



ARVIND MAFATLAL GROUP  
The ethics of excellence



NOCIL LIMITED



The Future  
**IS GREEN**

**NOCIL LIMITED**  
SUSTAINABILITY REPORT 2022-23

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# Table of Content

- 01 **About the Report**
- 02 **Managing Director's Address**
- 04 **Achievements and Certifications**
- 06 **Sustainability Journey**

## 1 ORGANISATIONAL PROFILE

- 10 1.1 About NOCIL Limited
- 12 1.2 Geographical Presence
- 12 1.3 Products and Services
- 13 1.4 Supply Chain and Businesses

## 2 MATERIALITY

- 17 2.1 Materiality Assessment Framework
- 18 2.2 Prioritisation Process
- 21 2.3 Materiality Results

## 3 GOVERNANCE

- 24 3.1 Governance Structure and Composition
- 32 3.2 Ethics and Compliance
- 34 3.3 Fair Business Practices

## 4 ECONOMIC PERFORMANCE

- 38 4.1 Economic Value Distributed and Created

## 5 PEOPLE AND WELFARE

- 42 5.1 Workforce Pool
- 47 5.2 Employment and Human Rights
- 48 5.3 Employee Upgradation and Remuneration
- 51 5.4 Employee Health and Safety
- 55 5.5 Employee Benefits and Welfare

## 6 ENGAGEMENT WITH LOCAL COMMUNITY

- 58 6.1 Engagement with the Local Community
- 61 6.2 Governance Standard

## 7 SUSTAINABILITY FOOTPRINT

- 70 7.1 Environmental Stewardship & Sustainable Operations

## 8 GLOBAL REPORTING INITIATIVE (GRI) INDEX



### About this Report

NOCIL Limited ('NOCIL' or 'The Company') is delighted to present its inaugural Sustainability Report, in accordance with the 2021 **Global Reporting Initiative** (GRI) framework.

As part of its commitment to Sustainability, NOCIL presents an overview of its advancements, achievements, and implemented strategies concerning Environmental, Social, and Governance aspects.

Further, the Company also outlines its future aspirations and objectives in these areas.



### Reporting Scope and Boundary

The Report comprehensively covers all the activities and operations carried out within the Company.

This report focuses on significant subjects identified through a comprehensive stakeholder engagement process.

Additionally, it includes supplementary relevant disclosures to enhance comprehension of the Company's Sustainability endeavours and achievements.

The Report comprises of disclosures on Sustainability Metrics relevant to the Company's manufacturing facilities located in two distinct locations, namely Navi Mumbai and Dahej.



### Reporting Period and Frequency

This report is focussed on the activities and practices conducted during 2022-23.



### References for Sustainability Reporting



### External Assurance

This report has not undergone any external assurance.



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# Managing Director's Address



The Sanskrit phrase '**Vasudhaiva Kutumbakam**' which translates to 'the world is a family' best encapsulates the underlying rationale for prioritising environmental protection and conservation. It draws home the point that after all the Earth is what we all have in common and protecting Mother Earth is a collective responsibility, utilising all available resources at disposal.



Dear Stakeholders,

In the contemporary business landscape, where a company's efficacy is no longer solely defined by its financial bottom line, NOCIL Limited (also referred to as 'NOCIL' or 'the Company'), as a member of the Arvind Mafatlal Group, firmly embraces the belief that Sustainability is not merely a theoretical concept but a concrete, actionable plan that yields tangible results. The Company's success goes much beyond merely addressing issues like climate change, diversity, and disclosures. It is about embedding these principles and others, across its entire spectrum of businesses - from investment strategies to Sustainable innovation practices.

I take this opportunity to share that in its pursuit of attaining Sustainability Goals, the Company is successfully integrating ESG parameters in its operations. This strategic approach aims to leverage any potential opportunities stemming from enhanced environmental management, improved social performance, and strengthened governance principles. The Company's '**ESG Charter**' is formulated to assist the Board and Management of NOCIL in their oversight responsibilities, concerning critical issues. These include Climate change crisis, protection of Human Rights, DE&I, Occupational Health & Safety, and other ESG aspects that are relevant and material to the Company. Furthermore, the Company is fully aware of the environmental ramification of its business. It also recognises the importance of social and governance factors in building a Sustainable and effective investment strategy. Moreover, the Company remains dedicated to maximising the value for all stakeholders by incorporating strategies that attach prime importance to environmental Sustainability, while concurrently upholding Human Rights and Governance parameters.





Over the course of its journey, NOCIL, being a part of the chemical industry, continues to attach immense importance to Sustainability. In sync with this approach, the Company's ESG programme considers Sustainability as one of its strongest pillars and also encompasses broader Social and Corporate Governance aspects for greater good. By adopting and implementing a strong and meaningful ESG programme, the Company has been able to establish clear environmental goals aimed at reducing its carbon footprint, determining sourcing strategies, and laying a foundation for waste reduction initiatives. From the social impact lens, the Company strives to create a meaningful diversity programme, enhance employee well-being, and leave a lasting impact on the community. A strong Governance Foundation coupled with firmly rooted business ethics has enabled the Company to enhance stakeholder transparency and protect privacy.

The Sanskrit phrase '**Vasudhaiva Kutumbakam**' which translates to '**the world is a family**' best encapsulates the underlying rationale for prioritising environmental protection and conservation. It draws home the point that after all the Earth is what we all have in common and protecting Mother Earth is a collective responsibility, utilising all available resources at disposal. Therefore NOCIL's objectives extend beyond compliance with environmental regulations; it incorporates the integration of cutting-edge technologies, including '**Green Chemistry**'. The Company's research centre boasts of an experienced team dedicated to advancing environmental research and '**Green Chemistry**', thereby promoting Sustainable business practices. To underscore NOCIL's commitment to Sustainability, the Company proudly holds a range of certifications, including **ISO 14001: 2015** for Environment Management System, **ISO 45001: 2018** for Occupational Health & Safety Management System, **IATF 16949:2016** for Automotive Quality Management System and **ISO 50001: 2018** for

Energy Management System. NOCIL is one of only 83 companies in India that hold certification for '**Responsible Care**' - the Global Chemical Industry's initiative, focussed on Environmental, Health, and Safety (EHS) improvements.

Furthermore, the initiatives taken by NOCIL have received major global recognition. The Company has been honoured with a Silver Medal in the '**EcoVadis Sustainability Assessment**', a widely trusted business Sustainability rating system. This achievement positions the Company as a Sustainable Supplier and offers a competitive edge in the Global Business landscape. Additionally, the Company's **Business Responsibility & Sustainability Report (BRSR)** for 2022-23 (pursuant to SEBI Directions ) was subjected to an Independent Assurance by **Bureau Veritas India Private Limited** who has reported that "*It is our opinion that the BRSR for 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*".

Going forward, by synergising its best people and smartest technology, NOCIL is fully geared to tackle the biggest challenges of today and seize the best opportunities of tomorrow. The Company considers contributing to India's ambitious goal of reaching a USD 5 trillion economy by 2025 and attaining a net-zero emission target by 2070 as its prime responsibility. In closing, I extend my heartfelt gratitude to our esteemed Board members, dedicated employees, valued clients and all other stakeholders for their continued support. Collectively, we will propel NOCIL on a strong trajectory of Sustainable Growth.

With best wishes,

**Anand V. S.**  
Managing Director

# Achievements and Certifications

## On ESG & Sustainability

**'Independent Assurance Statement'** issued by **'Bureau Veritas (India) Private Limited'** for **Business Responsibility and Sustainability Report (2022-23)**



**'Silver Medal'** accorded by **'EcoVadis'** **Sustainability Rating Process**



The Company is a proud recipient of the following independent certifications, demonstrating its firm commitment towards **Environment Management, Occupational Health & Safety & Energy Management.**



**ISO 9001:2015**  
Quality Management System



**ISO 14001:2015**  
Environment Management System



**ISO 45001:2018**  
Occupational Health & Safety Management System



**IATF 16949:2016**  
Automotive Quality Management System



**ISO 50001:2018**  
Energy Management System



**Responsible Care Certification**






## Other Prestigious Awards

Winner of the Indian  
Chemical Council Award  
for '**Outstanding  
Indigenous  
Technologies**'

Winner of the Indian  
Chemical Council  
Award for '**Excellence  
in Environment  
Management**'

Winner of the Indian  
Chemical Council (ICC)  
Best '**Industry-  
Academia  
Collaboration Award**'

## Membership and Associations

- ◆ Indian Chemical Council
- ◆ All India Rubber Industry Association
- ◆ Indian Rubber Institute
- ◆ Bombay Chamber of Commerce and Industry
- ◆ Indian Merchants Chamber
- ◆ Thane Belapur Industries Association
- ◆ Dahej Industries association





# Sustainability Journey

## Board's Commitment

Under the guidance and supervision of its Board of Directors (the Board), NOCIL Limited ('the Company') adheres to its Code of Conduct, striving for the utmost Standards of Corporate Responsibility and Governance mechanisms to support and empower its employees and other stakeholders. The Company's Board has adopted and implemented an **'ESG Charter'** intended to standardise Sustainability reporting and enhance transparency in its disclosure processes at all levels. It outlines the Company's vision, objectives, management system and governance controls for efficient integration of Environmental, Social and Governance (ESG) principles.

The Company acknowledges that all its stakeholders can impact the environment and community. Therefore, the Company recognises and supports the

need for adherence to ESG policies aligned with its core values by all associated parties and stakeholders. NOCIL intends to integrate ESG parameters in its operations to leverage any potential opportunities on account of better environmental management, Social performance, and improved governance principles. Committed to continuous progress on the ESG initiatives, the Company's **'ESG Charter'** is prepared to assist the Board and Management in its oversight related to issues such as *Climate Change Crisis, Protection of Human Rights, DE&I, Occupational Health & Safety.*

This **'ESG Charter'** is designed in line with the SEBI (LODR) Regulations as amended on May 5, 2021, the BRSR framework dated May 10, 2021 and the UN Sustainable Development Goals 2015. The **'ESG Charter'** has been uploaded on the Company's website.



### Formation of a Core Committee on Sustainability

Great leadership sets the right direction, creates clear vision, helps align with people, inspires strong company culture & overall objectives and motivates the stakeholders to enhance Sustainable development efforts. To this end, NOCIL is mindful of its environmental impact and values social and governance aspects in investment strategies. It is dedicated to maximising value for stakeholders through eco-friendly approaches while safeguarding Human Rights and Governance Standards. A Core Committee on Sustainability has been formed in accordance.

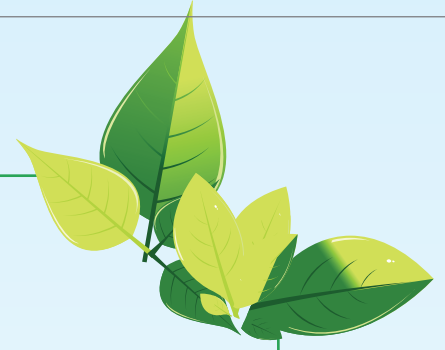


### Commitment to Protecting the Environment

The Company's goals extends beyond mere compliance with the environmental regulations. It strives to incorporate cutting-edge technologies, including **'Green Chemistry'**. Within the Company's Research Centre, a seasoned and dedicated team actively advances environmental research and **'Green Chemistry'** thereby promoting Sustainable business practices. As a Responsible Corporate Citizen, NOCIL has adopted and implemented the **'5S' Workplace** organisation method to promote productivity, safety and waste reduction. On the pollution prevention and waste management front, the Company has implemented a **'3R'** approach to maintain a Sustainable environment – **Reduce, Reuse and Recycle.**







## Innovation Driving Sustainability

From the procurement of inputs to serving customers' needs, **Total Quality Management (TQM)** is a fundamental component of NOCIL's business. The Company has consistently built systems and processes over the years to adhere to international business process standards at each step and to build on continuous improvement recommendations resulting from different audits by suppliers, customers, and certifying organisations. NOCIL's TQM (**Total Quality Management**) activities are pivotal in enhancing product and service quality, boosting its competitiveness, and driving business growth. The Company's R&D facilities have been recognised by the Department of Scientific and Industrial Research (DSIR), Ministry of Science & Technology. As a result of its commitment to unparalleled R&D initiatives, the Company has been able to reduce energy consumption and work out environmental strategies for Sustainable Growth.



## Process Safety Initiatives

The Company is dedicated to continuously improving environmental protection, health, safety, and secure transportation of raw materials and finished products. It has implemented clear rules, processes, practices, and systems to address process safety and ensure a safe work environment. NOCIL strictly follows the highest standards of HSE (Health, Safety, and Environment) throughout the Company to promote a safe and healthy workplace. Regular workplace monitoring is conducted through periodic audits, including factors such as Volatile Organic Compounds (VOC), noise levels, illumination levels, and ambient air quality. Process safety measures are prioritised, and Pre-Start Up Safety Review (PSSR) processes are diligently followed. In case of process safety issues, thorough investigations are carried out using methodologies such as HAZOP/HAZAN/LOPA, and the findings are effectively implemented to enhance safety. Through these comprehensive measures, NOCIL ensures a responsible and safe working environment while maintaining its commitment to the highest health, safety, and environmental protection standards.

The Company takes pride in being certified by the Indian Chemical Council as '**Responsible Care**' holder since 2018, which ensures continuous improvements in the areas of environmental protection, health, safety and secured transportation of the raw material and delivering the finished products. Implementation of the '**Responsible Care**' principles ensures that the Company maintains the highest standards of Health, Safety and Environment (HSE) to ensure a safe and healthy work environment, and this is confirmed by periodic audits.







# Chemistry in Harmony with Nature

**Sustainable Solutions,  
Transforming Chemistry for a  
Greener Tomorrow.**





## 01 ORGANISATION PROFILE

- 1.1 About NOCIL Limited
- 1.2 Geographical Presence
- 1.3 Products and Services
- 1.4 Supply Chain and Businesses

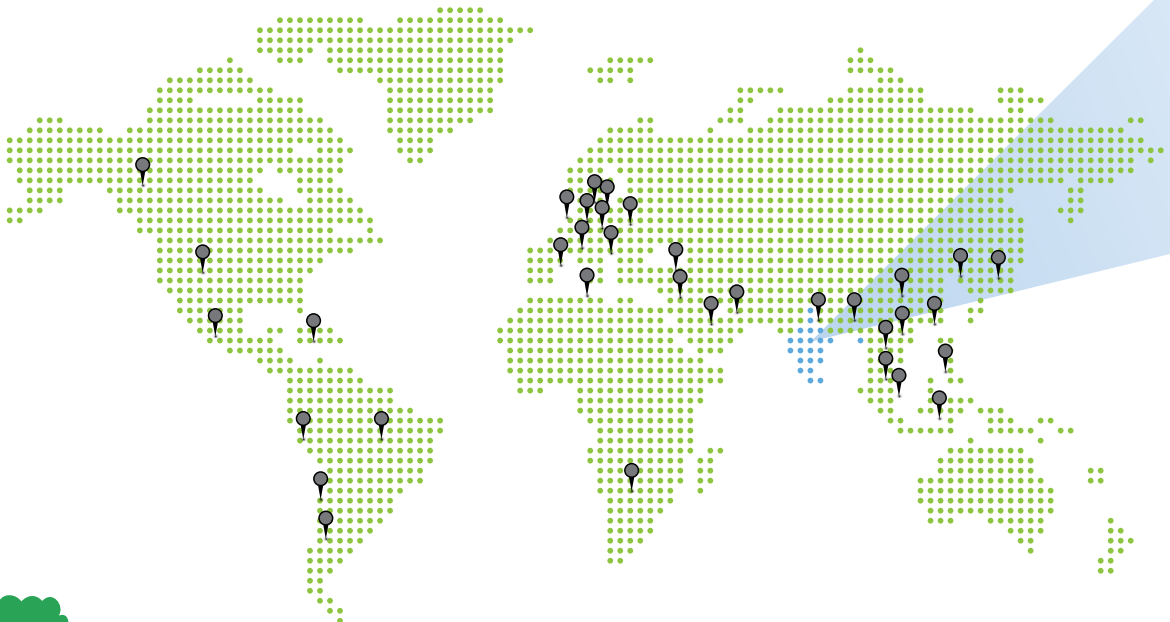
# 1.1 About NOCIL Limited

NOCIL Limited ('NOCIL' or 'the Company') is a part of Arvind Mafatlal Group that firmly believes in growth through technological innovations, global accreditations, customer delight coupled with a responsible approach towards Environment, Health and Safety.

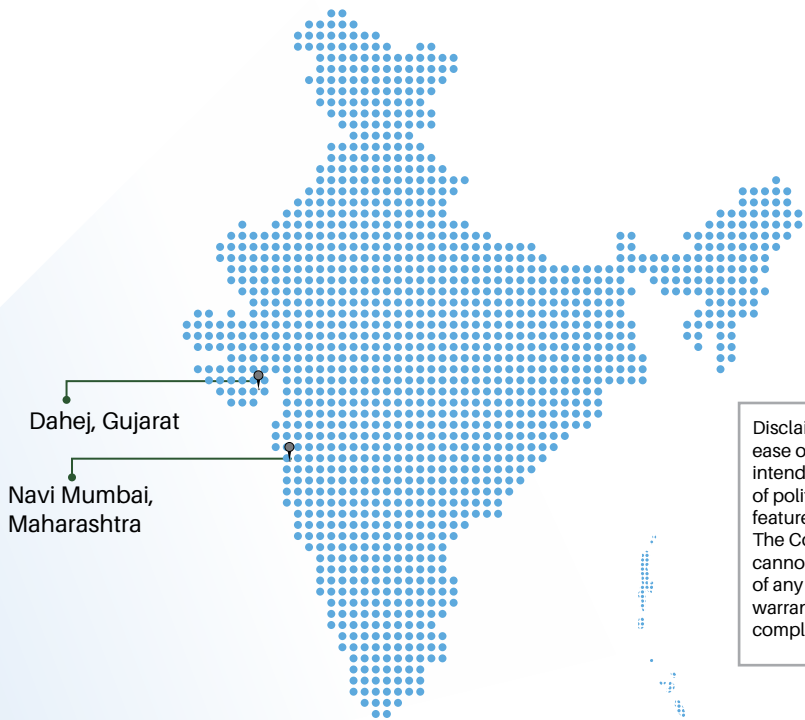
**Over the last 4 decades, the Company has been regarded as one of the most credible names for manufacturing and supplying Rubber Chemicals, with a customer base spread across 40 countries.**

Today, the Company takes pride in the quality of its services as it puts its customers and their needs at the centre of all its planning. It is because of NOCIL's vision and commitment that the Company has evolved as one of the very few rubber chemical manufacturers in the world currently, providing a one-stop solution for all rubber chemical needs.

**46 Countries Presence with Long-term Relationships with Customers**







Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. The Company or any of its directors, officers or employees, cannot be held responsible for any misuse or misinterpretation of any information or design thereof. The Company does not warrant or represent any kind of connection to its accuracy or completeness.

## Navi Mumbai, Maharashtra

As a leading global manufacturer of Rubber Chemicals, NOCIL employs complex chemical synthesis techniques in its production processes. Therefore, ensuring that all of the Company's products adhere to well-established international quality standards is crucial.

NOCIL's manufacturing facilities are equipped with advanced technologies, allowing the Company to produce a diverse range of rubber chemicals tailored for applications in tires and various other rubber products.



## Dahej, Gujarat

The Company's manufacturing facility at the Dahej site was established in 2013 and is equipped with advanced technology. Situated at a distance of 45 kilometres from Bharuch, Gujarat, this facility is strategically positioned in close proximity to the petrochemicals industry, which is linked to the Dahej and Hazira ports.

The facility utilises fully automated processes developed internally, employing in-house technology and process controls.



## 1.2 Geographical Presence

**The Company, headquartered in Mumbai, Maharashtra, delivers cost-effective products to customers in over 46 countries. These products are manufactured at two production facilities located in Gujarat and Maharashtra.**

In addition, the Company's Research and Development Centre in Navi Mumbai, Maharashtra, is well-equipped with advanced facilities, providing crucial support to its business team and customers, ensuring the efficient delivery of products.

The Company's core cultural attributes, including a proactive approach, unwavering customer centricity, a strong sense of ownership and accountability, talent nurturing and harnessing, transparency

promotion, relentless pursuit of continuous improvement, encouragement of collaborative behaviour, and embrace of adaptability, have been pivotal in fostering a comprehensive and all-encompassing approach to Sustainability. This strategic approach has played a pivotal role in ensuring the utmost satisfaction, unparalleled delight, and undeterred loyalty of all the Company's esteemed stakeholder groups.

## 1.3 Products and Services

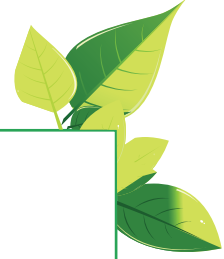
NOCIL offers customers a comprehensive range of Rubber Chemicals, providing a convenient and all-encompassing solutions, catering to a wide range of rubber applications. The Company, a prominent Global Rubber Chemical manufacturer, employs intricate chemical synthesis techniques in its manufacturing processes. All its products conform to established international quality standards.

The Company is equipped with cutting-edge technology in its manufacturing facilities, enabling it to produce a wide variety of rubber chemicals suitable for numerous applications in the tire industry and other sectors related to rubber.

NOCIL is a dependable and reputable organisation known for consistently delivering high-quality outcomes. The Company has laid a robust foundation and devised strategic plans to ensure ongoing growth and advancement. Offering a diverse range of products, NOCIL boasts an array of over 20 varieties within the Rubber Chemical category. Furthermore, the Company has earned official authorisation and recognition as a vendor by prominent players in both domestic and international tire industries. It also offers technical support to customers across the board.

**NOCIL provides a range of products, including:**





# 1.4 Supply Chain and Businesses

**The Company's Supply Chain Policy establishes the means to assess the risks and opportunities associated with the contracting, procurement and provision of supplies and services on a Corporate and Project Level.**

This policy aims to foster Sustainable commercial relationships. The supply chain plays a vital role in the Company's Sustainability efforts, particularly because its production processes involve hazardous chemicals, and some of the raw materials are part of the petroleum value chain. NOCIL's supply chain policy emphasises the following:

**1** Strives to promote responsible sourcing and use of materials through a Sustainable procurement strategy, which is a value-chain-based strategic approach.

**2** Focus strongly on evaluating the potential for value addition and marketability of various co-products and by-products produced in its operations. The Company has customer databases from tire and non-tire industries.

**3** To keep up with rapidly changing market dynamics, it is essential to address upstream procurement requirements in response to input supply uncertainties and meet customers' needs and demands. Given the potential uncertainty in supplies, it remains a top priority to ensure that this factor is carefully considered in order to meet the Company's target market's expectations.

## Business Relationships

The Company manufactures Rubber Chemicals for tire and other Rubber Product manufacturing industries. It is one of the few players in this business to offer a wide range of rubber chemicals to suit customers' needs.

Due to its rich experience and as a 'one-stop shop' to customers, NOCIL 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. Today, it is India's largest rubber chemicals manufacturer with state-of-the-art technology for manufacturing rubber chemicals.

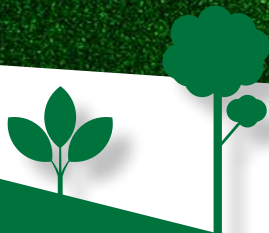
The Company operates solely in the B2B segment. At NOCIL, a crucial element of robust governance involves nurturing a resilient corporate culture. The Company's leaders dedicate themselves to creating an atmosphere characterised by trust, transparency, and ethical behaviour. They actively encourage open communication, collaboration, and accountability at all levels of the organisation. This approach aims to cultivate a sense of ownership and responsibility among the Company's employees, motivating them to actively participate in Sustainable development efforts.





# Powering Progress. Sustaining the Future.

**NOCIL's Commitment to  
Sustainable Chemistry Fuels  
Innovation and Environmental  
Stewardship.**





## 02 MATERIALITY

### 2.1 Materiality Assessment Framework

### 2.2 Prioritisation Process

- 2.2.1 Identifying Relevant Material Issues
- 2.2.2 Stakeholder Collaboration and Consultation
- 2.2.3 Determining Priority Material Issues
- 2.2.4 Consolidating Material Topics

### 2.3 Materiality Results







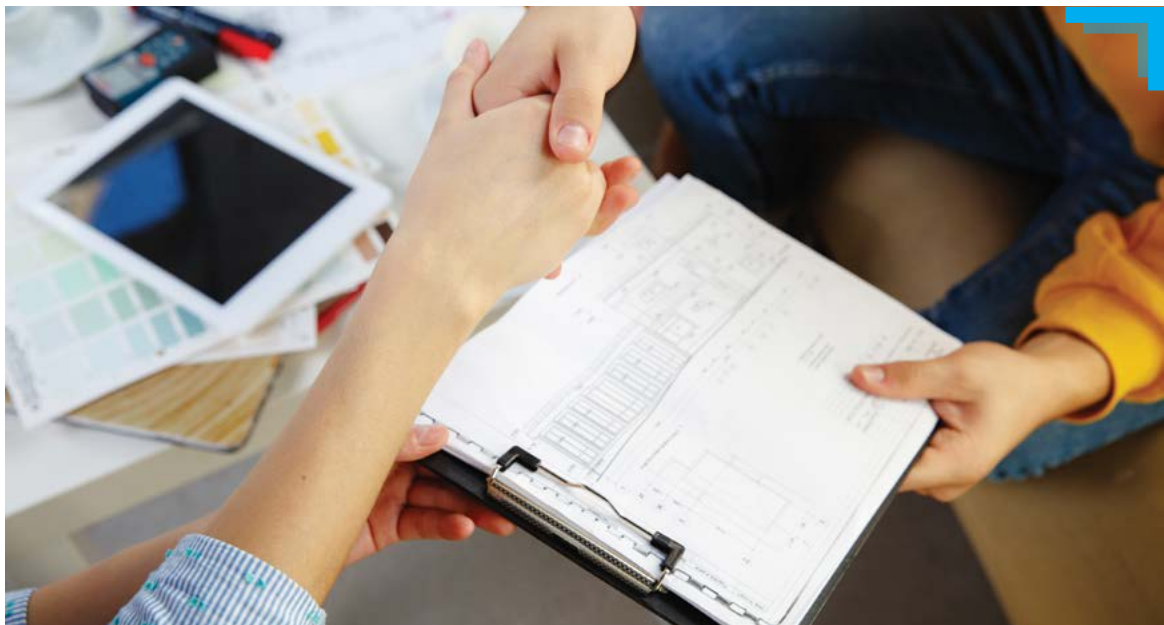
**The practice of materiality assessment is a crucial strategic endeavour utilised by organisations to acquire valuable insights into the fundamental Environmental, Social, and Governance matters that possess the capacity to impact a Company and its esteemed stakeholders.**

NOCIL seamlessly integrates regular materiality assessments into its robust Sustainability roadmap and business disclosure techniques. The primary objective of conducting a materiality assessment within the chemical industry, specifically for the purpose of **Global Reporting Initiative** (GRI) reporting, is to methodically identify and prioritise the most consequential Environmental, Social, and Governance (ESG) concerns that hold relevance for both the industry itself and its various stakeholders. This evaluation aids chemical enterprises in identifying the subject matters that possess the capacity to profoundly influence their business activities, standing, and enduring viability. Through the implementation of materiality assessments, organisations can acquire a comprehensive

understanding of the Environmental, Social, and Governance (ESG) risks and opportunities that are unique to the chemical industry.

This empowers them to formulate focussed strategies, establish suitable objectives, and make well-informed choices pertaining to their Sustainability initiatives. In addition, materiality assessments play a crucial role in promoting transparency and accountability within chemical companies.

These assessments provide guidance during the reporting process, enabling companies to disclose pertinent information that effectively addresses the concerns and expectations of their stakeholders.





## 2.1 Materiality Assessment Framework

The Company has established a robust materiality assessment system in order to conduct a thorough and rigorous evaluation of the Environmental, Social, and Governance (ESG) factors. These factors hold the greatest significance for the Company's business and stakeholders.

The system adheres to a methodical approach that entails involving both internal and external stakeholders to collect a wide range of perspectives and insights. NOCIL employs industry-specific frameworks, such as the **Global Reporting Initiative** (GRI) guidelines, to direct its evaluation process and guarantee conformity with global standards. The materiality assessment encompasses a comprehensive analysis of qualitative and quantitative data.

This includes an evaluation of various factors such as environmental impacts, community engagement,

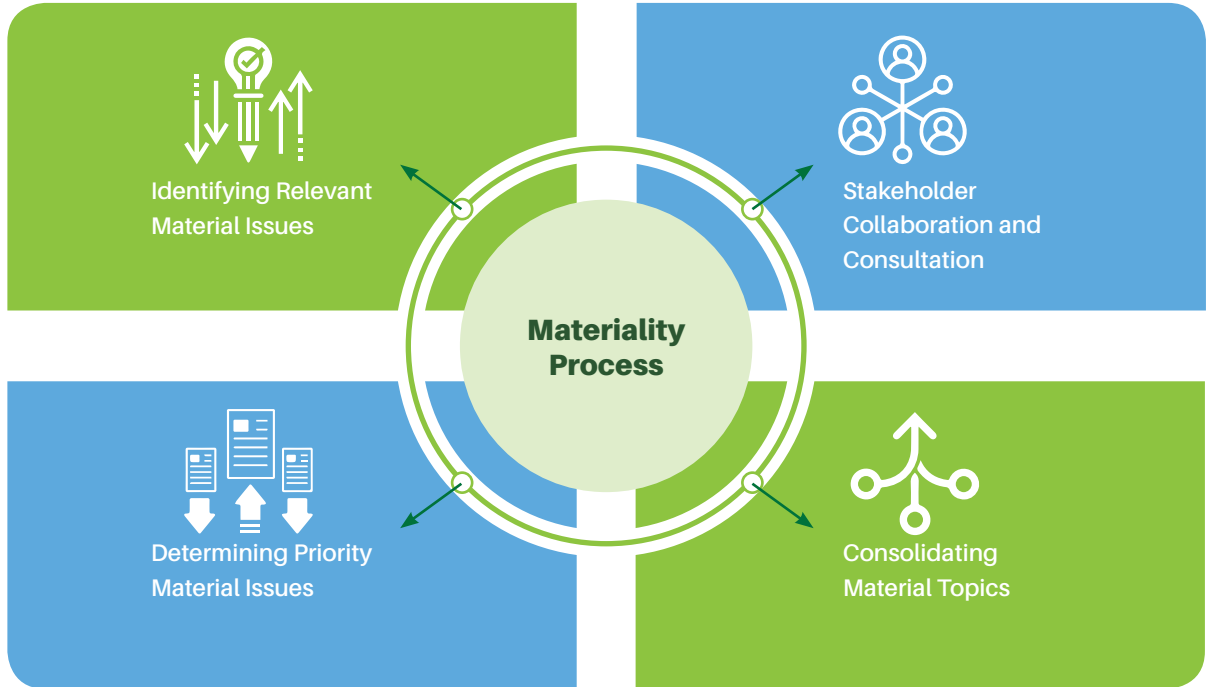
employee welfare, supply chain practices, and regulatory compliance. By employing a methodical approach, the Company is capable of discerning and assigning importance to the most noteworthy Environmental, Social, and Governance (ESG) concerns. This enables NOCIL to formulate focussed Sustainability strategies, establish quantifiable objectives, and improve its overall operational effectiveness.

Consistent evaluations and revision of the assessment system guarantee its continuous pertinence and efficacy in facilitating the Company's Sustainable expansion and favourable influence.



## 2.2 Prioritisation Process

Using the prioritisation process, the Company may better align its strategy and reporting with current and future expectations, business requirements, and market trends by systematically examining the interconnection and influence of significant themes.







## 2.2.1 Identifying Relevant Material Issues

The identification and selection of material topics is a collaborative process that utilises the knowledge and skills of Sustainability Professionals. This process also integrates insights obtained from a comprehensive survey conducted throughout the Company. NOCIL's Sustainability experts are essential contributors in guiding and facilitating the process, leveraging their expertise and experience.

They contribute to establish a comprehensive structure for identifying significant subject matters by taking into account diverse elements such as industry patterns, stakeholder anticipations, regulatory obligations, and emerging Sustainability concerns. The survey has been formulated to gather feedback from employees at

various hierarchical positions and across diverse departments, guaranteeing a comprehensive portrayal of viewpoints within the organisation. The survey responses offer valuable insights into the issues that employees deem significant and influential, enabling a bottom-up approach in conducting the materiality assessment.

By amalgamating knowledge and skills possessed by Sustainability experts and incorporating a wide range of viewpoints obtained from the survey, the process guarantees a thorough and all-encompassing identification and choice of material subjects. This selection aligns with the Company's Sustainability objectives and stakeholder anticipations.

## 2.2.2 Stakeholder Collaboration and Consultation

The materiality assessment incorporates stakeholder collaboration and consultation, which involves implementing engagement and communication strategies, such as round table discussions and surveys. Round table discussions offer a valuable forum for engaging in substantive dialogue and facilitating the exchange of ideas among various stakeholders. These deliberations facilitate the convergence of delegates from diverse stakeholder cohorts, encompassing patrons, personnel, vendors, local inhabitants, and non-governmental organisations (NGOs). By engaging in open and interactive dialogues, stakeholders can express their viewpoints, apprehensions, and anticipations about the Environmental, Social, and Governance (ESG) effects of the organisation. The inclusion of these valuable contributions is enhanced by implementing surveys specifically designed to engage a wider range of stakeholders and collect quantitative data on significant subjects. Surveys provide stakeholders the chance to articulate their perspectives in a systematic fashion,

thereby facilitating a thorough comprehension of their preferences and concerns. Through the integration of insights derived from round table discussions and surveys, the organisation can effectively discern prevalent themes, evaluate the relative significance of diverse subjects, and subsequently establish a hierarchy of priorities.

The utilisation of a collaborative approach facilitates active participation, openness, and the incorporation of a wide range of viewpoints, thereby guaranteeing that the materiality assessment accurately represents the varied perspectives and requirements of stakeholders. In essence, the active involvement and consultation of stakeholders, facilitated through round table discussions and surveys, enhance the Company's capacity to effectively tackle pertinent concerns and enhance Sustainability performance in accordance with stakeholder expectations.



### 2.2.3 Determining Priority Material Issues

The identification of primary material concerns is an essential component of NOCIL's materiality assessment procedure. The aforementioned procedure entails a methodical assessment of the identified material subjects in order to ascertain their relative importance and influence on the Company's business operations and stakeholders. By conducting a meticulous analysis and evaluation, NOCIL evaluates the prospective hazards and advantages linked to every material concern. Multiple factors are taken into account, encompassing the potential magnitude of impacts, the degree of concern expressed by stakeholders, regulatory obligations, industry standards, and the strategic goals and values of the Company.

Furthermore, the Company employs external frameworks and guidelines, such as the **Global Reporting Initiative** (GRI), to guarantee conformity with established Sustainability standards.

By implementing a comprehensive decision-making framework, NOCIL can effectively determine the relative importance of material concerns that directly impact its operational activities, stakeholder demands, and overall Sustainability in the long run.

This facilitates allocating resources, establishing objectives, and formulating focussed action plans that efficiently tackle these critical material concerns. Thereby promoting the Company's Sustainable performance and augmenting its favourable influence on society and the environment.

### 2.2.4 Consolidating Material Topics

The consolidation of material topics represents the concluding phase of the materiality assessment, wherein the identified and prioritised issues are integrated into a comprehensive framework. This procedure entails amalgamating stakeholder engagement outcomes, internal analysis, and external benchmarks to establish a comprehensive and integrated comprehension of the material topics most significant for the Company. By meticulously analysing the interconnectedness and intersections among various matters, NOCIL amalgamates correlated subjects and classifies them into more comprehensive overarching concepts.

This consolidation facilitates refining the Company's objectives and establishing a coherent and succinct

framework of subject matters that effectively capture the Sustainability risks and opportunities encountered by the organisation.

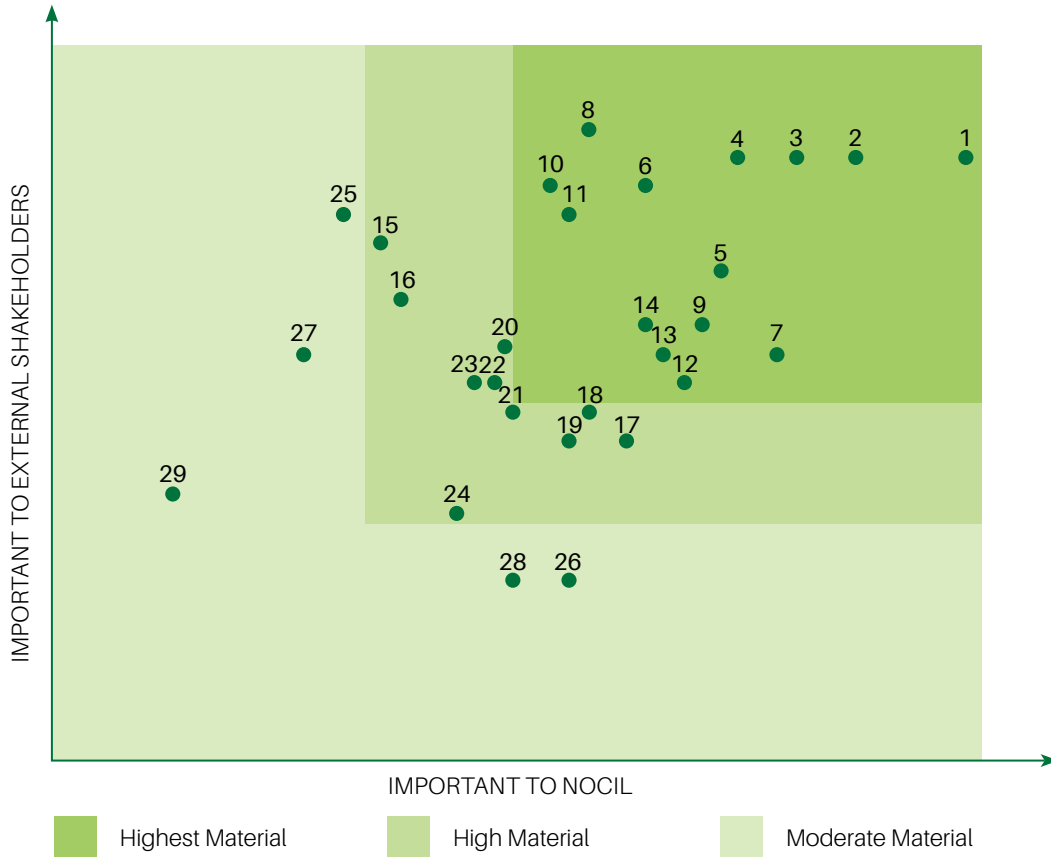
The consolidation process guarantees that the results of the materiality assessment are feasible, controllable, and implementable, thereby establishing a strong basis for the formulation of the Company's Sustainability strategies, goal establishment, and reporting procedures.

By integrating and organising key subject matters, NOCIL improves its capacity to efficiently rank and tackle the most crucial matters. Thereby aligning its endeavours with the anticipated outcomes of its stakeholders and promoting the creation of enduring value.





## 2.3 Materiality Results



1 Child Labour and Young Workers	6 Organisational Governance	11 Economic Performance
2 Regulatory Compliance	7 Environmental Regulation	12 Prevention of Pollution
3 Forced or Compulsory Labour	8 Anti-Corruption and Anti-Money laundering	13 Environmental Stewardship
4 Operational Safety and Emergency Preparedness	9 Process Safety and Emergency Preparedness	14 Employee Health and Safety
5 Responsible Marketing & Labelling	10 Procurement Practices	
15 Training and Education	19 Freedom of Association	22 Effluents and Waste
16 Recycling Materials	20 GHG Emissions	23 Air Quality
17 Water and Effluents	21 Energy Management	24 Green Energy
18 Responsible Sourcing		
25 Diversity, Equity and Inclusion	27 Product Design for Use Efficiency	29 Reclaiming Products and Packaging Material
26 Collective Bargaining	28 Operational Changes	





# The Company integrates Sustainability into Every Aspect of its Chemical Solutions, Forging a Brighter Future.





### 03 GOVERNANCE

#### 3.1 Governance Structure and Composition

- 3.1.1 Board of Directors
- 3.1.2 Sustainability Governance
- 3.1.3 Risk Management Committee of the Board

#### 3.2 Ethics and Compliance

- 3.2.1 Policy Commitments
- 3.2.2 Political Contributions

#### 3.3 Fair Business Practices

- 3.3.1 Stringent Enforcement of Anti-Corruption Policy
- 3.3.2 Stringent Enforcement of Policy Prohibiting Anti-Competitive Trade Practices
- 3.3.3 Preventing Conflict of Interest
- 3.3.4 Collective Bargaining Agreements

# 3.1.1 Governance Structure and Composition

At NOCIL, a crucial element of robust governance involves nurturing a resilient corporate culture.

The Company's leaders dedicate themselves to creating an atmosphere characterised by trust, transparency, and ethical behaviour. They actively encourage open communication, collaboration, and accountability at all levels of the organisation. This approach aims to cultivate a sense of ownership and responsibility among the Company's employees, motivating them to actively participate in Sustainable development efforts.

Corporate Governance is integral to the Company's vision, objectives, and management systems for efficient integration of the Environmental, Social & Governance principles (ESG). The Company's policy on Corporate Governance is based on the principles of full disclosure, fairness, equity, transparency, and accountability in the various aspects of its functioning, leading to the

protection of stakeholders' interests and an enduring relationship with them. The Management's commitment to these principles is reinforced through the adherence to all Corporate Governance practices, which form part of Regulation Nos. 17-27, clauses (b) to (i) and (t) of sub-regulation (2) of Regulation 46 and paras C, D & E of Schedule V of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time ['Listing Regulations'].

The Company has also adopted a Code of Conduct for the Directors and Senior Management Personnel. It has a Code for Fair Disclosure and Conduct in place as required under the SEBI (Prohibition of Insider Trading) Regulations, 2015, as amended from time to time. The Company ensures that strong financial and internal controls, best Corporate Governance practices, a robust compliance framework and risk management oversight are put in place.

## 3.1.1 Board of Directors

(as on October 19, 2023)

### Mr. Hrishikesh A. Mafatlal Promoter & Chairman

Mr. H. A. Mafatlal is the Executive Chairman and a Promoter Director of NOCIL. He is the Chairman of Arvind Mafatlal Group of Companies (AMG), which has a major interest in textiles, (Mafatlal Industries Limited) and rubber chemicals (NOCIL).

Mr. Mafatlal holds an honours degree in Commerce (1975) from the Sydenham College, Mumbai. In 1993, he attended the Advanced Management Programme (AMP) at the Harvard Business School, USA.

He was a Member on the Board of Governors of IIM Ahmedabad for 12 years (1995-2007) and was the Vice Chairman of The Cotton Textiles Export Promotion Council (TEXPROCIL).



### Mr. Anand V.S. Managing Director

Mr. Anand V.S. possesses a Bachelor of Engineering degree in Chemical Engineering from Bangalore's Siddaganga Institute of Technology and Post Graduate Diploma in Management from MDI Gurgaon.

Mr. Anand was the Managing Director of Chemetall India (BASF Company) prior to joining NOCIL.

Mr. Anand has over 25 years of experience in the chemical industry in the areas of business management, sales and marketing, strategy and operations. He has worked across multiple divisions of BASF, within and outside India.





**Mr. Rohit Arora**

Independent Director

Mr. Arora is a Chartered Accountant and has over two decades of experience in Business Process Outsourcing, Investment Banking and Management Consultancy. He has business interests in these sectors globally. He also holds Directorships in other reputed public limited companies.



**Mr. Vilas R. Gupte**

Independent Director

Mr. Gupte is a Chartered Accountant and has more than 40 years experience at various companies in Finance, Legal and Commercial matters. He retired as the Chief Executive Officer of NOCIL Limited in July, 2005. Presently, Mr. Gupte is part of a Business Solutions Consultancy and is also on the Board of Mafatlal Industries Limited.



**Mr. P. V. Bhide**

Independent Director

Mr. Bhide is from the Indian Administrative Service and retired as the Revenue Secretary, Ministry of Finance, Govt. of India. He was also Secretary, Department of Disinvestment, and served as Special Secretary and Additional Secretary of Ministry of Home Affairs, Govt. of India. Mr. Bhide is also on the Boards of other reputed public limited companies.



**Mr. D. N. Mungale**

Independent Director

Mr. Mungale is a Chartered Accountant and has spent a major part of his career in the Corporate and Investment Banking sectors in India and Europe with the Bank of America and DSP Merrill Lynch Limited. He is currently an advisor to select corporations in India and Europe. He also holds Directorships in other reputed public limited companies.





**Ms. Dharmishta N. Raval**  
Independent Director

Ms. Raval, who became a member of the Gujarat Bar Association in 1980 and is currently a partner at Raval & Raval, Advocates in Ahmedabad, where she has been practicing law since May 2003. She has extensive experience in legal matters. Ms. Raval previously served as the Executive Director (Law) of the Securities and Exchange Board (SEBI). She holds the position of Independent Woman Director on the Boards of several reputed public limited companies.



**Mr. Priyavrata Mafatlal**  
Non-Executive Promoter Director

Mr. Priyavrata H. Mafatlal is Non-Executive Promoter Director. He is currently the Managing Director of Mafatlal Industries Limited. Coming from a family with a strong industrial background.

Mr. Priyavrata Mafatlal holds a B.M.S degree in Marketing Management and an M.Com degree from Mumbai University, specialising in Marketing. In August 2014, he attended the IIM Ahmedabad Emerging Leaders' Programme to further enhance his leadership skills.



**Mr. Debnarayan Bhattacharya**  
Independent Director

Mr. Bhattacharya holds a B.Tech (Hons) degree in Chemical Engineering from IIT Kharagpur and a B.Sc. (Hons) degree in Chemistry from Kolkata's Presidency College. He formerly served as Vice-Chairman of Hindalco Industries Limited, the Aditya Birla Group's metals flagship Company, and held the position of Vice-Chairman of Novelis Inc., a world leader in flat-rolled materials and a 100% subsidiary of Hindalco. He also served on the Board of Vodafone Idea Limited.





**Ms. Radhika Haribhakti**  
Independent Director

Ms. Radhika Haribhakti has over 30 years of experience in commercial and investment banking with the Bank of America, JM Morgan Stanley, and DSP Merrill Lynch and RH Financial. She now serves as an Independent Director on multiple corporate Boards. She holds a degree in Commerce and a postgraduate diploma in Management from IIM Ahmedabad.



**Mr. A Vellayan**  
Independent Director

Mr. A Vellayan holds a Bachelor's degree in Commerce from Shri Ram College of Commerce, New Delhi, a diploma in Industrial Administration from Aston University, UK and holds a Master's degree in business studies from the University of Warwick Business School, UK.

Mr. Vellayan has vast experience in Fertilisers Business, General Management and Financial Planning.

Mr. Vellayan has been conferred Doctor of Science (Honoris Causa) by the Tamil Nadu Agricultural University, Coimbatore. Mr. Vellayan is the Chairman of the Indian Institute of Management and holds Directorships in several prominent companies.



### 3.1.2 Sustainability Governance

The Board has adopted and implemented an 'ESG Charter' designed to regularise Sustainability reporting to ensure transparency in the disclosure mechanism of the Company at each level. This 'ESG Charter' is prepared to assist the Board and the Management in their oversight related to issues, such as climate change crises, protection of Human Rights, and DE.

A Core Committee comprising the Managing Director and the Group/Function Heads (supported by the Company Secretary) has been formed by the Board for the following objectives:

To keep track of the Sustainability initiatives (within the realm of ESG parameters) and, in particular, the status of compliance with the regulatory/statutory requirements and the best global standards on Sustainability.

To consider and approve all the ESG Policies required for the Sustainability initiatives and monitor and regulate their implementation within the Company by way of training programmes, dissemination through mails and uploading on corporate website.

To consider and approve/take note of the appointment of consultants (technical and legal) engaged for compliance.







## Core Committee on Sustainability

Designation	Names
Managing Director	Mr. Anand V.S.
VP - QA, TQM, Analytical Research	Dr. Narendra Gangal
VP - Operations, IR & Admin/CRO	Mr. R. M. Desai
VP - Research & Development	Dr. C. Nandi
VP - Technology	Mr. Ashwin Bhende
VP - Marketing	Mr. Milind Shevte
AVP - CS & Legal	Mr. Amit Vyas
AVP - Operations	Mr. Suresh Shetty
GM - Purchase	Mr. Shailesh Sangle



### 3.1.3 Risk Management Committee of the Board

**NOCIL recognises that risk is inherent in all corporate, administrative, and commercial business activities. These risks can potentially disrupt the achievement of the Company's corporate strategic and operational objectives. Sound risk management principles must become part of management functions across any business.**

The Company considers risk management fundamental to good management practice and a significant aspect of Corporate Governance. Effective risk management will enable the Company to minimise the adverse effects of such risks encountered from time to time. Thereby ensuring that the achievement of the Company's strategic and operational objectives is not significantly altered. Pursuant to the Regulatory/Statutory requirements, the Company's Board of Directors has constituted a Risk Management Committee (RMC) comprising six members of whom three members are Independent Directors and an Independent Director chairs the RMC meetings. The Board has also adopted a Risk Management Policy (uploaded on the corporate website) to guide the RMC's functioning. The RMC discharges a critical function of reviewing the following on a periodic basis:



#### Enterprise Risk Management (ERP) - Sustainability

Developments on the ESG front and the Management to periodically upgrade the environmental standards for all the manufacturing locations, including ancillary units, to ensure that the Company's standards are more stringent than the threshold limits prescribed by the local regulations.



#### Process Technology Updates

Process technology updates and their timely incorporation in the Company's operations to ensure that the Company's competitiveness is contemporary in nature.



#### Business Continuity Plan

The risk management framework needs to be integrated with Business continuity programmes and crisis management.



#### IT/Cybersecurity

The RMC could, once a year, review the efficacy of the IT/Cybersecurity systems and examine any specific risk in this regard, as may be referred to by the Board. The RMC can only review what the management has put up with respect to IT/Cybersecurity.



### Forex Fluctuation Risk

An annual review of how effectively the Company managed the Forex risk during the year under review and the resultant benefits that accrued to the Company, may be submitted to the RMC. The Management can always bank on the RMC to give suitable guidance for improvements in the system to manage this risk.



### Investment Proposals

The RMC will review the key risks identified with respect to investment proposals (**exceeding a defined threshold**) and their associated response plans.



### Legal & Statutory Compliances with Respect to Operations

RMC's responsibility in this regard extends to only guiding the management on the best course of action to ensure the installation of a robust mechanism to monitor, control and drive statutory compliance across the Company. The RMC may review this status once in a year.



### Exploration of Diversification Opportunities

The RMC will review the strategy-related risks (including the risk of business diversification) and associated response strategies. RMC is responsible for reviewing the assumptions in strategic business decisions and associated risks to strategy.

## Chief Risk Officer (CRO)

The CRO is responsible for the Company's risk management operations, including oversight of its risk identification and mitigation activities. The CRO is mainly responsible for identifying, analysing, and mitigating risks of both, Internal and External Risks. The appointment, removal, and terms of remuneration of the Chief Risk Officer (if any) shall be subject to review by the Risk Management Committee; RMC to consider and recommend the appointment of the CRO, who shall be a dedicated functionary conversant with the intricacies of business operations and the associated risks for ensuring control and monitoring of the implementation of the Policy. Mr. R.M. Desai ( VP- Operations, IR & Admin/CRO) holds the position of the Chief Risk Officer (CRO) of the Company with the following responsibilities:

Identifying the Company's business risks (operations, systems, processes and internal control) and planning suitable mitigating actions.

Ensuring periodic reporting by Departmental Heads to RMC regarding internal and external risks the Company faces relating to Finance, Operations, ESG, Information Technology, Cyber Security, Patents, FOREX, HR, Diversification opportunities and any other risk as determined by RMC.

Attending the RMC meetings and closely coordinating with the Company Secretary to meet the Action Plan as decided by the RMC.



## 3.2 Ethics and Compliance

**The Company has adopted and implemented a robust policy on Ethics & Compliance due to the following factors:**

- ◆ The chemical manufacturing industry relies heavily on business ethics and compliance with standards and regulations. The process of chemical manufacturing entails the management and manipulation of substances that possess the potential to cause harm or pose risks. Ensuring adherence to ethical practices and compliance with safety standards and regulations is imperative for safeguarding the well-being of employees, neighbouring communities, and the natural environment.
- ◆ The implementation of this measure serves to mitigate the potential hazards associated with accidents, leaks, spills, and other occurrences that have the potential to cause harm to both individuals and ecosystems. Maintaining elevated ethical standards and adhering to regulatory requirements cultivates trust among various stakeholders, encompassing customers, investors, employees, and the general public. A company that demonstrates a strong dedication to ethical conduct and compliance is prone to being regarded as dependable, accountable, and credible, thereby bolstering its reputation and attracting potential business prospects. Adherence to legal and regulatory obligations is imperative for all enterprises, including those engaged in chemical manufacturing.
- ◆ Non-compliance may result in legal ramifications, including financial penalties, punitive measures, litigation, and the possibility of operational cessation. Implementing appropriate standards and adhering to regulations enables companies to mitigate legal risks and uphold a compliant operation. The chemical manufacturing industry possesses the capacity to exert a substantial influence on the environment. Companies can effectively reduce pollution, regulate emissions, appropriately handle waste, and advocate for Sustainable practices by adhering to ethical and regulatory standards. This practice aids in the safeguarding of natural resources, the conservation of ecosystems, and the mitigation of the collective environmental impact.
- ◆ The implementation of ethical business practices and adherence to standards and regulations play a significant role in fostering a work environment that prioritises the safety and well-being of employees. This encompasses the provision of appropriate training, protective equipment, and establishing protocols to prevent accidents and minimise exposure to hazardous substances. There is a positive correlation between employees perceiving





themselves as valued and protected and their levels of motivation, productivity, and loyalty towards the organisation. The incorporation of ethical principles and compliance measures within the operational framework of a chemical manufacturing company facilitates the establishment of enduring and responsible business practices. The decision-making processes consider social, environmental, and economic impacts. By adopting Sustainable principles, corporations can attain long-term Sustainability, while mitigating adverse effects and maximising beneficial contributions to society.

- ◆ **Compliance mechanism:** The Company has deployed a dedicated software tool from M/s AVENTIS (now called Team Lease), which is a leading regulatory technology solutions provider with an in-built robust mechanism for ensuring compliance with all the applicable laws and statutory requirements at all levels with suitable identification of the responsibilities under various functions/departments. The software has been installed on CLOUD. This is to ensure that the quarterly Compliance Certificate, furnished to the Board by the Managing Director at each of the quarterly meetings, is duly backed and supported by corresponding compliance certificates from the various function/group heads, who in turn are fully aware of and updated about the compliance requirements under applicable laws

concerning their respective functions and who are also aware of the responsibilities delegated down below to those executives/officers/personnel who are hands-on with the compliance tasks. The dedicated software tool facilitates a sound compliance management, control, and monitoring system with proactive features like regular updates of amendments/circulars/notifications under the various applicable laws and the impact thereof on the Company, training sessions for the performers and reviewers of the various tasks, and most importantly, proper delegation of responsibilities to the personnel/officers below the Function/Group Head for ensuring compliance. This has ensured that the Company's compliance mechanism function is paperless with utmost simplification.

- ◆ The Company ensures compliance with all regulatory needs (Operating Permits, Environmental Clearances, Water Permits) related to existing and new projects, which are timely monitored and reviewed through software and necessary actions are taken to avoid any legal complexities arising and disturbing the Company's operations or reputation in the market, affecting its presence.



### 3.2.1 Policy Commitments

Adherence to ethical principles and compliance with established standards and regulations are imperative for ensuring a chemical manufacturing enterprise’s safety, operational efficiency, and long-term viability. The primary objective is to protect and uphold the interests of employees, communities, the environment, and the Company’s reputation, all while ensuring adherence to legal requirements and cultivating trust among various stakeholders. By embracing ethical conduct and compliance, companies can exert a positive impact across multiple dimensions and play an active role in fostering a more responsible and Sustainable business sector.

#### Policies Available on the Website

- ◆ Business Ethics Policy
- ◆ Code of Conduct for Directors and Senior Management Personnel
- ◆ Code of Fair Disclosure Conduct to Regulate Monitor and Report Trading by Insiders
- ◆ Conflict of Interest Policy
- ◆ Corporate Gifting Policy
- ◆ Corporate Sustainability Policy
- ◆ Corporate Social Responsibility (CSR) Policy
- ◆ Dividend Distribution Policy
- ◆ ESG Charter
- ◆ Fair Competition Policy
- ◆ Familiarisation Programme for Independent Directors
- ◆ Grievance Policy for External Stakeholders
- ◆ Human Rights Policy
- ◆ Investor Grievance Redressal Policy
- ◆ Policy for Determining Material Subsidiaries
- ◆ Policy on Appointment of Directors & Board Diversity
- ◆ Policy on Diversity, Equality & Inclusion
- ◆ Policy on Materiality of Events
- ◆ Policy on Preservation and Archival of Documents/ Records
- ◆ Policy on Prevention of Sexual Harassment
- ◆ Policy on Related Party Transaction
- ◆ Policy on Remuneration
- ◆ Privacy Policy
- ◆ Risk Management Policy
- ◆ Social Media Policy
- ◆ Vigil Mechanism and Whistle Blower Policy



Scan this QR code to access the policies

All the HR-related policies are uploaded on the intranet and, hence, are accessible to all employees.

### 3.2.2 Political Contributions

NOCIL did not contribute to any political party. The Company, during April 2020, contributed to the PM Cares Fund and the state-run Covid Fund (₹ 1.50 Crores).

## 3.3 Fair Business Practices

◆ Implementing fair practices in governance is essential for ensuring accountability, promoting ethical decision-making, and upholding compliance with legal and regulatory obligations. This has facilitated the establishment of trust among various stakeholders,

encompassing investors, customers, and business partners. Through the implementation of transparent governance practices, NOCIL has exhibited its dedication to upholding integrity, adhering to sound business practices, and practising responsible management.





It is crucial to uphold transparency and fairness in all interpersonal interactions to cultivate strong and lasting stakeholder partnerships. The adoption of transparent communication and engagement practices proves advantageous for fostering mutual trust, promoting collaboration, and minimising conflicts or misunderstandings. This transparency also helps stakeholders better understand NOCIL's values, performance, and the Company's impact on society and the environment. NOCIL effectively addresses stakeholder concerns, secures their support, and nurtures long-term, mutually beneficial relationships by maintaining open and honest connections.

### 3.3.1 Stringent Enforcement of Anti-Corruption Policy

Implementing an anti-corruption policy at NOCIL has effectively fostered a corporate environment characterised by integrity and adherence to ethical principles. NOCIL ensures its operations are fair, transparent, and legally compliant by implementing strict prohibitions against bribery, kickbacks, and other corrupt practices. This practice aids in the reduction of reputational risks, legal liabilities, and potential harm to business relationships.

### 3.3.2 Stringent Enforcement of Policy Prohibiting Anti-Competitive Trade Practices

Identifying and addressing anti-competitive behaviour is essential for nurturing a fair business environment and upholding principles of equitable market conduct. NOCIL has demonstrated its commitment to fostering a competitive atmosphere and encouraging innovation, efficiency, and customer satisfaction by refraining from actions, such as price-fixing, collusion, and monopolistic practices. This not only benefits the Company but also contributes to the broader well-being of the industry and promotes fair economic growth.

During 2021-22 and 2022-23, there were no instances where disciplinary action was initiated by any law enforcement agency against any Directors, Key Managerial Personnel (KMPs), employees, or workers, on the grounds of bribery or corruption. Since there were zero instances of such behaviour, no corrective measures were put into action, nor were there any continuous efforts made to address instances of anti-competitive behaviour by the organisation, as indicated by unfavourable rulings from regulatory bodies.

### 3.3.3 Preventing Conflict of Interest

Conflict of interest can significantly and negatively impact the reputation and effectiveness of NOCIL, its business, and its people. Conflict arises when an employee's objectivity in performing their role and fulfilling their responsibilities at NOCIL is compromised by their actual, perceived, or potential personal, financial, or non-financial interests. For such issues, NOCIL has a policy that applies to all employees (whether on regular payrolls or on a contractual basis) employed at both the plants at Navi Mumbai & Dahej, Head office at Mumbai and its Regional offices/Godowns. This Policy sets out what employees must do to prevent and manage these situations and what activities are totally prohibited to avoid conflict. Any violation of this Policy intentionally or negligently, entails disciplinary action by the Company.

### 3.3.4 Collective Bargaining Agreements

The Company recognises its employees' right to assemble, communicate and join an association of their choice in matters related to their employment within the purview of its policies and procedures. NOCIL respects the right of employees to associate or not associate through the Internal Employee Resource Group and seeks representation to bargain collectively in accordance with local laws.

The Company has collective bargaining agreements. 12% of its employees are covered by collective bargaining agreements.





# Harnessing the Potential of Economical Chemistry to Create a Sustainable and Prosperous Future!







## 04 ECONOMIC PERFORMANCE

### 4.1 Economic Value Distributed and Created







**NOCIL’s commitment to generating Sustainable economic value and fostering long-term growth is a top priority. This focus is crucial for enhancing operational efficiency, maintaining competitiveness, meeting stakeholder expectations, and actively contributing to a more Sustainable future.**

The Company effectively attains financial prosperity, mitigates environmental repercussions, and generates enduring value for stakeholders by incorporating Sustainability principles into its business strategies and operational procedures. Actuarial valuation using the projected benefit obligation method was used to calculate the entire economic performance of the group.

## 4.1 Economic Value Distributed and Created

### Economic Value Generated

₹ **1,616.57** Crores  
Net Revenue

₹ **7.25** Crores  
Value Generated from Investments and Others

₹ **148.68** Crores  
Net Profit





### Economic Value Distributed

₹ **942.01** Crores  
Operating Cost

₹ **84.97** Crores  
Wages and Salaries

₹ **49.99** Crores  
Payout to Shareholders

₹ **1.19** Crores  
Financing Costs

₹ **394.95** Crores  
Other Expenses

₹ **1,094.12** Crores  
Investments\*

\*(PPE + ROU + Intangibles Invest Prop + Current & Non-Current Investments)

### Economic Value Retained

₹ **3.51** Crores  
Donations to NGOs and Research

₹ **1,303.95** Crores  
Net Value Retained\*\*

\*\* (Economic Value Retained)

### Estimated Value of Liabilities, which includes Employment Benefits and Retirement Plans

₹ Crores as at March 31, 2023	Non-Current	Current	Total
Gratuity (Net of Fund Balance)	6.23	1.75	7.98
Leave Encashment	8.93	3.78	12.71
Others	0.45	1.60	2.05
<b>Total</b>	<b>15.61</b>	<b>7.13</b>	<b>22.73</b>

Note -

- 1) PF and Pension are contributed to the RPFDO and hence not included.
- 2) Varied percentages of salary contributed by employees or the employer for retirement and employment benefits were 20.83%, 8.33% and 4.17%.





# Through Sustainable Practices, NOCIL is Revolutionising Chemistry to Safeguard Our Planet's Resources.







## 05 PEOPLE AND WELFARE

### 5.1 Workforce Pool

- 5.1.1 Workforce
- 5.1.2 Representation and Inclusion
- 5.1.3 New Employee Hires
- 5.1.4 Turnover Rate for Permanent Employees and Workers

### 5.2 Employment and Human Rights

### 5.3 Employee Upgradation and Remuneration

- 5.3.1 Employee Training
- 5.3.2 Performance and Career Development Reviews
- 5.3.3 Remuneration and Nomination

### 5.4 Employee Health and Safety

### 5.5 Employee Benefits and Welfare



**It is clear that the driving force behind any organisation is its productive, dedicated and motivated workforce. The team of NOCIL is responsible for building and sustaining its operational capabilities, which form the core foundation of its competencies.**

In its pursuit of establishing itself as the preferred employer for its workforce, the Company is committed to cultivating a diverse workforce, fostering an inclusive work environment, and implementing efficient people processes. The Company ensures developing a structured training programme for its team based on a comprehensive assessment of the individual needs of its team, the industry, and the organisation, using scientifically validated methods. These training programmes not only facilitate increased productivity but also equip individuals for their professional endeavours. The Company consistently strives to create a conducive environment that fosters a sense of safety, empowerment, and confidence among its employees, thereby facilitating their personal and professional development and enabling them to excel in their respective positions.

## 5.1 Workforce Pool

### 5.1.1 Workforce

S. NO.	PARTICULARS	TOTAL (A)	MALE		FEMALE	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent	317	294	92.74	23	7.26
2.	Other than Permanent	41	38	92.68	3	7.32
3.	<b>Total Employees</b>	<b>358</b>	<b>332</b>	<b>92.74</b>	<b>26</b>	<b>7.26</b>
<b>WORKERS</b>						
4.	Permanent	83	83	100	Nil	Nil
5.	Other than Permanent	395	395	100	Nil	Nil
6.	<b>Total Workers</b>	<b>478</b>	<b>478</b>	<b>100</b>	<b>Nil</b>	<b>Nil</b>

(Navi Mumbai & Regional offices)



S. NO.	PARTICULARS	TOTAL (A)	MALE		FEMALE	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent	270	270	100	Nil	Nil
2.	Other than Permanent	6	6	100	Nil	Nil
3.	<b>Total Employees</b>	<b>276</b>	<b>276</b>	<b>100</b>	<b>Nil</b>	<b>Nil</b>
<b>WORKERS</b>						
4.	Permanent	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent	170	170	100	Nil	Nil
6.	<b>Total Workers</b>	<b>170</b>	<b>170</b>	<b>100</b>	<b>Nil</b>	<b>Nil</b>

(Dahej)





GENDER RATIO		
	Male % of Total Count	Female % of Total Count
<b>Age (in Years)</b>		
21-30	41.3	2.8
31-40	25.9	3.2
41-50	14.8	1.6
51-60	9.1	0.0
61 and Above	1.3	0.0

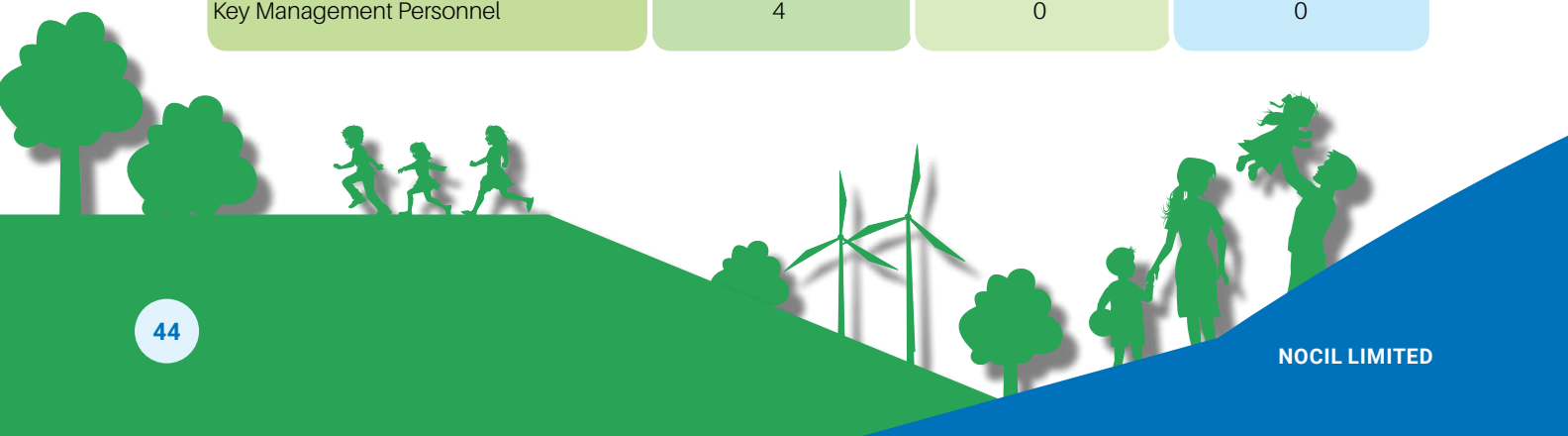
(Navi Mumbai & Regional Offices)

	Male % of Total Count	Female % of Total Count
<b>Age (in Years)</b>		
21-30	69.3	0
31-40	18.4	0
41-50	10.5	0
51-60	1.8	0
61 and Above	0.0	0

(Dahej)

### 5.1.2 Representation and Inclusion

	TOTAL (A)	NO. AND PERCENTAGE OF FEMALES	
		No. (B)	% (B/A)
Board of Directors	11	2	18.18
Key Management Personnel	4	0	0





### 5.1.3 New Employee Hires

#### NEW HIRES

	Male	% of Total Male Recruits	Female	% of Total Female Recruits
<b>Age (in Years)</b>				
21-30	61	77.2	5	6.3
31-40	8	10.1	1	1.3
41-50	2	2.5	2	2.5
51-60	0	0.0	0	0.0

(Navi Mumbai & Regional Offices)

	Male	% of Total Male Recruits	Female	% of Total Female Recruits
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<b>Age (in Years)</b>				
21-30	89	85.6	0	0
31-40	13	12.5	0	0
41-50	2	1.9	0	0
51-60	0	0	0	0

(Dahej)



### 5.1.4 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	12.93%	1.27%	14.20%	13.79%	0.35%	14.14%	10%	0.70%	10.70%
Permanent Workers	16.87%	N/A	16.87%	8.49%	N/A	8.49%	9.35%	N/A	9.35%

(Navi Mumbai & Regional Offices)

	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	35.88%	Nil	35.88%	32.98%	Nil	32.98%	24.82%	Nil	24.82%
Permanent Workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

(Dahej)





## 5.2 Employment and Human Rights

**NOCIL is dedicated to upholding Human Rights and preventing discrimination in its employment practices, within the context of a chemical manufacturing organisation. The Company believes that every individual, irrespective of their socio-cultural background, is entitled to equal opportunities, fair treatment, and a secure work environment.**

By aligning its employment practices with Human Rights principles and promoting non-discrimination, NOCIL not only fulfils its ethical obligations, but also derives significant benefits. The Company's commitment to Human Rights and non-discrimination fosters an inclusive and diverse organisational culture. Embracing a heterogeneous workforce with varied backgrounds, cultures, and perspectives engenders a wealth of ideas, creativity, and innovation. Furthermore, this enhances the organisation's ability to access a wider range of skilled individuals. This, in turn, promotes a culture of collaboration, accentuating NOCIL's problem-solving capabilities and decision-making processes for greater effectiveness.

Prioritising Human Rights and promoting non-discrimination has had a positive impact on employee morale, job satisfaction, and engagement. When employees are provided with dignified treatment, equitable opportunities for professional development and career progression, and a workplace free from discrimination, they tend to exhibit higher levels of motivation, loyalty, and dedication towards their work. This leads to enhanced productivity, diminished employee turnover rates, and a favourable work environment.

In the previous two fiscal years, including 2022-23 and 2021-22, there were zero instances of child work.

No report of  
sexual  
harassment

No instance of  
discrimination

No instance of  
forced or  
involuntary labour  
at any point

## 5.3 Employee Upgradation and Remuneration

**NOCIL strongly emphasises on the successful implementation of employee upgradation, through comprehensive training, guided programmes, and awareness campaigns. It is dedicated to cultivating a culture of continual learning and development as the Company recognises that its dedicated workforce is its most important asset.**

NOCIL engages in a variety of training programmes that are geared to suit the evolving needs of both its workers and the industry at large. The Company's comprehensive offerings encompass technical training aimed at enhancing proficiency in the production of rubber chemicals, emphasising safety protocols, and improving quality control procedures. In addition, it provides management and leadership development programmes to nurture the managerial skills of its employees and better prepare them for future responsibilities. These programmes are conducted not only by internal subject matter experts but also by external trainers, ensuring a diverse and content-rich learning environment.

Employee skill upgradation is not only critical for NOCIL but also for its workforce, and it serves several vital purposes. It enables the Company to stay abreast of the latest industry developments, thereby maintaining its position as a market leader. Equipping its workforce with current knowledge, technological advancements, and best industry practices ensures consistently high levels of efficiency, productivity, and creativity in all its business

endeavours. Furthermore, investing in employee skill enhancement significantly contributes to their job satisfaction and engagement. When employees are given the chance to develop their expertise and broaden their knowledge base, they feel appreciated and motivated. Consequently, it leads to personal growth as well as professional development, which ultimately results in better work satisfaction, increased productivity, and decreased employee turnover.

NOCIL prioritises the well-being and happiness of its workforce. The Company makes every effort to ensure a safe working environment thorough effective training in safety procedures and best practices. In addition to promoting a culture of safety and compliance, this leads to a decrease in the number of accidents, injuries, and expenditures connected with them.

The Company demonstrates its dedication to the welfare of its employees as well as their professional development by investing in the upgradation of its workforce. This, in turn, boosts its brand credibility and establishes it as an employer of choice within the industry, attracting and retaining top talent in the sector.

### 5.3.1 Employee Training

Category	2022-23 Current Financial Year					2021-22 Previous Financial Year				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
	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	0	0	600	600	100	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>648</b>	<b>648</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>600</b>	<b>600</b>	<b>100</b>	<b>0</b>	<b>0</b>

### 5.3.2 Performance and Career Development Reviews

Category	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	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>241</b>	<b>66.71</b>	<b>591</b>	<b>371</b>	<b>62.77</b>



### 5.3.3 Remuneration and Nomination

The Board of Directors of NOCIL ('the Company') constituted the Remuneration Committee in their meeting held on July 29, 2005. In terms of the provisions of the Companies Act, 2013, the Board, in their meeting held on April 30, 2014, renamed the Committee as 'Nomination and Remuneration Committee', consisting of three (3) Independent Non-Executive Directors. This Policy is amended pursuant to SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 and the amendments made thereto and SEBI (LODR) Regulations as amended from time to time.

The scope of the activities of the NRC, as set out in Regulation 19 of the Listing Regulations, in conjunction with Section 178 of the Companies Act, 2013 as amended are as follows:

- ◆ Recommending to the Board the Appointment/ Re-appointment of Executive Chairman/Managing Director/Deputy Managing Director
- ◆ Reviewing the performance of the Executive Chairman/Managing Director/Deputy Managing Director basis the Company's performance
- ◆ Recommending to the Board remuneration including salary, perquisites and performance bonus to be paid to the Company's Executive Chairman/Managing Director/Deputy Managing Director
- ◆ Reviewing the Remuneration Policy of the Company in line with amended rules and regulations, market trends to attract and retain the right talent
- ◆ Reviewing and approving the elevation/promotions and revision in remuneration of the Senior Management of the Company
- ◆ Granting employees stock options to designated employees and allotting equity shares on exercise of the ESOPs
- ◆ Formulating the criteria for determining qualifications, positive attributes and independence of a Director and recommending to the Board a policy relating to the remuneration of the Directors, key managerial personnel, and other employees
- ◆ Formulating a set of criteria for evaluation of performance of Independent Directors and the Board
- ◆ Devising a policy on Board diversity
- ◆ Identifying people who are qualified to become Directors and who may be appointed in senior management in accordance with the criteria laid down and recommend to the Board their appointment and removal
- ◆ Specifying the manner of evaluation of the performance of the Board, its Committees, and the individual Directors to be carried out either by the Committee or by the Board or by the independent external agency and reviewing its implementation and compliance
- ◆ Appointing every Independent Director, upon the evaluation by the NRC of the balance of skills, knowledge, and experience on the Board; and on the basis of such evaluation, preparing a description of the role and capabilities required of an Independent Director. The person recommended to the Board for appointment as an Independent Director shall have the capabilities identified in such description.

**For identifying suitable candidates, the Committee may:**

- a) Use the services of external agencies, if required
- b) Consider candidates from a wide range of backgrounds, having due regard to diversity
- c) Take into account the time commitments of the candidates

In view of the amended provisions of Section 178 of the Companies Act, 2013, the performance of Board, its Committees, and each Director (excluding the director being evaluated) has been evaluated by the Board on the basis of engagement, leadership, analysis, decision making, communication, governance, and interest of stakeholders, among others.





## 5.4 Employee Health and Safety

**NOCIL attaches supreme importance to the health and safety of its workforce as they are the most valued asset of the Company. The emotional and physical well-being, as well as the safety of the Company's staff, are deeply ingrained in NOCIL's business practices, forming the DNA of the organisation.**

The Company prioritises providing each and every one of its workers with a workplace that is free from hazards and conducive to good health. The Company firmly believes that every worker deserves the opportunity to perform their duties in an environment that safeguards their well-being, reduces the risk of injury, and enhances their overall quality of life. NOCIL further believes that a safe working environment lowers the risk of accidents, injuries, and illnesses caused by work, which in turn results in fewer interruptions to its operations and minimises the amount of time it has to spend in downtime.

Through the cultivation of a safety-centric culture and the implementation of stringent safety measures, the Company seeks to establish a working environment in which its personnel can carry out their responsibilities with self-assurance and concentration. This, in turn, increases their output, augments the effectiveness of NOCIL's operations, and enhances growth potential of the Company. In addition, it enables the Company to safeguard employee livelihood, thus establishing itself as the employer of choice in the sector.

The Company has covered all manufacturing and supporting activities, including operation at each of its locations. The IMS Scope Statement of the Company reads: Manufacture and sales of rubber chemicals, their intermediates and allied chemicals for rubber processing and other industries. It covers both the manufacturing units of NOCIL - Navi Mumbai & Dahej.

NOCIL has put in place an Occupational Health and Safety Management, System a necessity given the industry's nature in which the Company operates. It is also certified with **ISO 45001:2018** (Occupational Health Safety Management System), encompassing its operations at both the Navi Mumbai & Dahej Plants. The Company's endeavours include manufacturing, marketing and sales of rubber chemicals along with their intermediates, and allied chemicals for rubber processing industries. In recognition

of NOCIL's commitment to responsible practices, it has attained the **'Responsible Care'** certification from the Indian Chemical Council (ICC). The Company firmly believes that a safe and sound workplace helps the environment in and around the organisation and offers economic stability as well. To ensure compliance with legal requirements, NOCIL conducts quarterly legal review meetings and employs software to monitor changes in existing regulations, in addition to the applicability of new ones.

Furthermore, NOCIL adheres to the most stringent HSE (Health, Safety, and Environment) standards, consistently upholding a safe and healthy workplace. The Company's commitment to safety is reflected through regular workplace monitoring via periodic audits, which include monitoring factors such as Volatile Organic Compounds (VOC), noise levels, illumination levels, and ambient air quality. Additionally, the Company prioritises process safety measures, while diligently following Pre-Start-up Safety Review (PSSR) processes. In case of process safety issues, thorough investigations are carried out using methodologies such as HAZOP/HAZAN/LOPA, and the findings are effectively implemented to enhance safety. Through these comprehensive measures, NOCIL ensures a responsible and safe working environment, remaining true to its commitment to delivering the highest standards of Health, Safety, and Environmental protection.





**When identifying hazards, the following must be taken into consideration:**

- ◆ The workplace environment - temperature, size of site, number of staff and shifts
- ◆ Workplace layout, design of organisation - design of equipment - the way equipment is installed and disposed
- ◆ Management systems and procedures awareness
- ◆ Human behaviour
- ◆ Emergency situations
- ◆ Contractors involved in work practices
- ◆ Training - whether all the staff members have been trained in the operation of equipment
- ◆ How often equipment is inspected and repaired
- ◆ Changes in processes or equipment - whether the changes have been rolled out effectively
- ◆ Past relevant incidents, including actual or potential emergencies. Numerous methods and sources of information can be used to identify hazards
- ◆ SAE rounds - interviewing workers - information from contractors
- ◆ Information from suppliers and customers e.g. SDS
- ◆ Reports published by regulatory bodies
- ◆ Manufacturer specifications and user guides

- ◆ Previous safety incidents or near misses reports
- ◆ Codes of practices published by regulatory bodies (such as managing hazardous chemicals in the workplace)

The ranking of Hazard Potential (HP) is arrived at by considering the Threshold Limit Value (TLV) and Vapour Pressure (VP) of the chemicals at specified temperatures. The chemicals are first ranked against TLV's and then on Vapour Pressure (VP). These two are then multiplied to arrive at the HP factor. The system of using Hazard Potential (HP), as a criterion of evaluation, is appropriate for the nature of chemicals that are handled by NOCIL. The score so obtained shall be multiplied to get a total score for the risk. The higher the total score, the greater is the risk.

$$\text{Risk Score} = (S) \times (\text{HP}) \times (O)$$

Each department shall identify the legal and other requirements applicable to the hazards.

### Safety Committee

As part of the Company's process, the workers actively participate in Safety Committee meetings, where they report the issues they face during the work. Additionally, workers suggest ways to improve safety through a suggestion scheme. The Central Safety Committee consists of members from various manufacturing processes, including production, engineering, QCL, warehouse, and utilities, among others. With adequate representation from both management and non-management employees, this Committee plays a pivotal role in overseeing safety matters. The Committee operates under the leadership of the Unit Head - Manufacturing &





Technical, with HOD of Safety serving as the Secretary. The Committee meets once in every three months and the salient matters are discussed, including review of safety performance with respect to accidents and fires over the period; Safety, Health and Environmental concerns at the site; in addition to reviewing corrective actions/recommendations arising out of previous meetings and accident investigations.

Furthermore, the Committee plays an instrumental role in supporting the management's efforts in conducting promotional activities to enhance safety, such as annual safety week, fire day and environment day. Additionally, the Committee acts as a crucial channel of communication for matters pertaining to Health, Safety and Environment.

## People Covered by OHS System

2022-23				
Metrics	People Covered by OHS System			
	Internally Audited		Externally Audited	
	Number	Percentage	Number	Percentage
Employees	634	100	634	100
Workers	648	100	642	100

## Work related Injuries

Metrics	Employees	Workers	Others
The number of fatalities as a result of work-related injury	Nil	Nil	Nil
The number of high-consequence work-related injuries	Nil	Nil	Nil
The number of recordable work-related injuries	Nil	Nil	Nil
The main types of work-related injury	First Aid Cases	First Aid Cases	
The number of hours worked	18,25,920	18,66,240	

Metrics of Work-Related Ill Health	Employees	Workers	Others
The number of fatalities	Nil	Nil	Nil
The number of recordable cases	Nil	Nil	Nil
Types of cases	Nil	Nil	Nil



## Fire Safety

The safety department operates a team for conducting investigations into safety-related incidents. Moreover, it also solicits the support from other departments or external agencies, when necessary, to obtain essential technical insights. Investigations into all lost time injuries are carefully completed within a month of their occurrence. The recommendations, in the form of new safety controls, made as part of the investigation report, undergoes risk assessment by the concerned PIC prior to their finalisation. The responsible PIC ensures the successful implementation and effectiveness of these recommendations. The safety department maintains a proactive approach to monitor the progress of recommendation implementation through declaration by individual area-in-charge or PICs. These records are maintained in the form of soft copies. Furthermore, the safety & environment department compiles and shares statistics of the accidents and incidents through its monthly report. The department also closely monitors the work-related injuries among contractor personnel and the records of the same. Reporting of dangerous occurrences, near miss accidents, environmental damage and property damage is carried out extensively, as well as notified in the 'near miss accident report' form. The form reaches the safety department on the following day. On receipt of the information, the safety department carries out an investigation depending upon the seriousness of the incident.

**OHS services like training, safe attitude encouragement rounds, audits, hazard identification and risk assessment helps for minimisation of safety related risks.**

### **NOCIL wholeheartedly promotes participation of workers at relevant levels and functions without any barrier. It has established structured processes for consultation in this direction.**

The Company ensures that the workers and their representatives are part of wide range of critical activities, including incident investigation, SAE (Safe Attitude Encouragement) rounds, safety audits, suggestion schemes, safety week celebration, and safety training, among others. Additionally, workers and their representatives are part of departmental and Central Safety Committee meetings. To ensure easy availability, IMS and safety manual and procedures are readily available on LAN. Furthermore, the HODs play a major role in ensuring that the inputs from the managerial and non-managerial workers are collected and subsequently integrated into the IMS system for effective implementation.

#### **The inputs are classified into following categories:**

- ◆ Identifying needs and expectations of interested parties
- ◆ Implementing QEHS&R policy
- ◆ Assigning roles, responsibilities and authorities
- ◆ Undertaking objective planning and achievement
- ◆ Controlling externally provided products and services

- ◆ Monitoring, measuring and evaluating various improvement initiatives
- ◆ Proposing mechanism for consultation and participation
- ◆ Initiating actions to eliminate hazards & reduce OHSMS risk
- ◆ Determining training and competence requirements

The Company conducts routine fire safety drills for its employees at both plant locations and the head office. Additionally, the Company employs structured methodologies such as HIRA & HAZOP processes. These methodologies systematically identify all possible deviations of the process parameters namely temperature, pressure, composition, and direction of flow, among others. Moreover, they analyse all the consequences associated with each deviation. These assessments help the Company to identify work-related hazards and assess the risk as needed, enhancing the effectiveness of overall safety measures.

## 5.5 Employee Benefits and Welfare



**NOCIL is committed to fostering a supportive and nurturing work environment. The Company prioritises employee well-being at the core of its corporate philosophy, recognising that a healthy and content workforce is integral to its success.**

To ensure the physical and mental well-being of NOCIL's employees, the Company provides a comprehensive package of benefits, including medical insurance and group accident coverage, assuring them of financial support during unforeseen circumstances. Moreover, the Company acknowledges the significance of work-life balance and therefore, offers a range of leaves to

accommodate its employees' personal and health-related requirements. Additionally, NOCIL supports them through crucial life transitions in life by providing maternity leave, ensuring seamless work-life balance. These initiatives are aimed at promoting a culture of wellness and support, guaranteeing that its employees thrive both at personal and professional lives.







# Powering Progress, Uplifting the Communities.

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## 06 ENGAGEMENT WITH THE LOCAL COMMUNITY

### 6.1 Engagement with the Local Community

### 6.2 Governance Standard

- 6.2.1 Identification Process
- 6.2.2 Approval Process
- 6.2.3 Modalities of Execution
- 6.2.4 Monitoring

# 6.1 Engagement with the Local Community

**NOCIL firmly upholds its commitment to engage with and serve the wider community as part of its proactive Corporate Social Responsibility (CSR) policy. The Company is consistent in its effort to improve the quality of life of those marginalised and living in a state of impoverishment, thus channelising effort and resources where it is needed the most.**

This CSR policy encompasses the Arvind Mafatlal Group’s and the Company’s philosophy of imparting its responsibility as a true corporate citizen. It outlines the guidelines and mechanism for engaging in socially impactful programmes for welfare and Sustainable development of the community at large. This policy is applicable to all CSR initiatives and activities taken up at various locations, as decided by the CSR Committee and/or the Board of NOCIL for the benefit of various segments of the society.

The Company, through its ongoing CSR efforts, aims to make a positive difference in society and contributes to the betterment of the communities by undertaking initiatives that include:

 <p>Promoting preventive healthcare</p>	 <p>Delivering community health programmes to underprivileged communities in rural and tribal areas</p>	 <p>Developing and enhancing rural communities</p>	 <p>Empowering women for overall poverty reduction and Sustainable Growth</p>
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## Implementing Healthcare-related Projects

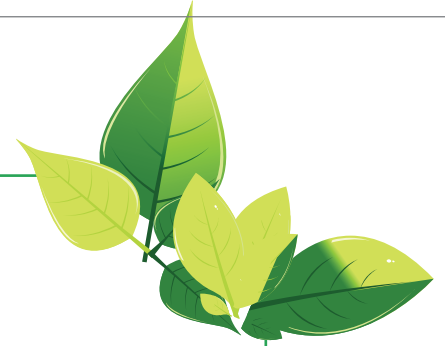
NOCIL is actively involved in implementing community healthcare programmes, including preventive healthcare, aimed at benefiting the underprivileged population in rural and tribal areas. The Company has allocated funds to renowned NGOs such as **The Cancer Patients Aid Association (CPAA)**, facilitating affordable or free treatment for impoverished individuals, particularly women, battling serious illnesses like cancer.

# 243

Lives touched







## Enhancing Livelihood in the Field of Agriculture

NOCIL supports **BAIF Institute for Sustainable Livelihood and Development** by aiding a vast array of initiatives such as cattle development, animal health, tribal rehabilitation, and the Sustainable utilisation of water and land resources. The Company plays a key role towards rehabilitation and empowerment of tribal communities, providing them with resources, skills, and support to uplift their socio-economic status. Within the framework of this collaborative partnership between NOCIL and BAIF, the **Navjeevan** initiative has been created to provide much-needed rehabilitation to distressed families.



## Promoting Sports and Games

NOCIL embraces the spirit of true sportsmanship and extends financial support to **'The Foundation for Promotion of Sports and Games' (Olympic Gold Quest)**, a reputed NGO founded by renowned sporting icons **Geet Sethi** and **Prakash Padukone**. This organisation is deeply committed to bridging the gap between India's exceptional athletes and the world's elite, with a specific focus on aiding Indian sportspersons in their pursuit of Olympic gold medals.

By supporting **Olympic Gold Quest** initiative, the Company seeks to offer the essential resources and support required to nurture and develop India's talented athletes, in process, empowering them to realise their full potential on the global sporting stage.

# 35

Participants covered



## Empowering Tribal Communities

NOCIL is dedicated to empowering tribal communities, and to achieve this goal, the Company has forged a meaningful partnership with the NGO 'Vayam'. This powerful collaboration has positively impacted 250 tribal communities residing in the northern Western Ghats region. NOCIL's undeterred support, including providing them with essential resources, opportunities, and skills, have contributed to their overall empowerment. NOCIL and **Vayam** have worked in

union to enhance the socio-economic well-being of the tribal communities, enabling them to lead improved lives and pursue Sustainable development.

# 250+

Tribal Community Members positively impacted



## Promoting Education for Underprivileged and Poor Children

NOCIL actively promotes education for underprivileged and orphaned children through its partnership with Adruta Home. Guided by its motto 'Be Great by Your Sadhana, Service & Sacrifice', Adruta Home is dedicated in its mission to raise children - suffering from extreme poverty, destitution and negligence - with love and care. The organisation offers food and shelter and quality education, incorporating physical, educational, and spiritual well-being of these children. This holistic approach is aimed at empowering the children to emerge as independent and respected individuals of the society. The organisation offers rehabilitation and restoration, adoption and alternative care, lifeskill training, infant care, education, healthcare and vocational training.



## 6.2 Governance Standard

NOCIL undertakes CSR projects or programmes which fall within the purview of the activities specified in Schedule VII of the Companies Act, 2013. The list of the same is as under:

- 

Eradicating hunger, poverty and malnutrition, promoting healthcare, including preventive healthcare and sanitation and facilitating the availability of safe drinking water
- 

Promoting education, including special education, and employment enhancing vocational skills, especially among children, women, elderly, and differently abled; offering livelihood enhancement projects
- 

Advancing gender equality, empowering women, setting up homes and hostels for women and orphans, building old age homes, day care centres, and facilities for senior citizens, and undertaking measures to reduce inequalities faced by socially and economically backward groups
- 

Upholding environmental Sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water
- 

Protecting national heritage, art and culture, including restoration of buildings and sites of historical importance and works of art, setting up public libraries, promoting and developing traditional arts and handicrafts
- 

Initiating measures for benefit of armed force veterans, war widows and their dependents
- 

Imparting training to promote rural sports, nationally recognised sports, Paralympic sports and Olympic sports
- 

Contributing to Prime Minister's National Relief Fund or any other fund set up by the Central Government, for socio-economic development and relief and welfare of scheduled castes and scheduled tribes, other backward classes, minorities and women
- 

Providing contributions or funds to Central Government-approved technology incubators located within academic institutions
- 

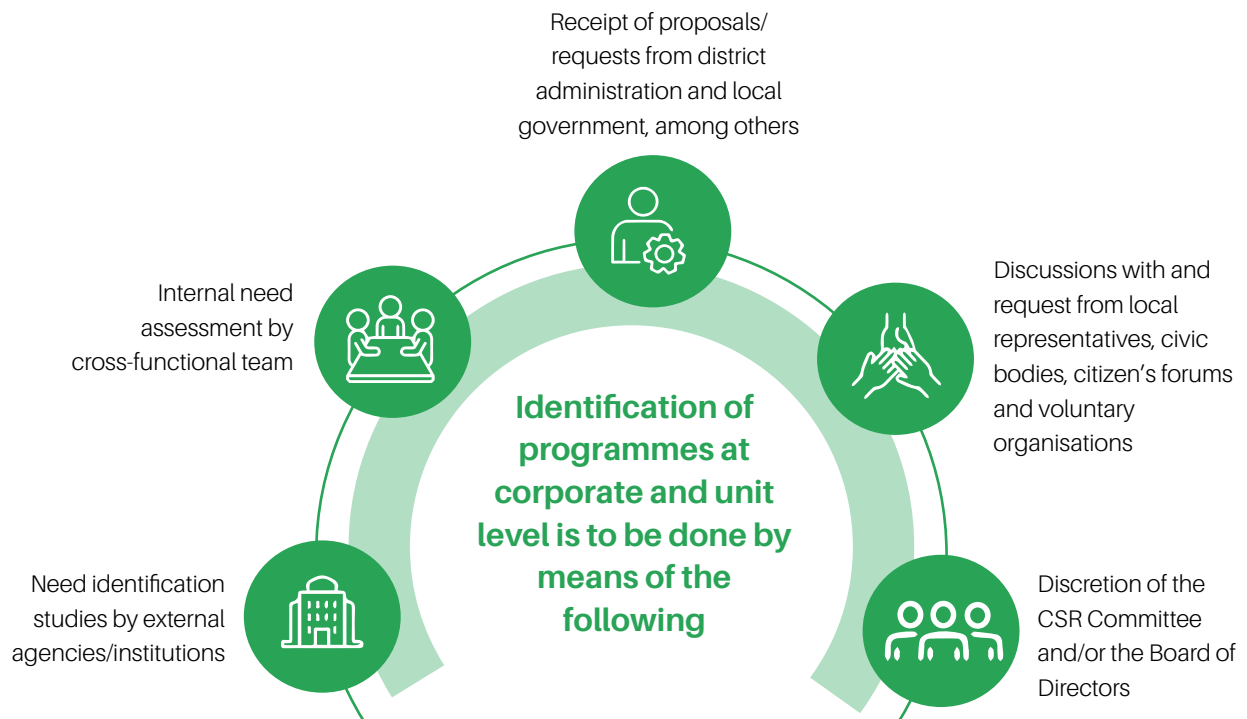
Undertaking rural development projects



The CSR Committee and the Board of Directors are duly authorised to consider any other CSR activities that are in compliance with the provisions of the Companies Act, 2013 or Rules framed thereunder from time to time, including any modifications thereto. These activities may or may not be specific to local area of operations to encompass a wider geographical scope. Their selection depends on the assessed needs of the people across the country. Whenever feasible, efforts are made to co-ordinate with similar CSR activities that are taken up by the other companies of the Arvind Mafatlal Group or the Central Government or State Government in those areas. The CSR projects or programmes or activities that benefit only the employees of the Company and their families are not considered as CSR activities in accordance with the provisions of the Companies Act, 2013 and the rules framed thereunder.

NOCIL has established a well-defined process to realise its CSR objectives by implementing meaningful and Sustainable CSR programmes. In every financial year, the Company is committed to allocate or earmark at least 2% of the average net profits of the Company made during the three immediately preceding financial years, as its CSR Budget for the year. This allocation is in accordance with the terms of Section 135 of the Companies Act, 2013, in conjunction with the Companies (Corporate Social Responsibility Policy) Rules, 2014 or any statutory modification(s) or re-enactments(s) thereof, for the time being in force. The calculation of the average net profit follows the provisions specified in Section 198 of the Companies Act, 2013.

## 6.2.1 Identification Process





## 6.2.2 Approval Process

The approval process for CSR programmes adheres to a well-defined set of procedures. CSR initiatives, identified either by the corporate office or individual manufacturing units are required to be placed before the CSR Committee. These proposals should include recommendations from the proposer at either the corporate or unit level. The CSR Committee further formulates and recommends to the Board the Annual Action Plan in pursuance of its CSR policy. This includes the following:

- ◆ The list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in Schedule VII
- ◆ The manner of execution of such projects or programmes
- ◆ The modalities of utilisation of such funds and implementation schedules
- ◆ Set of monitoring and reporting mechanism
- ◆ Details of need and impact assessment, if any, for the projects undertaken

Once the programmes are approved by the CSR Committee, these would be put before the Board of Directors of the Company for their approval. The Board is empowered to alter such plan at any time, if needed, during the financial year as per the recommendations of the CSR Committee.

Furthermore, to fulfil the contingency needs, the Chairman or Managing Director is authorised to approve proposals up to ₹ 10,00,000/- in terms of the empowerment accorded to them by the Board of Directors.

Additionally, the Chairman or Managing Director are further authorised to delegate their powers to designated officials to execute CSR activities on behalf of the Company.



## 6.2.3 Modalities of Execution

Investments in CSR activities should be in accordance with a project or programme-based approach. Moreover, prior to the commencement of any project or programme, comprehensive execution plans and time-bound periodic milestones are to be meticulously established.

The CSR activities may be undertaken and/or implemented by:

- ◆ The Company itself under the guidance and supervision of the CSR Committee or Board of Directors or any responsible person authorised in this behalf; or through a Company established under section 8 of the Companies Act or a registered public trust or a registered society registered under section 12A and section 80G of the Income Tax Act, 1961 (43 of 1961), established by the Company either singly or along with any other Company which could be its holding or subsidiary or associate Company or jointly with companies belonging to the Arvind Mafatlal Group.

Subject to compliance with the Rules as aforesaid this may include the following Trusts:

- ◆ Arvind Mafatlal Foundation
- ◆ Navinchandra Mafatlal Foundation Trust

- ◆ A Company established under section 8 of the Companies Act, 2013 or a registered trust or a registered society, established by the Central Government or the State Government
- ◆ Any entity established under an Act of the Parliament or a State Legislature
- ◆ A Company established under section 8 of the Companies Act, 2013 or registered public trust or a registered society registered under section 12A and 80G of the Income Tax Act, 1961 and having an established track record of at least three years in undertaking similar activities.

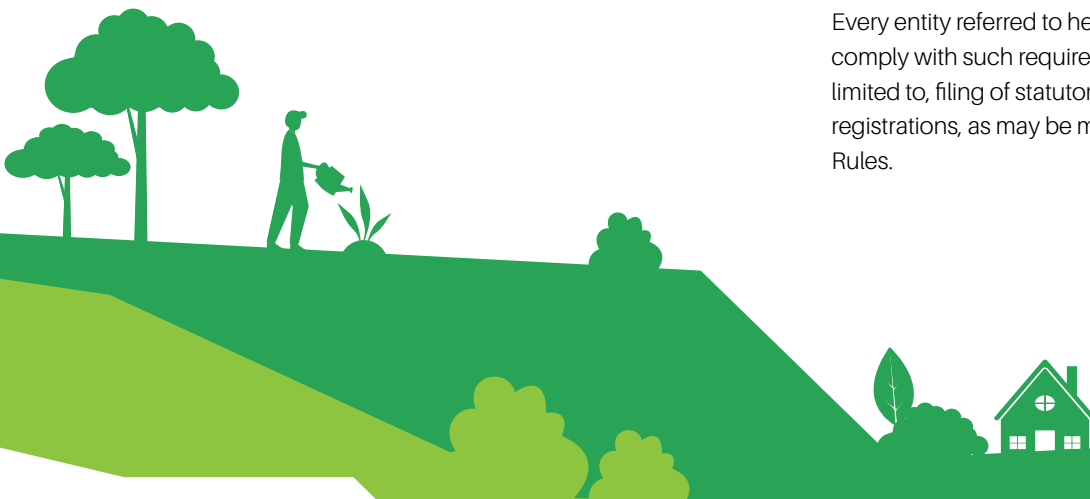
Subject to compliance with the Rules as aforesaid this may include the following Trusts:

- ◆ N.M. Sadguru Water and Development Trust
- ◆ Shri Chaitanya Seva Trust

Collaboration with other entities allowed to engage in CSR activities.

Subject to the compliance with the aforesaid Rules, the Company is free to collaborate with other companies of the Arvind Mafatlal Group for undertaking projects or programmes or CSR activities. Furthermore, the CSR Committee of the Company is in a position to create separate reports for these particular projects or programmes or activities.

Every entity referred to hereinabove shall be required to comply with such requirements, including but not limited to, filing of statutory forms and obtaining such registrations, as may be mandated by the aforesaid Rules.







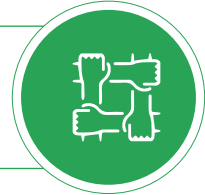
## 6.2.4 Monitoring

The Board of the Company shall ensure that the funds it disburses are used in the manner and for the purposes that it originally approved. The Chief Financial Officer (CFO) or the person responsible for financial management is entrusted to certify to that effect. The CFO's certification can be based on the following:



Independent audit reports on a periodic basis or on one-time basis (in respect of as single one-time contribution) from the NGO's auditors confirming the deployment of funds towards the CSR objectives mandated by NOCIL

Self-certification from the NGO confirming the utilisation/deployment of funds towards the objectives for which NOCIL contributed



Documentary proofs (with pictures and/or videos) from the NGO evidencing the CSR activities

Perusal of the statutory documents filed by the NGO with regulatory bodies, among others for cross verification of the activities undertaken



Surprise site visits and inspection of documents/records of the NGO by the company officials

The above measures are initiated in addition to the current monitoring mechanism which functions as under, and the CFO certification can also be based on the same.

To ensure effective implementation of the CSR activities, a monitoring mechanism is set to be established by the Corporate HR/Unit HR Head. Progress of ongoing CSR initiatives will be regularly reported to the Corporate Office on a monthly basis.

Additionally, the HR department at the Corporate Office will periodically conduct impact assessments, especially for the strategic and high value programmes, through independent professional third parties or professional institutions.

Moreover, to evaluate the impact further, the monitoring team is expected to try and obtain feedback from beneficiaries about the activities.





# NOCIL'S Dedication to Responsible Practices Propels it towards a Sustainable Future for All.





## 07 SUSTAINABILITY FOOTPRINT

### 7.1 Environmental Stewardship & Sustainable Operations

- 7.1.1 Energy Consumption
- 7.1.2 Reducing Emissions
- 7.1.3 Waste Management
- 7.1.4 Water Consumption





**NOCIL stands as a torchbearer of environmental responsibility, consistently upholding its commitment to Sustainable practices. As a Company engaged in rubber chemical manufacturing, it fully acknowledges its potential impact on the natural environment. Consequently, NOCIL is deeply dedicated to reducing its ecological footprint, while actively contributing to the attainment of a more Sustainable and environmentally conscious future.**

NOCIL has undertaken multiple initiatives to seamlessly incorporate Sustainability principles into its operational framework. First and foremost, the Company primarily focusses on the efficient resource utilisation and conservation. By implementing ongoing enhancement initiatives, NOCIL endeavours to optimise our production processes, curtail energy consumption, and mitigate waste generation. The Company allocates resources towards cutting-edge technologies that optimise the utilisation of resources, reduce emissions, and address potential negative environmental consequences.

Additionally, the Company is dedicated to the implementation of responsible waste management practices and the prevention of pollution. NOCIL strictly adheres to rigorous environmental regulations and guidelines, thereby guaranteeing the proper handling and

disposal of waste materials. It actively pursues opportunities to minimise waste through the implementation of strategies, including reducing, reusing, and recycling waste. This approach aligns seamlessly with the principles of a circular economy, aiming to optimise resource efficiency and minimise environmental impact within the Company's operational framework. The Company also strives to safeguard ecosystems and contribute to a more Sustainable future by minimising the amount of waste that is disposed of in landfills.

Furthermore, NOCIL is actively engaged in research and development endeavours focussed on advancing Sustainable products and processes. The Company understands that innovative measures and solutions will go a long way in propelling the Sustainability aspect of the



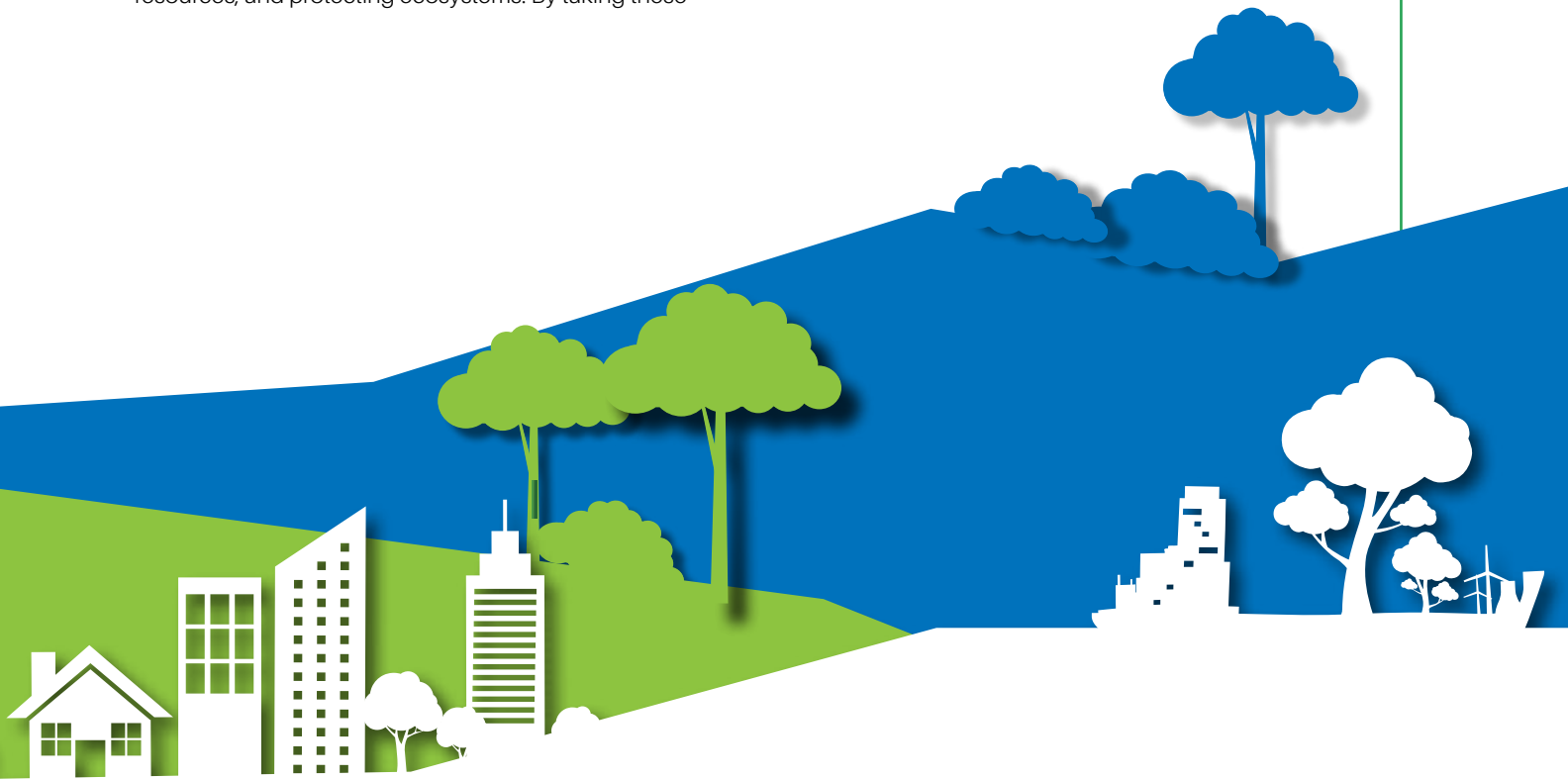


Company. Hence, it allocates resources towards fostering innovation with the aim of developing environmentally Sustainable and less hazardous alternatives that effectively mitigate environmental damage across the entire lifespan of its products. By integrating Sustainability factors into its product development procedures, the Company is in a position to provide customers with solutions aligned with their specific Sustainability goals.

The integration of Sustainability practices within industries particularly in the realm of rubber chemical manufacturing, carries significant importance for several compelling reasons. First and foremost, it plays a critical role in mitigating the environmental impact associated with the sectoral activities. Given its dependence on natural resources and chemical processes, it is imperative for rubber chemical manufacturing industry to place a high priority on the adoption of Sustainable practices. This is essential for reducing pollution, conserving precious resources, and protecting ecosystems. By taking these

measures, NOCIL actively contributes to the preservation of biodiversity and the overall ecological health of Mother Earth.

Moreover, the integration of Sustainability principles into the Company's operational practices aims to enhance the long-term resilience of NOCIL's business. By adopting proactive measures to tackle environmental challenges, such as climate change and resource scarcity, the Company enhances its resilience and emerges better equipped to face potential disruptions and regulatory changes, thus ensuring its long-term Sustainability. Subsequently, it facilitates the Company's ability to remain at the forefront of emerging market trends, adjust to evolving customer demands, and capitalise on opportunities that emerge from the shift towards a more Sustainable economy.



# 7.1 Environmental Stewardship & Sustainable Operations

**NOCIL is wholeheartedly committed to environmental protection. The Company strives to prioritise resource efficiency, responsible waste management, innovation, and environmental stewardship. In doing so, the Company aims to minimise its environmental impact and contribute to a more Sustainable future.**

The integration of Sustainability into industries such as rubber chemical manufacturing is paramount for safeguarding the environment, fostering trust among stakeholders, and strengthening long-term business resilience in the midst of new-age global Sustainability challenges.

## 7.1.1 Energy Consumption

NOCIL attaches key strategic importance to energy efficiency and conservation within its manufacturing processes. In pursuit of its commitment to ongoing improvement, the Company has implemented various initiatives to optimise energy consumption, minimise waste generation, and improve operational efficiency.

The Company's focus on investing in state-of-the-art technologies has enabled it to make remarkable strides in maximising energy efficiency and minimising greenhouse gas emissions. By leveraging these advanced technologies, the Company has been able to optimise its energy consumption and subsequently reduce its environmental impact. This commitment to Sustainable practices serves as a pivotal catalyst for the Company's success and aligns with its long-term goals of promoting a greener future.

To fulfil its commitment to drive Sustainability, the Company is actively exploring and integrating Sustainable energy resources into its operations over the past year. Significant investments have been incurred in renewable energy sources, including solar, wind, and biomass, to effectively power its facilities. By strategically diversifying its energy sources and purposefully reducing its reliance on fossil fuels, the Company has successfully achieved a substantial reduction in its carbon footprint.

This accomplishment has a two-pronged benefit – it not only aligns with NOCIL's commitment to environmental stewardship but also plays a pivotal role in fostering the development of a cleaner and more Sustainable energy mix. Acknowledging that employee participation is a crucial driver of its Sustainability endeavours, the Company continues to place a significant focus on promoting employee awareness and fostering engagement to promote energy management.

NOCIL, in its pursuit of Sustainability goals, has introduced a range of training programmes and improved internal communication channels to empower its employees. These initiatives are designed to nurture a culture of energy conservation and encourage its workforce to adopt energy-saving practices in their daily routines, such as turning off lights and equipment when not in use. The Company believes that equipping its employees with the necessary knowledge and skills will empower them to play a significant role and contribute towards its Sustainability endeavours.

**504.64** MWh

Electricity generated through alternate energy sources for operations in 2022-23





Parameters		2022-23 (GJ)	2021-22 (GJ)
Total Electricity Consumption		1,79,895.44	1,93,167.45
Fuel Consumption	Coal	11,57,570.75	11,63,124.75
	Natural Gas	1,54,814.14	1,74,683.62
	HSD	1,434.7	2,206.51
Total Energy Consumption		14,95,531.75	15,34,619.05
<b>For Mumbai Plant (GJ/MT of Production)</b>			
Energy Intensity		14.94	14.42
<b>For Dahej Plant (GJ/MT of Production)</b>			
Energy Intensity		33.87	31.91

The integration of Sustainability into NOCIL’s energy management practices is in line with its overarching objective of being a conscientious corporate entity. In the past year, the Company’s efforts have enabled it to create a positive impact on the environment, actively participate in the transition towards a Sustainable future, and solidify NOCIL’s position as a prominent figure in the realm of Sustainable rubber chemical manufacturing.

**Total Energy Consumption for 2022-23 was 14,95,531.750 GJ**

NOCIL has set carbon emission intensity reduction target of 3% in 2023-24 (Considering Scope 1 & Scope 2) compared to 2020-21 (Base Year) performance.

In addition to above, NOCIL has committed a Science-Based near term Target Initiative and it is in the process of developing its target & strategy.

## 7.1.2 Reducing Emissions

NOCIL attaches considerable importance to its carbon footprint, driven by several critical factors. In line with its dedication to environmental stewardship and Sustainable business practices, the Company has taken substantial measures to reduce its greenhouse gas emissions and carbon footprint. The report showcases its commitment towards tackling climate change, minimising environmental hazards, and actively contributing to the development of a low-carbon economy.

By implementing energy optimisation strategies, NOCIL has effectively curtailed the release of greenhouse gases into the atmosphere. This achievement reflects the Company’s commitment towards Sustainable practices

and its continuous efforts to minimise its environmental footprint. Through the optimisation of the Company’s energy usage, it has played a part in conserving Mother Earth and also exemplified its dedication to corporate social responsibility.

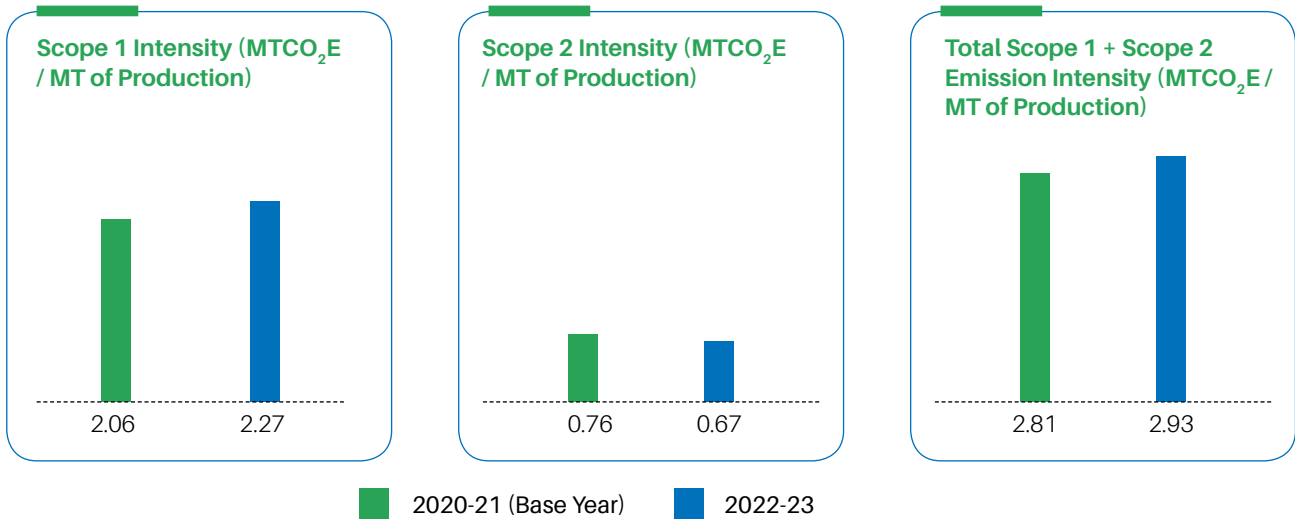
In today’s era, with the escalating awareness of environmental preservation, it is crucial for NOCIL to proactively manage its carbon footprint to both comply with regulations and align with industry norms. In light of increasingly stringent environmental regulations and growing stakeholder expectations for transparency, NOCIL focusses on prioritising the monitoring and reporting of its carbon emissions. This commitment is vital for upholding

its social licence to operate and instil a culture of accountability within the organisation.

By pursuing various efforts that align with the Company's commitment to environmental responsibility, the Company not only complies with relevant regulations but also drives significant financial savings, in addition to strengthening its

relationships with stakeholders. In its annual report, NOCIL proudly highlights its commitment to minimise its environmental footprint, further cementing its reputation as a conscientious and forward-thinking leader in the rubber chemical manufacturing sector.

### Scope 1 and 2 Emissions Intensity comparison with 2020-21 (Base Year)



### Scope 1 and 2 Emissions (Metric Tonnes of CO<sub>2</sub> Equivalent)

Parameters	2022-23	2021-22
Total Scope 1 Emissions	1,36,210.72	1,37,673.65
Total Scope 2 Emissions	39,976.74	42,926.10
<b>For Mumbai Plant (MTCO<sub>2</sub>e/MT of Production)</b>		
Total Scope 1 and Scope 2 Emission Intensity	1.73	1.64
<b>For Dahej Plant (MTCO<sub>2</sub>e/MT of Production)</b>		
Total Scope 1 and Scope 2 Emission Intensity	4.02	3.82

### Air Emissions (other than GHG Emissions) Kg/Day

Parameters	2022-23	2021-22
NOx	291.048	309.077
SOx	718.71	893.69
Particulate Matter	422.848	449.009



### Scope 3 Emissions (2022-23)

Upstream Activities	Value (mtCO <sub>2</sub> eq)
Purchased Goods and Services	2,11,125.01
Upstream Transportation and Distribution	12,857.06
Waste Generated in Operations	1,616.13
Business Travel	17.99
Employee Commuting	1,111.82

Downstream Activities List	Value (mtCO <sub>2</sub> eq)
Downstream Transportation and Distribution	15,011.25

### Emissions Intensity

Scope 1  
**2.27** mtCO<sub>2</sub>e/MT of Production

Scope 2  
**0.67** mtCO<sub>2</sub>e/MT of Production

Scope 3  
**4.03** mtCO<sub>2</sub>e/MT of Production

**2022-23 was taken as base year for Scope 3 Emission. Total Scope 3 emission In base year was 2,41,739.26 mtCO<sub>2</sub>e. Total Scope 3 emission intensity in base year was 4.02 mtCO<sub>2</sub>e/MT of production.**

### Emissions other than CO<sub>2</sub>

Emissions	Value (Kg/Per Day)
NOx	291.05
SOx	718.71
Particulate Matter	1,616.13



### 7.1.3 Waste Management

**NOCIL remains firmly committed to ongoing improvements in waste reduction. This dedication has led the Company to make substantial progress in the past year through the adoption of advanced technologies and processes designed to mitigate the creation of hazardous waste.**

In its quest for excellence, the Company has placed significant emphasis on optimising production processes, thus minimising material losses and effectively curbing waste generation at its source.

The Company recognises that, given its involvement in chemical manufacturing, it may produce hazardous process waste, encompassing heavy metals, spent acids, catalysts, and wastewater treatment sludge, among others. Given the environmental ramifications of such waste, companies in this field confront both regulatory and operational complexities in handling it. Furthermore, some wastes are subject to regulations pertaining to their transport, treatment, storage, and disposal. Hence, the 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.

(306-1 a)

NOCIL seeks to actively elevate its Sustainability quotient, going way beyond mere compliance with environmental regulations. The Company is committed to integrating cutting-edge technologies, including **'Green Chemistry'**, into its operations. Its research centre boasts 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'** Organisation Method to promote productivity, safety, and waste reduction. On the pollution prevention and waste management front, it has implemented a **'3R'**

approach - **'Reduce, Reuse and Recycle'** - to maintain a Sustainable environment.

(306-2 a)

NOCIL has entered into contractual agreements with authorised third-party entities. These include Mumbai Waste Management and Trans Thane Creek Waste Management Association (TTCWMA) for Navi Mumbai Plant; and Recycling Solutions Private Limited (RSPL) and BEIL Infrastructure Limited for Dahej Plant. These systems have proven to be highly effective in reducing emissions.

(306-2 b)

NOCIL engages a MOEF approved laboratory for the monitoring of all process and boiler stacks on a regular basis. The parameters measured consistently adhere to the prescribed norms. Moreover, NOCIL has successfully obtained certifications for **ISO 9001:2015** (Quality Management System) and **ISO 14001:2015** (Environmental Management System). These certifications highlight the Company's focus on maintaining high standards in quality management and environmental Sustainability. Additionally, the following standards are implemented and maintained throughout the year:

- ◆ **OHSMS - ISO 45001:2018** (Occupational Health and Safety Assessment system)
- ◆ **IATF - 16949:2016** (Quality - Automotive Supply Chain) Standards
- ◆ **EnMS - 50001:2018** - Energy Management Systems

NOCIL, by adhering to these critical standards, ensures the Occupational Health and Safety of its workforce, while maintaining quality in its automotive supply chain, and effectively managing its energy resources. The **OHSMS - ISO**



**45001:2018** standard has provided a comprehensive framework for assessing and managing Occupational Health and Safety risks. Adherence to these standards have enabled the Company to successfully export approximately 50% of its products to prominent tire manufacturers across the globe. These manufacturers diligently carried out audits to assess the efficiency and effectiveness of NOCIL's operations and other related systems, further highlighting the efficacy of assurance that comes with NOCIL. All through its operational framework, the Company is dedicated to maintain exceptionally high Health, Safety, and Environmental (HSE) standards and serve the industry with environment-friendly processes and products.

### Total Waste Generated (in Metric Tonnes)

Emissions	Value (Metric tonnes)
Hazardous Waste	2,756.18
Non-hazardous Waste	1,964.96
Metallic	179.057
Non-metallic	0
Plastics	11.281
Electronic	0.335
Biomedical Waste	0.016851
Others - Construction	444.5
Total	5,356.329851

Metrics	Hazardous Waste Diverted to Recovery Operations (Metric tonnes)	Non-Hazardous Waste Diverted to Recovery Operations (Metric tonnes)
Preparation for Reuse	741.55	1,806.85
Recycling	20.57	194.11
Other Recovery Operations	3,965.32	Nil

### Hazardous Waste Directed to Disposal by Disposal Operation

Metrics	Offsite Value (Metric tonnes)
Incineration (with Energy Recovery)	Nil
Incineration (without Energy Recovery)	512.05
Landfilling	1,482
Other Disposal Operations	4,727.44
Incineration (with Energy Recovery)	Nil
Incineration (without Energy Recovery)	155.17
Landfilling	444.5
Other Disposal Operations	2,000.96



### 7.1.4 Water Consumption

**NOCIL recognises the importance of water conservation in today’s water-scarce world. In its ongoing efforts to enhance operational practices, the Company has put in place a series of improvement initiatives focussed on optimising production processes.**

These initiatives have proven to be instrumental in reducing water consumption, concurrently maximising overall operational efficiency. During the year, we have reduced our water consumption by **64,290 KL**.

The Company recognises that water plays a critical role in chemical production, primarily for cooling, steam generation, and feedstock processing. The need for water management is further highlighted by long-term historic escalations in water scarcity and cost, along with persistence of challenges, driven by overconsumption and constrained supplies, resulting from population growth and demographic shifts, pollution, and climate change. 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. Consequently, NOCIL ensures actions to reduce water use and consumption through increased efficiency. Additionally, the Company focusses on water management strategies that lead to lower operating costs over time and may mitigate financial impacts of regulations, water supply shortages, and community-related disruptions of operations.

*(303-1 b, c and d)*

Recognising the sensitivity of water-related issues, NOCIL acknowledges the shared concerns expressed by the local community and stakeholders regarding water quality. In its annual report, the Company reaffirms its commitment to protecting the water resources it relies on and ensuring that its operations do not adversely affect nearby water sources. By virtue of this commitment to responsible water management and the maintenance of water quality, the Company has made significant contributions to the overall well-being and health of its community. MPCB and GPCB are applicable to NOCIL as standards for the quality of the effluents.

*(303-2)*

Going forward, NOCIL remains true to its dedication to continue these initiatives and further strengthen its relationship with local communities and stakeholders. In the pursuit of promoting responsible water usage and fostering community engagement in water conservation, the Company has undertaken a variety of educational programmes and community initiatives. These initiatives aim to raise awareness about the significance of water conservation and empower individuals to take action in their daily lives. NOCIL’s educational programmes are thoughtfully designed to impart valuable knowledge and practical insights on water conservation through workshops, seminars, and interactive sessions. Moreover, leveraging its commitment to fostering collaboration and dialogue, the Company has made significant strides in building stronger relationships with the community. NOCIL’s efforts are focussed on enhancing their understanding of the shared responsibility for water resource management. By engaging in open and transparent communication, the Company has successfully created a platform for meaningful discussions and exchange of ideas.

**5,95,557 KL (Trade Effluent Primary Treatment, Special Treatment, Secondary and Tertiary Treatment), and 12,870 KL Sewage Effluent Treatment.**

Parameters	2022-23 (KL)	2021-22 (KL)
Third-Party Water	11,82,755	12,47,045
Total Water Consumption	11,82,755	12,47,045
Total Water Discharged	6,08,427	6,28,485
<b>Water Intensity for Mumbai Plant (KL/MT of Production)</b>		
Water Intensity	18.66	16.21
<b>Water Intensity for Dahej Plant (KL/MT of Production)</b>		
Water Intensity	20.61	21.13



# Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO	
<b>GRI 102: General Disclosures</b>	<b>Organisation and its Reporting Practices</b>			
	2-1	Organisational details	10	1. Organisational Profile
	2-2	Entities included in the organisation's Sustainability reporting	28	3.1.2 Sustainability Governance
	2-3	Reporting period, frequency and contact point	1	About the Report
	2-4	Restatements of information	-	-
	2-5	External assurance	-	-
	2-6	Activities, value chain and other business relationships	12	1.3 Products and Services
	2-7	Employees	42	5.1 Workforce Pool
	2-8	Workers who are not employees	42	5.1 Workforce Pool
	<b>Governance</b>			
	2-9	Governance structure and composition	24	3.1 Governance Structure and Composition
	2-10	Nomination and selection of the highest governance body	24	3.1 Governance Structure and Composition
	2-11	Chair of the highest governance body	24	3.1 Governance Structure and Composition
	2-12	Role of the highest governance body in overseeing the management of impacts	24, 34	3. Governance, 3.3 Fair Business Practices
	2-13	Delegation of responsibility for managing impacts	24	3. Governance
	2-14	Role of the highest governance body in Sustainability reporting	28	3.1.2 Sustainability governance
2-15	Conflicts of interest	35	3.3.3 Preventing Conflict of interests	
2-16	Communication of critical concerns	34	3.3 Fair Business Practices	

GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO	
	2-17	Collective knowledge of the highest governance body	24	3.1 Governance Structure and Composition
	2-18	Evaluation of the performance of the highest governance body	24	3.1 Governance Structure and Composition
	2-19	Remuneration policies	50	5.3.3 Remuneration and nomination
	2-20	Process to determine remuneration	50	5.3.3 Remuneration and nomination
	2-21	Annual total compensation ratio	50	5.3.3 Remuneration and nomination
	<b>Strategies, Policies and Practices</b>			
	2-22	Statement on Sustainable development strategy	6	Sustainability Journey
	2-23	Policy commitments	32, 61	3.2 Ethics and Compliance, 6.2 Governance Standard
	2-24	Embedding policy commitments	32, 61	3.2 Ethics and Compliance, 6.2 Governance Standard
	2-25	Processes to remediate negative impacts	58	6.1 Engagement with the Local Community
	2-26	Mechanisms for seeking advice and raising concerns	61	6.2 Governance Standard
	2-27	Compliance with laws and regulations	32	3.2 Ethics and Compliance
	2-28	Membership associations	4	Achievements and Certifications
	<b>Stakeholder Engagement</b>			
	2-29	Approach to stakeholder engagement	61	6.2 Governance Standard
2-30	Collective bargaining agreements	35	3.3.4 Collective Bargaining Agreements	
<b>GRI 3: Material Topics</b>	3-1	Process to determine material topics	16	2. Materiality
	3-2	List of material topics	16	2. Materiality
	3-3	Management of material topics	16	2. Materiality



GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO
<b>GRI 201: Economic Performance</b>	201-1 Direct economic value generated and distributed	38	4.1 Economic Value Distributed and Created
	201-2 Financial implications and other risks and opportunities due to climate change	-	-
	201-3 Defined benefit plan obligations and other retirement plans	55	5.5 Employee Benefits and Welfare
	201-4 Financial assistance received from the Government	-	-
<b>GRI 202: Market Presence</b>	202-1 Ratios of the standard entry-level wage by gender compared to the local minimum wage	50	5.3.3 Remuneration and Nomination
	202-2 Proportion of senior management hired from the local community	24	3.1 Governance Structure and Composition
<b>GRI 203: Indirect Economic Impacts</b>	203-1 Infrastructure investments and services supported	-	-
	203-2 Significant indirect economic impacts	-	-
<b>GRI 204: Procurement Practices</b>	204-1 Proportion of spending on local suppliers	58	6.1 Engagement with the Local Community
<b>GRI 205: Anti-Corruption</b>	205-1 Operations assessed for risks related to corruption	35	3.3.1 Stringent Enforcement of Anti-corruption Policy
	205-2 Communication and training about anti-corruption policies and procedures	58	6. Engagement with the Local Community
	205-3 Confirmed incidents of corruption and actions taken	35	3.3.1 Stringent Enforcement of Anti-corruption Policy
<b>GRI 206: Anti-Competitive Behaviour</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	35	3.3.1 Stringent Enforcement of Policy Prohibiting Anti-Competitive Trade Practices



GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO
<b>GRI 207: Tax</b>	207-1 Approach to tax	-	-
	207-2 Tax governance, control, and risk management	-	-
	207-3 Stakeholder engagement and management of concerns related to tax	61	6.2 Governance Standard
	207-4 Country-by-country reporting	-	-
<b>GRI 301: Materials</b>	301-1 Materials used by weight or volume	-	-
	301-2 Recycled input materials used	-	-
	301-3 Reclaimed products and their packaging materials	-	-
<b>GRI 302: Energy</b>	302-1 Energy consumption within the organisation	70	7.1.1 Energy consumption
	302-2 Energy consumption outside of the organisation	70	7.1.1 Energy consumption
	302-3 Energy intensity	70	7.1.1 Energy consumption
	302-4 Reduction of energy consumption	70	7.1.1 Energy consumption
	302-5 Reductions in energy requirements for products and services	70	7.1.1 Energy consumption
<b>GRI 303: Water</b>	303-1 Interactions with water as a shared resource	76	7.1.4 Water consumption
	303-2 Management of water discharge-related impacts	76	7.1.4 Water consumption
	303-3 Water withdrawal	76	7.1.4 Water consumption
	303-4 Water discharge	76	7.1.4 Water consumption
	303-5 Water consumption	76	7.1.4 Water consumption

GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO
<b>GRI 304: Biodiversity</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-
	304-2 Significant impacts of activities, products and services on biodiversity	-	-
	304-3 Habitats protected or restored	-	-
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-
<b>GRI 305: Emissions</b>	305-1 Direct (Scope 1) GHG emissions	71	7.1.2 Reducing Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	71	7.1.2 Reducing Emissions
	305-3 Other indirect (Scope 3) GHG emissions	71	7.1.2 Reducing Emissions
	305-4 GHG emissions intensity	71	7.1.2 Reducing Emissions
	305-5 Reduction of GHG emissions	71	7.1.2 Reducing Emissions
<b>GRI 306: Waste</b>	306-1 Waste generation and significant waste-related impacts	74	7.1.3 Waste Management
	306-2 Management of significant waste-related impacts	74	7.1.3 Waste Management
	306-3 Waste generated	74	7.1.3 Waste Management
	306-4 Waste diverted from disposal	74	7.1.3 Waste Management
	306-5 Waste directed to disposal	74	7.1.3 Waste Management
<b>GRI 307: Environmental Compliance</b>	307-1 Non-compliance with environmental laws and regulations	32	3.2 Ethics and Compliance

GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO
<b>GRI 308: Supplier Environmental Assessment</b>	308-1 New suppliers that were screened using environmental criteria	-	-
	308-2 Negative environmental impacts in the supply chain and actions taken	-	-
<b>GRI 401: Employment</b>	401-1 New employee hires and employee turnover	42	5.1 Workforce Pool
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	55	5.5 Employee Benefits and Welfare
	401-3 Parental leave	55	5.5 Employee Benefits and Welfare
<b>GRI 402: Labour/ Management Relation</b>	402-1 Minimum notice periods regarding operational changes	55	5.5 Employee Benefits and Welfare
<b>GRI 403: Occupational Health and Safety</b>	403-1 Occupational Health and Safety Management System	51	5.4 Employee Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	51, 61	5.4 Employee Health and Safety, 6.2 Governance Standard
	403-3 Occupational health services	51, 55	5.4 Employee Health and Safety, 5.5 Employee Benefits and Welfare
	403-4 Worker participation, consultation, and communication on occupational health and safety	51, 61	5.4 Employee Health and Safety, 6.2 Governance Standard
	403-5 Worker training on Occupational Health and Safety	51, 49	5.4 Employee Health and Safety, 5.3.1 Employee Trainings
	403-6 Promotion of worker health	51	5.4 Employee Health and Safety
	403-7 Prevention and mitigation of Occupational Health and Safety impacts directly linked to business relationships	51	5.4 Employee Health and Safety



GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO
	403-8 Workers covered by an occupational health and safety management system	51	5.4 Employee Health and Safety
	403-9 Work-related injuries	51	5.4 Employee Health and Safety
	403-10 Work-related ill health	51	5.4 Employee Health and Safety
<b>GRI 404: Training and Education</b>	404-1 Average hours of training per year per employee	48	5.3 Employee Upgradation and Remuneration
	404-2 Programmes for upgrading employee skills and transition assistance programmes	48	5.3 Employee Upgradation and Remuneration
	404-3 Percentage of employees receiving regular performance and career development reviews	48	5.3 Employee Upgradation and Remuneration
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1 Diversity of governance bodies and employees	24, 42	3.1 Governance Structure and Composition, 5.1 Workforce Pool
	405-2 Ratio of basic salary and remuneration for women to men	50	5.3.3 Remuneration and Nomination
<b>GRI 406: Non-Discrimination</b>	406-1 Incidents of non-discrimination and corrective actions taken	47	5.2 Employment and Human Rights
<b>GRI 407: FASB</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	35	3.3.4 Collective Bargaining Agreements
<b>GRI 408: Child Labour</b>	408-1 Operations and suppliers at significant risk for incidents of child labour	47	5.2 Employment and Human Rights
<b>GRI 409: Forced or Compulsory Labour</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	47	5.2 Employment and Human Rights

GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO
<b>GRI 410: Security Practices</b>	410-1 Security personnel trained in human rights policies or procedures	-	-
<b>GRI 411: Rights of Indigenous People</b>	411-1 Incidents of violations involving the rights of indigenous peoples	58	6.1 Engagement with the Local Community
<b>GRI 413: Local Communities</b>	413-1 Operations with local community engagement, impact assessments, and development programmes	58	6.1 Engagement with the Local Community
	413-2 Operations with significant actual and potential negative impacts on local communities	58	6.1 Engagement with the Local Community
<b>GRI 414: Supplier Social Assessment</b>	414-1 New suppliers that were screened using social criteria	-	-
	414-2 Negative social impacts in the supply chain and actions taken	-	-
<b>GRI 415: Public Policy</b>	415-1 Political contributions	34	3.2.2 Political Contributions
<b>GRI 416: CHS</b>	416-1 Assessment of the health and safety impacts of product and service categories	61	6.2 Governance Standard
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	-
<b>GRI 417: Marketing and Labelling</b>	417-1 Requirements for product and service information and labelling	12	1.3 Products and Services
	417-2 Incidents of non-compliance concerning product and service information and labelling	32	3.2 Ethics and Compliance
	417-3 Instances of non-compliance related to marketing communications	32	3.2 Ethics and Compliance
<b>GRI 418: Customer Privacy</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-







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