIL

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.

We have a **Privacy Policy** in place. It ensures that all our internal online data, sensitive information and customers details that secured and away from any sort of infringements.

URL: <https://www.nocil.com/images/fckeditor/file/Privacy%20Policy.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 such cases were identified.

Leadership Indicators

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

We have various means where our products and services can be accessed (mainly through our website):

- Products Overview:  
<https://www.nocil.com/detail/products/rubber-chemicals-an-overview/83>
- Technical Notes:  
<https://www.nocil.com/detail/technical/technical-notes/64>
- Information on products – safe handling and disposal available in MSDS on product packaging





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

Product information available on our company website, that details about product safety to our consumers, some like:

- MSDS (Material safety Data Sheet) are provided along with each delivery.
- Information on products – safe handling and disposal available on product packaging.
- Information on products – safe handling, storage and disposal available in MSDS.
- Awareness is provided to customers through meetings.

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

We inform consumers of any risks or disruptions of our products, through communications via mailings and Telephone calls.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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) Provide the following information relating to data breaches:**

Yes. Product information is available on product packaging and the Company website. We have customer-centric initiatives at place like our Customer Satisfaction Survey. This platform is a major means that connects us to the customers and helps resolve any conflict for their betterment.

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

NIL

**b) Percentage of data breaches involving personally identifiable information of customers**

NIL

UNSDGs in brief:

Goal	Goal statement
 Goal 1 : No Poverty	End poverty in all its forms everywhere
 Goal 2 : Zero Hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture
 Goal 3 : Good Health & Well Being	Ensure healthy lives and promote well-being for all at all ages.
 Goal 4 : Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
 Goal 5 : Gender Equality	Achieve gender equality and empower all women and girls
 Goal 6 : Clean Water & Sanitation	Ensure availability and sustainable management of water and sanitation for all.
 Goal 7 : Affordable & Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all.
 Goal 8 : Decent Work & Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
 Goal 9 : Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
 Goal 10 : Reduced Inequality	Reduce inequality within and among countries.
 Goal 11 : Sustainable Cities & Communities	Make cities and human settlements inclusive, safe, resilient and sustainable.
 Goal 12 : Responsible Consumption & Production	Ensure sustainable consumption and production patterns
 Goal 13 : Climate Action	Take urgent action to combat climate change and its impacts
 Goal 14 : Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
 Goal 15 : Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
 Goal 16 : Peace & Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
 Goal 17 : Partnerships to achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development



# INDEPENDENT ASSURANCE STATEMENT

Report No. 16985763-1 / 2023



# Assurance Statement

## 1. INTRODUCTION AND OBJECTIVES OF WORK

Bureau Veritas (India) Pvt. Ltd. has been engaged by NOCIL Limited (hereinafter abbreviated as "NOCIL") to conduct an independent assurance of the Non-Financial Parameters of its Business Responsibility & Sustainability Report (BRSR) for the reporting period from 01.04.2022 to 31.03.2023 (i.e., F.Y. 2022-23). NOCIL has prepared document as per "Annexure-1" of BRSR with stated parameters for the period (F.Y 2022-23), based on which this overall assessment has been carried out. This Assurance Statement applies to the related information included within the scope of work described below.

The selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, selection of datapoints/information, preparation and presentation of information in the BRSR and the supporting documentation for the BRSR is the sole responsibility of the management of "NOCIL". Bureau Veritas was not involved in the drafting or preparation, back-up or presentation of the BRSR. Our sole responsibility was to provide independent assurance on its content.

## 2. INTENDED USER

The assurance statement is made solely for 'NOCIL' as per the governing contractual terms and conditions of the assurance engagement contract between "NOCIL" and Bureau Veritas. To the extent that the law permits, we owe no responsibility and do not accept any liability to any other party other than "NOCIL" for the work we have performed for this assurance report or for our conclusions stated in the paragraphs below.

## 3. SCOPE OF WORK

The scope of work for the assurance included;

- Checking that the data and information included in the BRSR for the reporting period from 01.04.2022 to 31.03.2023 was fairly presented without material misrepresentation.
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;

- Reporting Criteria: National Guidelines for Responsible Business Conduct (NGRBC) of the Ministry of Corporate Affairs, Government of India 2019
- Reporting period: 01/04/2022 to 31/03/2023
- Assurance standard: The assurance process was conducted in line with the requirements of the Accountability 1000 Assurance Standard (AA1000AS) version 3, Type 2 assurance.

Level of assurance:

- Moderate (the level of assurance obtained in work performed in a moderate assurance engagement is lower than for a "high" level of assurance engagement, but is higher than no assurance)

Methodology used to conduct the assurance

As part of its independent assurance, Bureau Veritas undertook the following activities:

- Audit was done on site as well as by remote means at both the sites and interviewed relevant management personnel of NOCIL.
- NOCIL initially submitted the "Annexure-1 of BRSR" as prepared, for both the units under the reporting boundary viz; Navi Mumbai unit (including HO at Mafatlal House, Churchgate, Mumbai) and the Dahej unit.
- The data management systems and procedures were assessed on a sampling basis. Data on the various BRSR disclosures were verified.
- The work was planned and carried out to provide a "Moderate" level of assurance and we believe it provides an appropriate basis for our conclusions.

The reporting boundaries considered for this reporting period are as follows:

NOCIL Ltd., C-37, TTC Industrial Area, Off Thane-Belapur Road, Pawne village, Post Turbhe, Navi Mumbai - 400 705	NOCIL Ltd., Plot No. 12-A-1, GIDC Industrial Area, Dahej, Taluka – Vagra, Bharuch, Gujarat – 392 130
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and HO at 3'd Floor, Mafatlal House, H. T. Parekh Marg Backbay Reclamation, Churchgate, Mumbai – 400020, INDIA

The assessment team from Bureau Veritas, for this verification, included the following member/s :

- Mr. Goutam Ray – Lead Verifier



## Assurance Statement (Contd.)

The personnel with whom the **Bureau Veritas** team interacted during this assessment are as follows :

Sr. No.	Name of person	Designation	Location
1.	Dr. N. D. Gangal	VP-QA, TQM & Analytical Research	Navi Mumbai
2.	Mr. Pravin S Bhalekar	Sr. Manager - TQM	Navi Mumbai
3.	Mr. Milind S Jadhav	Senior Executive	Navi Mumbai
4.	Mr. Suresh Shetty	AVP, Operation	Navi Mumbai
5.	Mr. Santosh Hule	Dy. GM, HSE	Navi Mumbai
6.	Ms Bhagyasree Patil	Executive, Project purchase	Navi Mumbai
7.	Mr. Sumeet D Haibat	Manager, Hr & Admin	Navi Mumbai
8.	Mr Amit K Vyas	AVP Legal, Company Secretary	HO, Churchgate
9.	Ms. Priyanka Bang	Senior Executive, CS & Legal	HO, Churchgate
10.	Mr Ankit Parihar	Sr. Manager HSE	Dahej
11.	Mr Ketan Karambelkar	Manager- Utility	Dahej
12.	Mr. Pradip Bhatt	Sr Manager – Personnel & Admin	Dahej
13.	Mr. Sanjay Patel	Senior Manager- Process Support	Dahej
14.	Mr. Vijaykumar Goswami	Executive – Safety	Dahej
15.	Mr. Keyur Patel	Sr Manager – Electrical	Dahej
16.	Mr Kishor Sute	Sr Manager, Instrumentation	Dahej

Bureau Veritas conducted Physical as well as remote assessment of the sites as mentioned in the table below:

Name of Site	Date and mode
Navi Mumbai site	21 Apr & 25 Apr 2023 (Physical)
HO at Mafatlal House, Churchgate, Mumbai	24 Apr 2023 (Physical)
Dahej Site	22 Apr 2023 (Remote)

The assessment was carried out, of the submitted BRSR and the supporting evidences verified during the site visits and remote activities, based on a sampling exercise, to verify the data and computations that were prepared by NOCIL. The assessment was carried out only for the reported parameters that have been considered by NOCIL in the BRSR for FY 2022-23

Some of the parameters verified for the units under the reporting boundary include:

- Employee details
- Participation / Representation of women
- Turnover rate for employees & workers
- CSR details

- Environmental monitoring parameters including water, waste water, air emissions, solid waste, GHG emissions etc.
- Welfare and OHS data
- All other data from Principle 1 to Principle 9 of the NGRBC.

The data values for all reported parameters in Sections A, B & C (consisting of reporting for all the 09 principles) were verified by Bureau Veritas through an auditing process based on sampling of data records. Sampling was conducted by considering the contribution of the individual parameter to the overall organizational sustainability levels. A separate verification checklist was also utilized during

## Assurance Statement (Contd.)

the assessment. Gaps in data values or any other error identified during the data assessment was reported in this checklist which was then responded to by the client and subsequently the reported findings were closed.

Bureau Veritas has assessed the quantification methodology used by NOCIL for the monitoring and calculations of the various ESG parameters from its different sources and confirms the same to be in line with accepted practice of standard practice. The materiality threshold of 5% has been considered in this assessment process.

The details of the breakdown of data were verified by Bureau Veritas during the physical site visits conducted to verify the data. Samples of data were verified during the process to confirm the correctness of values considered in the calculations. The primary activity data values used to report in the BRSR can be regarded as conservatively considered.

Our work was conducted against the requirements defined in the guidance document of BRSR, with the requirements of Accountability 1000 Assurance Standard (AA1000AS) version 03 Type 2 assurance as well as Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The Bureau Veritas assurance process has also involved an Independent Technical Review (ITR) to check for correctness and accuracy of the assurance conclusions as well as adherence to Bureau Veritas internal procedures and/or assurance standard requirements.

### 4. OUR CONCLUSION

**On the basis of our methodology and the activities described above, it is our opinion that the BRSR for FY 2022-23 of "NOCIL", containing its reporting and declaration of the various ESG parameters from the operations within the reporting boundary and the reporting period, as described above, is prepared in all material respects in line with the applicable criteria here before stated. The reviewed statements**

**within the scope of our verification are transparent and the information included therein are fairly stated. A separate report (Management report) have been generated and forwarded to NOCIL regarding internal processes (as in practice) and opportunities for improvement, may be considered for the subsequent reporting period.**

### 5. LIMITATIONS AND EXCLUSIONS

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period stated here in above;
- Positional statements, expressions of opinion, belief, aim or future intention by "NOCIL" and statements of future commitment;
- Competitive claims in the report claiming "first in India", "first time in India", "first of its kind" etc. if any;
- Our assurance does not extend to the activities and operations of "NOCIL" outside of the scope and geographical boundaries mentioned in this report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "NOCIL"
- Our assurance of the various ESG parameters covers only those parameter and sites, that have been reported in the BRSR for FY 2022-23.
- Our assurance on economic and financial performance data or information of NOCIL is based only on NOCIL's annual audited statement of accounts for the Financial Year 2022-23 and our conclusions rest solely upon that audited report.

**This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the BRSR or the supporting documentation.**

## Assurance Statement (Contd.)

### Alignment with the principles of AA1000AS version 03

<b>Inclusivity</b>	NOCIL has processes in place for engaging with its key stakeholders including socially responsible investors, Government officials, local community representatives and has undertaken stakeholder engagement activities. The entity is also involved in many CSR projects for the local community.
<b>Materiality</b>	The BRSR addresses the range of environmental, social and economic issues of concern that NOCIL has identified as being of highest material importance. The material issues were identified by a process of stakeholder engagement and interaction. The identification of material issues has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.
<b>Responsiveness</b>	NOCIL is responding to those issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The company has taken various initiatives towards delivering environmentally friendly services along with occupational health and safety, appropriate measures for emergency handling, control and risk management in its operations.
<b>Impact</b>	There is no finding from our assessment that NOCIL has not monitored, measured or has not been accountable for its actions related to its material topics.
<b>Uncertainty</b>	The reliability of assurance is subject to uncertainty(ies) that are inherent in the assurance process. Uncertainties stem from limitations in the accounting and quantification models used for various parameters or emission factors used or may be present in the estimation of data used to arrive at conclusions or results. Our conclusions in respect of this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process

## 6. STATEMENT OF INDEPENDENCE, IMPARTIALITY AND COMPETENCE

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with almost 190 years history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with "NOCIL", its Directors, Managers or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reporting.

Date: 16 May, 2023

Place: Mumbai, India

## BUREAU VERITAS (INDIA) PVT. LTD.

72 Business Park, 9<sup>th</sup> Floor, MIDC Marol  
Cross Road 'C', Opp. SEEPZ Gate #2,  
Andheri (East), Mumbai - 400093 India.

**Goutam Ray**  
**Lead Verifier**

Date: 16 May 2023  
Place: Mumbai, India

