



**BUSINESS
RESPONSIBILITY &
SUSTAINABILITY
REPORT**

SECTION A GENERAL DISCLOSURES

I. Details of the Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity	➤ L99999MH1961PLC012003
2. Name of the Listed Entity	➤ NOCIL Limited (hereinafter referred to in this Report as 'NOCIL'/'the Company')
3. Year of incorporation	➤ 1961
4. Registered office address	➤ 3 rd Floor, Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai- 400020
5. Corporate address	➤ 3 rd Floor, Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai- 400020
6. E-mail	➤ investorcare@nocil.com
7. Telephone	➤ +91-22-6636 4062
8. Website	➤ https://www.nocil.com/
9. Financial year for which reporting is being done	➤ 2024-25
10. Name of the Stock Exchange(s) where shares are listed	➤ BSE - 500730 NSE - INE163A01018
11. Paid-up Capital as on 31.03.25	➤ ₹ 167,02,49,300
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	➤ Mr. Amit K. Vyas Company Secretary Email id: amit.vyas@nocil.com Tel No.: +91-22-66364054
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements taken together).	➤ Disclosures under this report have been made on a Standalone basis for NOCIL Ltd.
14. Name of assurance provider-	➤ As per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025, Reasonable Assurance for the BRSR Core is mandated for the Company only from FY 2026–27 onwards. While the requirement does not apply to the current reporting period, the Company has voluntarily undertaken Limited Assurance for its BRSR Core through TUV SUD, reflecting its commitment to enhanced sustainability practices. The corresponding Assurance Statement is annexed to this Report.
15. Type of assurance obtained	➤ As per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025, reasonable assurance for the BRSR Core is mandated for the Company only from FY 2026–27 onwards. While the requirement does not apply to the current reporting period, the Company has voluntarily undertaken Limited Assurance for its BRSR Core through TUV SUD, reflecting its commitment to enhanced sustainability practices. The corresponding Assurance Statement is annexed to this Report



II. Products/services

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

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

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

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

III. Operations

18. Number of locations where Plants and/or Operations/Offices of the entity are situated:

Location	Number of Plants	Number of Offices	Total
National	2	4	6
International*	Nil	Nil	Nil

*Note- the Company serves markets in 40 countries worldwide but does not have any Plants or Offices in these locations.

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States & UTs)	28 States & 8 Union territories
International (No. of Countries)	40

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

Total contribution of exports as a percentage of total turnover of the entity for the reporting period was 35 %.

c. A brief on types of customers

NOCIL is India's leading manufacturer of rubber chemicals, serving primarily the tyre industry along with other rubber product manufacturers. Known for its extensive product portfolio and ability to customise solutions to meet specific customer needs, NOCIL has built a strong reputation as a reliable supplier in the chemical industry. With a firm focus on the B2B segment, the Company continues to maintain its competitive edge and reinforces its leadership through consistent quality and customer-centric innovation.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	678	627	92.48%	51	7.52%
2.	Other than Permanent (E)	70	62	88.57%	8	11.43%
3.	Total employees (D + E)	748	689	92.11%	59	7.89%
WORKERS						
4.	Permanent (F)	59	59	100.00%	0	0.00%
5.	Other than Permanent (G)	527	517	98.10%	10	1.90%
6.	Total workers (F + G)	586	576	98.29%	10	1.71%

Note-

A. The term Employee includes:

- (i) Permanent- Management Staff
- (ii) Other than Permanent- Retainers, Fixed Term Employees (FTE)

B. The term Workers Includes:

- (iii) Permanent- Bargainable (Unionised)
- (iv) Other than Permanent- Contract Labour employed by Contractors

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

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11%
Key Management Personnel	5	0	0%

Note:

- (i) The **Board of Directors** comprises of the Executive Chairman, Managing Director, Non- Executive Non-Independent Director & Independent Directors.
- (ii) **"KMPs"** comprise of the Executive Chairman, Managing Director, Chief Financial Officer (CFO), President -Operations and Technical and the Company Secretary (CS).

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	20.59%	7.06%	19.70%	28.45%	21.82%	28.15%	26.50%	18.18%	26.18
Permanent Workers**	23.73%	0.00%	23.73%	13.70%	0.0%	13.70%	16.87 %	0.0%	16.87 %

*This data also includes Employees who superannuated/retired from the services.

** This data includes ONLY those workers who superannuated/retired from the services.

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

23. (a) Names of Holding/Subsidiary/Associate companies/Joint Ventures

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

VI. CSR Details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	(ii) Turnover (in ₹)	(iii) Net worth (in ₹)
Yes	1,372 Crores	1,753 Crores



VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	<p>YES, currently NOCIL relies on a comprehensive CSR policy and works for community development through various CSR activities and addresses community concerns and creates a positive social impact.</p> <p>However, the Company is evaluating options for adoption of a much stringent and robust mechanism for Community grievances.</p> <p>https://www.nocil.com/wp-content/uploads/2023/11/CSR-Policy-NOCIL.pdf</p>	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	NA	Nil	Nil	NA	Nil	Nil	NA
Shareholders	<p>YES, to address shareholder grievances, the Company has implemented an Investor Grievance Redressal Policy. This policy ensures that all investor concerns are promptly and efficiently managed, fostering transparency and trust between the Company and its shareholders.</p> <p>https://www.nocil.com/wp-content/uploads/2024/04/Investor-grievance-redressal-policy.pdf</p>	18	0	All the Complaints were resolved satisfactorily	13	0	All the Complaints were resolved satisfactorily

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	<p>YES, the following Policies provide a Grievance Redressal Mechanism for Employees & Workers</p> <p>(i) Human Rights Policy</p> <p>(ii) Policy on Prevention of Sexual Harassment</p> <p>(iii) Vigil Mechanism Policy</p> <p>https://www.nocil.com/wp-content/uploads/2023/11/Humans-Rights-Policy.pdf</p> <p>https://www.nocil.com/wp-content/uploads/2025/01/POSH-Policy-For-website.pdf</p> <p>https://www.nocil.com/wp-content/uploads/2024/12/Vigil-Mechanism-Whistle-Blower-Policy.pdf</p>	Nil	Nil	NA	Nil	Nil	NA
Customers	<p>YES, a robust procedure for handling customer complaints is already in place and undergoes systematic checks and balances.</p>	17	Nil	All complaints were satisfactorily resolved	15	Nil	All complaints were satisfactorily resolved
Value Chain Partners	<p>YES, the Grievance Redressal Mechanism is contained in the "Sustainable Procurement Policy."</p> <p>https://www.nocil.com/wp-content/uploads/2025/04/Sustainable-Procurement-policy.pdf</p>	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)	Nil	Nil	Nil	NA	Nil	Nil	NA



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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	GHG Emissions	Risk	Greenhouse gas (GHG) emissions from chemical manufacturing primarily arise from two sources: fossil fuel combustion in production and co-generation processes, and chemical reactions involving feedstocks that release process emissions. These emissions not only impact the environment but also present regulatory and operational risks for chemical companies. The financial implications can vary based on emission intensity and evolving regulatory frameworks. As global efforts to mitigate climate change accelerate, the chemical sector is likely to encounter more stringent regulations targeting GHG reduction.	To mitigate greenhouse gas (GHG) emissions, the Company has implemented a series of impactful initiatives, with a key focus on the use of eco-friendly fuels and alternative power sources. Both the Navi Mumbai and Dahej units are certified under ISO 14001 (Environmental Management System) and ISO 50001 (Energy Management System) by Bureau Veritas, reflecting the Company's commitment to environmental management and energy efficiency.	Negative There were no negative financial implications for the FY 2024-25
2	Air Quality	Risk	In addition to greenhouse gases (GHGs), chemical manufacturing also results in air emissions such as sulfur dioxide (SO _x), nitrogen oxides (NO _x), and hazardous air pollutants (HAPs). These emissions primarily stem from fuel combustion and feedstock processing. Compared to many other sectors, the chemical industry is a significant source of such pollutants, which contribute to environmental degradation and public health risks. Given their impact, it is critical for chemical companies to adopt stringent mitigation measures to reduce these emissions, comply with regulatory standards, and protect both environmental and human health.	To enhance air quality, the Company has undertaken several robust measures to control particulate matter emissions and significantly reduce airborne pollutants. Real-time monitoring is enabled through continuous camera surveillance of emission stacks, complemented by regular inspections conducted by a Ministry of Environment, Forest and Climate Change (MoEF) certified laboratory to ensure regulatory compliance. The Company's commitment to effective air quality management is further reinforced by its ISO 14001 certification for environmental management, reflecting its adherence to high environmental and operational standards.	Negative There were no negative financial implications for the FY 2024-25

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Energy Management	Risk	<p>Chemical manufacturing is inherently energy-intensive, requiring substantial power for core processes, co-generation plants, machinery, and support operations. The type and volume of energy consumed, along with management strategies, vary based on the nature of the products manufactured. Fossil fuels—primarily natural gas and natural gas liquids—are commonly used as non-feedstock energy sources, while purchased electricity also contributes significantly to the energy mix. As energy procurement often represents a major share of production costs, optimising energy use and transitioning to alternative sources are essential for improving efficiency, reducing expenses, and lowering environmental impact.</p>	<p>The Company has adopted a comprehensive approach to energy management, integrating parallel R&D efforts aimed at enhancing energy efficiency. Implementation of ISO 50001 Energy Management System standards has enabled systematic reductions in energy consumption across operations. These initiatives form part of a broader environmental strategy focused on sustainable growth. In addition, the Company is actively working to lower its carbon emission intensity, thereby reducing its environmental footprint and supporting global sustainability objectives. Through these initiatives, the Company strengthens operational efficiency while reaffirming its commitment to responsible environmental practices.</p>	<p>Negative</p> <p>There were no negative financial implications for the FY 2024-25.</p>





S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Water & Waste-Water Management	Risk	Water is a vital process input in chemical manufacturing, commonly used for cooling, steam generation, and feedstock processing. Over time, rising water scarcity and increasing costs have become significant concerns, driven by factors such as overconsumption, limited availability due to population growth and urbanisation, pollution, and climate change. These challenges highlight the growing importance of implementing effective water management strategies across the chemical industry to ensure long-term sustainability and operational resilience.	Recognising the critical role of water in its operations, the Company has implemented multiple initiatives for effective water and wastewater management. This focus is driven by increasing water scarcity and rising costs, influenced by overconsumption, limited supply, pollution, and climate change. NOCIL complies strictly with environmental regulations to ensure proper wastewater treatment and disposal. The Company also embraces the principles of the circular economy by actively reducing, reusing, and recycling water, thereby optimising resource efficiency and minimising environmental impact. These efforts help protect ecosystems and support a sustainable future.	Negative There were no negative financial implication-s for the FY 2024-25.
5	Hazardous Waste Management	Risk	Chemical manufacturing can generate hazardous process wastes, including heavy metals, spent acids, catalysts, and sludge from wastewater treatment. Managing these wastes presents regulatory and operational challenges, as their transportation, treatment, storage, and disposal are subject to stringent regulations. Effective waste management strategies focus on minimising waste generation, employing efficient treatment and disposal techniques, and pursuing recycling and recovery options wherever possible.	The Company is dedicated to incorporating innovative technologies, including ' Green Chemistry ', into its operations. Its Research Centre houses a skilled team focused on advanced environmental research and sustainable practices. As a responsible corporate citizen, the Company has implemented the ' 5S Workplace ' methodology to enhance productivity, safety, and waste reduction. In addition, it follows a '3Rs' strategy—Reduce, Reuse, and Recycle—to prevent pollution and promote effective waste management, reinforcing its commitment to environmental sustainability.	Negative There were no negative financial implication-s for the FY 2024-25.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Human Rights & Community Relations	Risk	Chemical companies significantly contribute to community economic prosperity by creating employment opportunities and supporting development through tax payments and capital investments. However, environmental policies, community health concerns, and process safety issues carry substantial regulatory, operational, financial, and reputational risks. Environmental externalities—such as air emissions and water consumption—can have lasting effects on the health of nearby residents. Moreover, process safety incidents directly threaten community well-being and may lead to regulatory penalties, legal actions, and costly remediation efforts.	By actively reducing greenhouse gas emissions, industrial pollutants, and effluents, NOCIL strives to minimise any adverse impact on communities living near its plants. Additionally, the Company continuously reviews and strengthens its safety and health processes to prevent accidents and ensure the well-being of all stakeholders.	Negative There were no negative financial implications for the FY 2024-25.
7	Employee Health & Safety	Risk	Workers in chemical manufacturing facilities face numerous health and safety risks, including exposure to heavy machinery, hazardous substances, high temperatures and pressures, and electrical hazards. These varied risks highlight the critical need for strong safety protocols and strict adherence to workplace safety standards to protect employee well-being. Key measures include comprehensive training programmes, the use of appropriate personal protective equipment, and ongoing monitoring of workplace conditions to ensure a safe and secure environment.	At NOCIL, our people are our greatest priority. Given the occupational hazards inherent in our processes, we have extended comprehensive health insurance coverage and additional benefits to all employees and workers. By proactively addressing these risks, we not only safeguard the health and safety of our workforce but also enhance overall efficiency, morale, and resilience.	Negative There were no negative financial implications for the FY 2024-25.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Product Design & Lifecycle Management	Opportunity	As resource scarcity intensifies and regulations become more stringent, the chemical industry stands to benefit by focusing on developing products that improve material efficiency and reduce energy consumption and emissions. This transition opens a wide range of opportunities—from optimising materials to lower automobile emissions to enhancing the effectiveness of building insulation. Through innovative chemical solutions, the industry can drive efficiency gains across multiple sectors. By aligning product development with evolving customer needs and societal sustainability goals, chemical companies can fuel market growth while establishing themselves as pivotal contributors to a more resource-efficient and environmentally sustainable future.	Not Applicable	Positive
9	Management of the Legal & Regulatory Environment	Opportunity	The chemical sector operates within a strict regulatory framework covering areas such as air emissions, water discharge, chemical safety, and process safety. Anticipating and adapting to both near- and long-term regulatory changes is critical for the industry, as these shifts can significantly impact product demand, production costs, and brand reputation. Staying ahead of evolving regulations is essential for chemical companies to ensure compliance, optimise operations, and maintain a strong market position. NOCIL has demonstrated effective regulatory management and compliance, as reflected by the absence of any material fines or penalties due to non-compliance.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Critical Incident Risk Management	Risk	Ensuring health, safety, and effective emergency management is a top priority for companies in the chemical industry. Accidental releases of chemical substances can occur due to technical failures, human error, or external factors such as severe weather, during processing, storage, or transportation. The combustible nature of these materials, combined with the extreme conditions of manufacturing—such as high temperatures and pressures—heightens the risk of explosions, hazardous spills, and other emergencies. Such incidents threaten the safety of workers and surrounding communities, and can lead to the release of harmful emissions, causing significant environmental damage.	To mitigate the risks associated with critical incidents, NOCIL adheres to strict safety and security protocols, promptly addressing any deviations to ensure swift corrective action.	Negative There were no negative financial implications for the FY 2024-25.

***Material issues** identified are referred to from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB); this follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS ® Foundation in 2022.





SECTION B MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Please see the list of policies below for Policies available on the website								

Sr. No	Name of policy	Link to Policy	Which Principles each policy goes into
1	Business Ethics Policy	https://www.nocil.com/wp-content/uploads/2023/11/Business-Ethics-Policy.pdf	P1
2	Code of Conduct for Directors and Senior Management Personnel	https://www.nocil.com/wp-content/uploads/2023/11/Code-of-Conduct.pdf	P1
3	Conflict of Interest Policy	https://www.nocil.com/wp-content/uploads/2023/11/Conflict-of-Interest-Policy.pdf	P1
4	Corporate Gifting Policy	https://www.nocil.com/wp-content/uploads/2023/11/Corporate-Gifting-Policy.pdf	P1, P7
5	Corporate Sustainability Policy	https://www.nocil.com/wp-content/uploads/2024/07/Corporate-Sustainability-Policy.pdf	P2, P6
6	Corporate Social Responsibility (CSR) Policy	https://www.nocil.com/wp-content/uploads/2023/11/CSR-Policy-NOCIL.pdf	P4, P8
7	Dividend Distribution Policy	https://www.nocil.com/wp-content/uploads/2023/11/Dividend-Distribution-Policy-2018.pdf	P1
9	Fair Competition Policy	https://www.nocil.com/wp-content/uploads/2023/11/Fair-Competition-Policy.pdf	P1
10	Familiarisation Programme for Independent Directors	https://www.nocil.com/wp-content/uploads/2025/06/Familiarization-Programme_24-25.pdf	P1
11	Grievance Policy for external stakeholders	https://www.nocil.com/wp-content/uploads/2023/11/Grievance-Policy-for-external-stakeholders.pdf	P3

Sr. No	Name of policy	Link to Policy	Which Principles each policy goes into
12	Human Rights Policy	https://www.nocil.com/wp-content/uploads/2023/11/Humans-Rights-Policy.pdf	P5
13	Investor Grievance Redressal Policy	https://www.nocil.com/wp-content/uploads/2024/04/Investor-grievance-redressal-policy.pdf	P3
14	Policy for Determining Material Subsidiaries	https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Material-Subsidiaries.pdf	P1
15	Policy on appointment of Directors & Board Diversity	https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-appointment-of-directors-Board-diversity.pdf	P1
16	Policy on Diversity, Equality & Inclusion	https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-diversity-equity-and-inclusion.pdf	P4, P5, P8
17	Policy on Materiality of Events	https://www.nocil.com/wp-content/uploads/2024/04/Materiality-Policy.pdf	P1, P7
18	Policy on Preservation and Archival of Documents/Records	https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Preservation-and-Archival-of-Documents-records.pdf	P1
19	Policy on Prevention of Sexual Harassment	https://www.nocil.com/wp-content/uploads/2025/01/POSH-Policy-For-website.pdf	P5
20	Policy on Related Party Transaction	https://www.nocil.com/wp-content/uploads/2025/05/Policy-on-Related-Party-Transaction.pdf	P1
21	Policy on Remuneration	https://www.nocil.com/wp-content/uploads/2023/11/Remuneration-Policy.pdf	P5
22	Privacy Policy	https://www.nocil.com/wp-content/uploads/2023/11/Privacy-Policy.pdf	P9
23	Risk Management Policy	https://www.nocil.com/wp-content/uploads/2023/11/NOCIL-RISK-MANAGEMENT-POLICY.pdf	P1
24	Social Media Policy	https://www.nocil.com/wp-content/uploads/2023/11/Social-Media-Policy.pdf	P9
25	Vigil Mechanism and Whistle Blower Policy	https://www.nocil.com/wp-content/uploads/2024/12/Vigil-Mechanism-Whistle-Blower-Policy.pdf	P1
26	HIV Policy	https://www.nocil.com/wp-content/uploads/2024/04/HIV-Policy.pdf	P5
27	Sustainable Procurement Policy	https://www.nocil.com/wp-content/uploads/2024/04/Sustainable-Procurement-Policy.pdf	P2, P6
28	Hr - related Policies	Available on intranet.	P3



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the Policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your Value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the National and International Codes/Certifications/Labels/Standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>ISO 17025:2017: Quality Assurance and Marketing Technical Service Lab (at Navi Mumbai site).</p> <p>ISO 14001: 2015: Environment Management System (at both Navi Mumbai & Dahej site & all offices).</p> <p>ISO 45001: 2018: Occupational Health & Safety Management System (at both Navi Mumbai & Dahej site & all offices).</p> <p>ISO 50001:2018: Energy Management System (at Navi Mumbai site).</p> <p>ISO 9001: 2015: Quality Management System (at both Navi Mumbai & Dahej site & all offices).</p> <p>ISO 9001:2015: Robust Investor Servicing.</p> <p>ISO 20400:2017: Certification/Validation statement for sustainable procurement.</p> <p>IATF 16949: 2016: Automotive Quality Management System (at both Navi Mumbai & Dahej site & all offices).</p> <p>Responsible Care: It is a global chemical industries Environmental Health and Safety initiative (at both Navi Mumbai & Dahej Site & all offices).</p> <p>BIS Registration for Navi Mumbai Plant</p> <ul style="list-style-type: none"> • Pilflex -13 • Pilnox TDQ • Pilcure CBS <p>BIS Registration for Dahej Plant</p> <ul style="list-style-type: none"> • Pilflex-13 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>The Company has a steadfast commitment to uphold rigorous environmental standards across its operations, placing special emphasis on areas such as energy management, waste reduction and water conservation. Additionally, it has established clear workplace safety targets to ensure the well-being of its employees. While complying with regulatory mandates, the Company actively seeks ways to enhance the efficiency of its research and development processes, recognising the dual benefits of such endeavors for both its customers and the environment. 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. NOCIL has signed near term commitment under Science Based Target Initiative (SBTi) and setting up of targets is in process. NOCIL has also participated in UNGC (United Nation Global Compact) to further align its sustainability initiatives towards sustainable development goals (SDG's).</p>								
<p>6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.</p>	<p>The Company has a steadfast commitment to uphold rigorous environmental standards across its operations, placing special emphasis on areas such as energy management, waste reduction and water conservation. Additionally, it has established clear workplace safety targets to ensure the well-being of its employees. While complying with regulatory mandates, the Company actively seeks ways to enhance the efficiency of its research and development processes, recognising the dual benefits of such endeavors for both its customers and the environment. 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. NOCIL has signed near term commitment under Science Based Target Initiative (SBTi) and setting up of targets is in process. NOCIL has also participated in UNGC (United Nation Global Compact) to further align its sustainability initiatives towards sustainable development goals (SDG's).</p>								
Governance, leadership and oversight									
<p>7. Statement by Director responsible for the Business Responsibility and Sustainability Report (BRSR-Core), highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>The Company is not only committed to meeting environmental regulations but also strives to incorporate state-of-the-art technologies, including 'Green Chemistry', into its operations. To this end, the Company's Research Centre boasts a seasoned team dedicated to conducting advanced environmental research and promoting the principles of 'Green Chemistry', thus advancing sustainable business practices. Demonstrating its commitment to Responsible Corporate Citizenship, the Company has embraced and put into action the '5S Workplace Organisation Method' to enhance productivity, ensure safety, and minimise waste generation. Furthermore, the Company has taken proactive steps in pollution prevention and waste management by implementing a '3Rs' strategy, which focuses on reducing, reusing, and recycling materials. By adopting these sustainable practices, the Company not only fulfils its environmental stewardship responsibilities but also contributes to the creation of a greener and more sustainable future for generations to come.</p>								
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. Anand V.S. (Managing Director) DIN:07918665 Email id: investorcare@nocil.com</p>								
<p>9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</p>	<p>Yes, The Company has formed a Core Committee on Sustainability comprising of the Managing Director, Member of the Senior Leadership Team/Function Heads and the Company Secretary to oversee/review the progress made towards compliance with ESG parameters. The Core Committee also approves adoption of Policies and modification of existing Policies as a step towards sustainability (subject to approval by the Board).</p>								



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action	The Company's policies undergo periodic reviews either quarterly or when the need arises, conducted by Heads of Departments (HoDs), and the Managing Director (MD). These reviews assess the effectiveness of the policies and incorporate any necessary revisions									(i) Status review conducted by the Core Committee on Sustainability on a periodic basis. (ii) In the form of Quarterly 'Compliance Certificate' to the Board by the Managing Director based on corresponding certificates by the concerned Function/Group/HODs, as per responsibilities delegated for Compliance with the applicable laws. On a quarterly basis - Legal Compliance review.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	No significant instances of material non-compliance have been reported, and operational concerns are continuously addressed as they arise. The Company has implemented a systematic compliance programme to monitor and ensure adherence to regulations in real-time.									(iii) Quarterly review by the Safety Committee.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	<p>YES.</p> <p>(i) The Company has carried out Independent Assessment and evaluation of its Policies by External Agencies. The Company undergoes the Eco Vadis Sustainability survey, CDP disclosure (Climate change and Water conservation) and publishes its annual GRI report.</p> <p>(ii) TUV SUD was engaged to conduct an Independent Limited Assurance of the non-financial parameters of the Company's Business Responsibility & Sustainability Report (BRSR- Core) for 2024-25, and TUV SUD has submitted its Independent Limited Assurance Statement (Enclosed Page nos. 189 -193)</p>								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA								
It is planned to be done in the next financial year (Yes/No)	NA								
Any other reason (please specify)	NA								

PRINCIPLE

1



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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the trainings and its impact	%age of people in respective category covered by the awareness programmes
Board of Directors	2	Discussion on ESG initiatives towards complying with the SEBI directions for preparation of the Business Responsibility & Sustainability Reporting (BRSR) format and the GRI (Global Reporting Initiative) as per Customer Requirements.	> 90.00 of targeted participants
Key Managerial Personnel	5		
Employees other than BoD and KMPs and Workers	87 Programmes	Employee wellbeing, Chemical Handling & First Aid, Communication Skills, Fire Fighting with Demo, HSE Awareness, SAP Refresher/Awareness Training, ISO 17025: 2017 Awareness Training, WiNN Accelerate Action for Growth, etc	100 %



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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding fee					
Non-Monetary					
Imprisonment					
Punishment			Nil		

Note: The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
NIL	NIL

4. Does the entity have an Anti-Corruption or Anti-Bribery policy? If yes, provide details in brief and if available, provide a link to the policy.

Yes, the Company has installed and implemented suitable *Anti-Corruption* and *Anti-Bribery* Policies.

- (i) Bribery and Corruption can adversely impact business activity, cause significant damage to the reputation of an organisation as well as threaten its viability on the market as a whole. The Company has a **Business Ethics Policy** in place which covers aspects of **Anti-bribery, Anti-corruption and Anti-Fraud**. We have appropriate internal controls to ensure that the Company and its employees are prohibited from engaging in unethical practices. The **Business Ethics Policy** has been made available to all stakeholders through the Company's website. All employees have been sensitised and trained for strict adherence to the Policy.
- (ii) We have implemented impactful e-learning modules covering important domains related to Code of Conduct, Anti-Bribery and Anti-Corruption, and Vigil Mechanism (Whistle Blower), in the form of short films based on real-life scenarios and backed by NOCIL's Core Policies. Each employee has an obligation to complete the e-learning modules.

URL of the Policy for reference - <https://www.nocil.com/wp-content/uploads/2023/11/Business-Ethics-Policy.pdf>

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

Navi Mumbai, Dahej Plant & Regions

	FY 2024-25	FY 2023-24
Directors		
KMPs		Nil
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest among the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

The Company has not been subjected to any penalties/fines by any Regulator(s) during the year under review. The Company has installed a robust mechanism to deal with any complaints from any regulators or complaints relating to corruption and bribery.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	36	37

* The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**9. Openness of Business***

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	61.10%	45.20 %
	b. Number of trading houses where purchases and made from	95	75
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	86.63%	77.70 %
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	23%	23%
	b. Number of dealers/distributors to whom sales are made	40	39
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	57%	54%
Share of RTPs in	a. Purchases (Purchases with related parties/Total Purchases)	0	0
	b. Sales (Sales to related parties/Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments (Investments in related parties/Total Investments made)	37%	33%

* The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

1. **Awareness programmes conducted for Value Chain Partners on any of the principles during the financial year:**
Plant at Navi Mumbai, Dahej and Regional Offices and the Head Office (H.O.).

<p>Total number of awareness programmes held</p> <hr/> <p>100</p>	<p>Topics/principles covered under the training</p> <hr/> <p>Sustainable Procurement and Safety</p>	<p>%age of value chain partners covered (by value of business done with such partners) under the awareness programmes</p> <hr/> <p>75% of targeted participants</p>
--	--	--

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

Yes, the Company has processes in place to avoid and manage conflicts of interest involving members of the Board. The Company has adopted a Conflict-of-Interest Policy and a Related Party Transactions Policy in compliance with Section 188 of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. Although there have been no incidents of conflict of interest to date, the Company has stringent processes in place to handle such situations should they arise. These practices are meticulously recorded in the meeting minutes, ensuring transparency and accountability in the decision-making process.

Conflict of interest - <https://www.nocil.com/wp-content/uploads/2023/11/Conflict-of-Interest-Policy.pdf>

Related party transactions - <https://www.nocil.com/wp-content/uploads/2025/05/Policy-on-Related-Party-Transaction.pdf>



PRINCIPLE

2

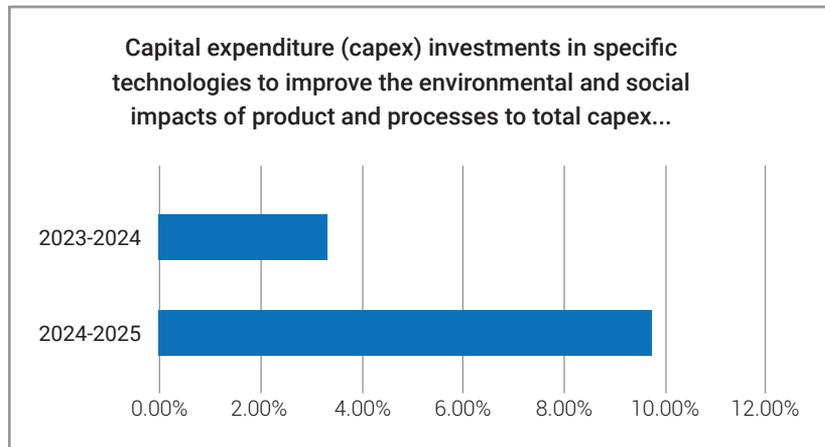


Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
 R&D	90.22%	96.67%	Current process improvements and new molecule development.
 Capex	9.78%	3.33%	



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

Yes. We have a Sustainable Procurement Policy and related procedures in place. NOCIL has developed a system of sustainable procurement and expanded the sustainability efforts throughout its value chain. We have bolstered our sustainable procurement strategies, policies, and supplier code of conduct and obtained validation for ISO 20400:2017. This indicates our progress and proactiveness to make our upstream value chain sustainable.

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

The Company remains committed to ongoing enhancements in Environmental Protection, Health, Safety, and the Secure Transportation of both raw materials and finished products. We consistently invest in the adoption of innovative environmental technologies to ensure long-term sustainability. Additionally, over 44.12% of our raw materials are sourced in a sustainable manner.

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

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

- (i) Environment (Protection) Act, 1986 and Plastic Waste Management Rules 2024
- (ii) Environment (Protection) Act, 1986 & Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989

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

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

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
20119	Antiozonants	60 %	Cradle to grave	Yes	No
	Antioxidants		Cradle to grave	No	No



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

Name of Product/Description of the risk	Action Taken Service	Concern
No significant risk/hazard identified in LCA study. The Company adheres rigorously to the regulatory framework governing business operations, ensuring that there are no substantial social or environmental issues or risks associated with our production processes.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Raw materials and solvents	10%	10%

Note: 10 % recycle is based on base calculation, however continuous improvements have been made to recycle more input materials.

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

The rubber chemicals manufactured by NOCIL are used as raw materials by our customers. The rubber chemicals get consumed in rubber production process. For rejected products rework process is followed.

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste (Paper, wood, material)	Nil	Nil	Nil	Nil	Nil	Nil

Note: Data has been rationalised based on the clarity of understanding the end of life of products.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	NIL

PRINCIPLE 3



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

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	627	627	100%	627	100%	0	0%	0	0%	0	0%
Female	51	51	100%	51	100%	51	100%	0	0%	0	0%
Total	678	678	100%	678	100%	51	7.52%	0	0%	0	0%
Other than Permanent employees											
Male	62	0	0	0	0	0	0	0	0	0	0
Female	8	0	0	0	0	8	100%	0	0	0	0
Total	70	0	0	0	0	0	0	0	0	0	0

b. Details of measures for the well-being of Workers:

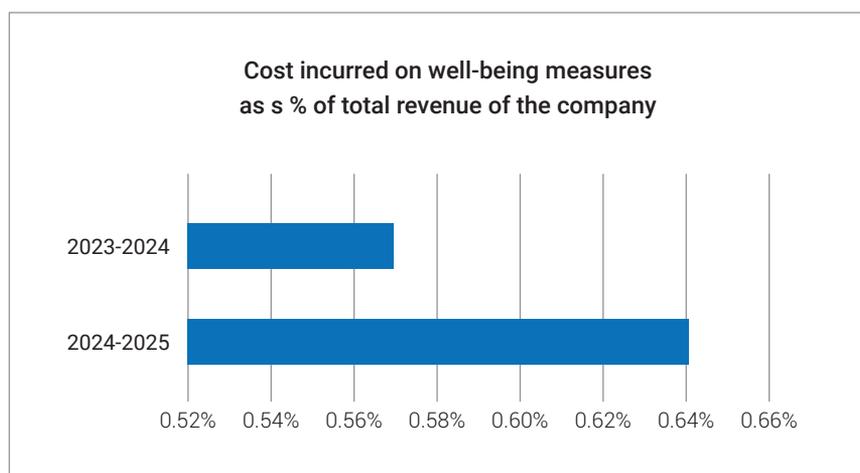
% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	59	0	0%	59	100%	0	0%	0	0%	0	0
Female	0	0	0%	0	0%	0	0%	0	0%	0	0
Total	59	0	0%	59	100%	0	0%	0	0%	0	0
Other than Permanent Workers											
Male	517	0	0%	517	100%	NA	0%	NA	0%	NA	0
Female	10	0	0%	10	100%	NA	0%	NA	0%	NA	0
Total	527	0	0%	527	100%	NA	0%	NA	0%	NA	0



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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.64 %	0.57%

* The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100	Y
Gratuity	100%	100%	Y	100%	100	Y
ESI	8.96%	60.07%	Y	11.01%	58.93%	Y
Others – please Specify	0	0	0	0	0	0

3. Accessibility of workplaces:

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

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

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

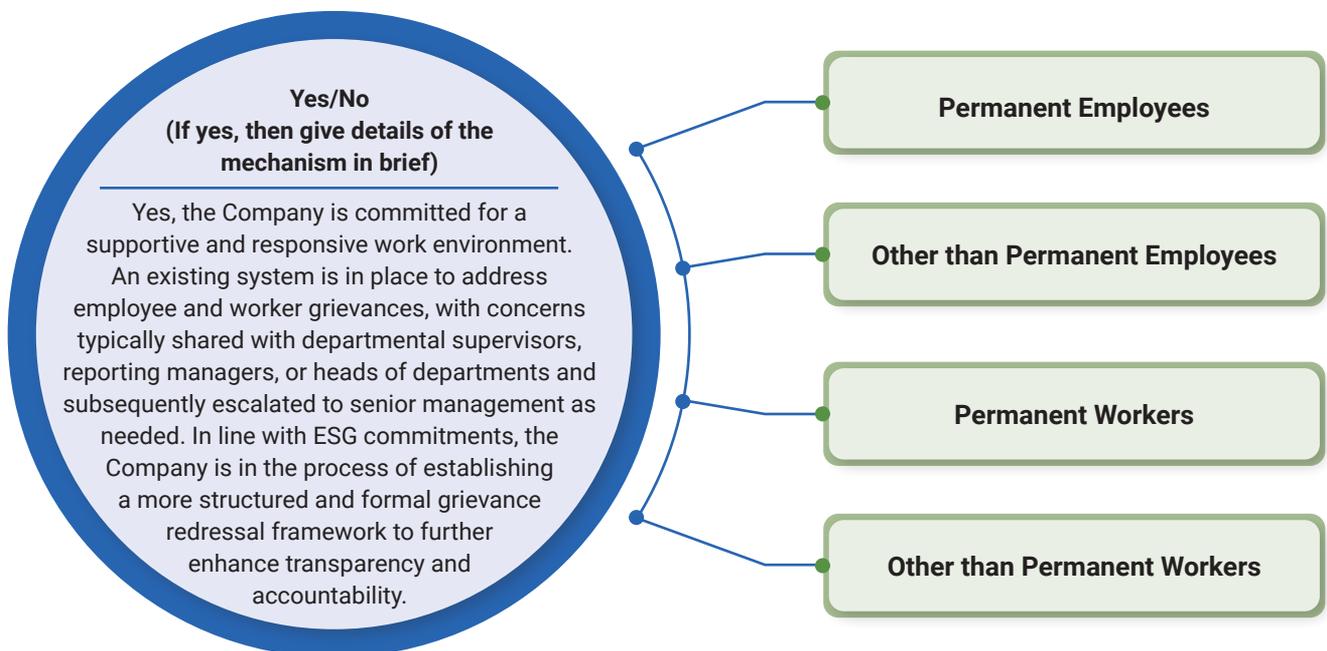
Yes, The Company is committed to providing Equal Employment opportunities without any discrimination on any grounds. We have a Diversity, Equality & Inclusion (D, E & I) policy in place approved by the core committee on sustainability. It is a strong instrument for us to ensure economic growth, sustainable competitive advantage & societal progress. We believe that discrimination of any sort imposes a strong negative implication and unnecessarily challenges the person's will and merit. We strictly adhere to the policy and abide by its norms, any non-compliance around the same would lead to punishments under applicable laws.

Reference URL: <https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-diversity-equity-and-inclusion.pdf>

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

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

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



**7. Membership of Employees and Workers in Association(s) or Unions recognised by the listed entity:**

Category	FY 2024-25			FY 2023-24		
	Total Employees/Workers in respective categories (A)	No. of Employees/Workers in respective category, who are part of Association(s) or Union (B)	% (B/A)	Total employees/Workers in respective categories (C)	No. of Employees/Workers in respective categories, who are part of Association(s) or Union (D)	% (D/C)
Total Permanent Employees	678	0	0%	621	0	0
Male	627	0	0%	590	0	0
Female	51	0	0%	31	0	0
Total Permanent Workers	59	59	100%	73	73	100%
Male	59	59	100%	73	73	100%
Female	0	0	0%	0	0	0%

8. Details of training given to Employees and Workers:

Category	FY 2024-25					FY 2023-24				
	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)
Employees										
Male	689	689	100%	689	100%	640	640	100	599	93.59%
Female	59	59	100%	43	72.88%	37	37	100	30	81.08%
Total	748	748	100%	732	97.86%	677	677	100	629	92.91%
Workers										
Male	576	576	100	0	0%	543	543	100	0	0%
Female	10	10	100	0	0%	0	0	0	0	0%
Total	586	586	100	0	0%	543	543	100	0	0%

9. Details of performance and career development reviews of Employees and Workers:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	689	511	74.17%	640	419	65.47%
Female	59	36	61.02%	37	24	64.86%
Total	748	547	73.13%	677	443	65.44%
Workers						
Male	576	0	0	543	0	0
Female	10	0	0	0	0	0
Total	586	0	0	543	0	0

10. Health and safety management system:
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, is the coverage such system?

Yes, the Company has implemented a comprehensive Occupational Health and Safety Management system. We are dedicated to ensuring a secure and healthy workplace, minimising the risks associated with accidents, injuries, and health-related concerns pertinent to our industry. Additionally, the Company holds certification under ISO 45001:2018 for its Occupational Health and Safety Management System, encompassing activities at both the Navi Mumbai and Dahej Plants. Our operations include the manufacturing, marketing, and sales of rubber chemicals, their intermediates and allied chemicals for the rubber processing industries. Notably, the Company has earned the 'Responsible Care' certification from the Indian Chemical Council (ICC). We strongly believe that maintaining a safe and healthy workplace not only benefits the immediate surroundings but also contributes to environmental well-being and economic stability.

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

The Company follows two systematic approaches to assess work related hazards and identify and manage risks associated with it.

- (i) Hazard Identification and Risk Assessment (HIRA) and
- (ii) Hazard and Operability Study (HAZOP) processes,

These are aimed at identifying potential deviations in process parameters such as temperature, pressure, composition, and flow direction. These assessments enable us to pinpoint work-related hazards and evaluate risks as necessary.

- (i) **Listing activities and associated hazard:** Identification of hazard and associated risk is applicable to all activities, services, and products of the NOCIL. The responsibility of identifying hazards and associated risks is burdened upon departmental/plant supervisors through various sources of information – interviewing employees and workers, codes of practice, reports from regulatory bodies etc.
- (ii) **Evaluation of Hazards & Associated Risks:** Identified hazards are evaluated based on internal rating methodology that covers important parameters like severity, occurrence and hazard potential.
- (iii) **Monitoring and Review:** A Risk Register is maintained and reviewed yearly. Additional review shall be conducted if any unforeseen consequences occur.



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

YES, the Company holds both departmental and central safety committee meetings, ensuring participation from all workers. During these meetings, queries and concerns regarding work-related hazards are addressed. The Company carefully considers all raised issues and works towards resolving them promptly. Additionally, regular fire safety drills are conducted for employees at both the Plants and the Head Office. Furthermore, we have a comprehensive safety manual in place to guide our procedures.

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

YES, Employees and Workers are provided with non-occupational medical and health services. The Company ensures the disbursement of medical allowances to eligible individuals based on the specified criteria.

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

Safety Incident/Number	Category	2024-25	2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one Mn-person hours worked)	Employees	00	0
	Workers	0.49	0
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequences for work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

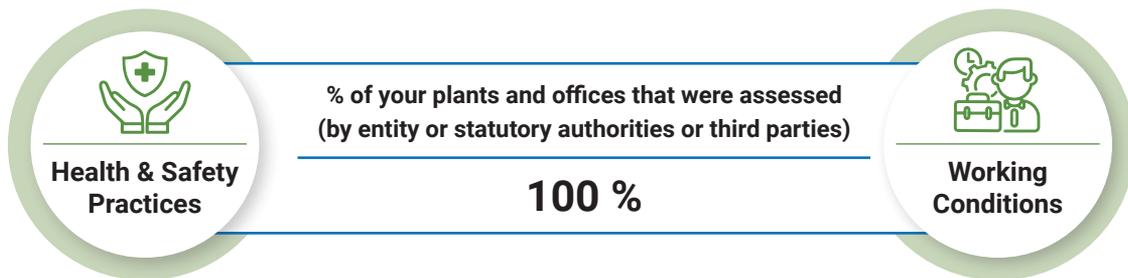
12. Describe the measures taken by the Company to ensure a safe and healthy workplace.

At NOCIL utmost importance is given to health and safety work environment. Various measures are undertaken to ensure all the employees and workers follow a disciplined routine with respect to safe and healthy workplace.

- The moment a new employee or worker joins NOCIL, they receive a 4 days long safety induction along with hand on training with safety equipment that ends with a written examination on same. This instills a behavior and develops a sense of responsibility on the new joiners. Refresher training sessions across various departments, focusing on the health and safety of workers as well as environmental concerns. HAZOP studies, risk assessments, and pre-startup safety reviews are conducted as needed for plant or process modifications.
- Encouragement of a safety-oriented attitude is emphasised through regular safety awareness sessions to instill behavior-based safety practices throughout the organisation.
- Periodic inspections and audits are carried out to verify the effectiveness of safety systems. A safe and healthy work environment is maintained through ongoing monitoring of noise levels, illumination, and ventilation.
- All non-routine maintenance tasks are managed through a permit-to-work system. Scheduled preventive maintenance of emergency equipment is routinely performed. Emergency preparedness is reinforced through weekly drills simulating various emergency scenarios to ensure swift response and mitigation in case of any unforeseen events.
- Weekly safety drills are carried out to train workers and employees in an unforeseen event.
- Safety audits are conducted periodically. Safety team conduct safety surveillance every day and correct safety behavior is praised, and corrective actions are placed for wrong behavior

13. Number of Complaints on the following made by Employees and Workers:

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year*:


Note: *The assessment for Health & Safety Practices and Working Conditions were carried out by DISH (Directorate of Industrial Safety and Health) & Govt. approved auditors.

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

Not Applicable, as there were no incidents of this nature identified throughout the year.

**Leadership Indicators**

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

YES, The Company extends a "Group Accident Policy" to all its employees and workers.

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

The Company maintains records of payment in the form of Challans, confirming that statutory dues have been deducted and remitted by our value-chain partners. The Company's Internal Auditors conduct quarterly verification of this status, presenting a comprehensive report on the matter during Audit Committee Meetings.

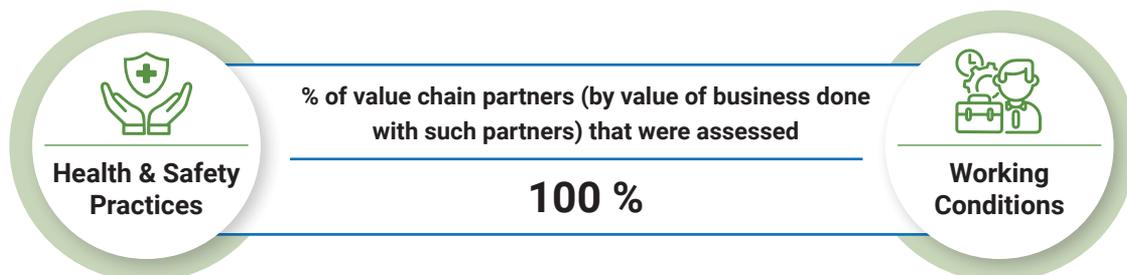
3. **Provide the number of employees/workers having suffered high consequences for work- related injury/ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

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

4. **Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

NO. The Company did not implement any such program during the reporting period. However, we look forward to implementing the same in case need arises in future.

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



6. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners. No corrective actions taken as no concerns were identified in the assessment.**

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

PRINCIPLE

4



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

Essential Indicators

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

At NOCIL, stakeholder identification is approached with careful consideration, where individuals and groups are assessed based on their level of influence and interest. This assessment takes into account a wide spectrum of external factors, including political, economic, sociological, technological, legal, and environmental aspects. Cross-functional team discussions and collaborative brainstorming sessions further enrich this process, encouraging fresh perspectives and deeper insights. By systematically analysing these dimensions, we are better equipped to anticipate stakeholder needs and respond to external demands. This structured approach helps foster strong, long-term relationships that drive both sustainable development and value creation.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings Notice Board, website), other	Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, Internal Meeting and Notice Board	Annually/ Half yearly/ Quarterly	QEHS&R (Quality, Environment, Health Safety and Responsible care) Policy, IMS (Integrated management System) objectives, Policies, Procedures
Customers	No	Emails and Meetings	As and when required	Product Specification, Customer Specifications, Production planning
Suppliers	No	Emails and Meetings	As and when required	Services and Product Requirements
Investors	No	Meetings, Website updation, Advertisement and Newspaper notices	Quarterly	Company Performance
Analysts	No	Emails and Meetings	Quarterly and as and when required	Company Performance
Shareholders	No	Meetings, Website updated and Newspaper Advertisement	Annually	Company Performance
Regulatory Bodies	No	Emails	As and when required	Regulatory Performance
Community	No	Meetings, Notice Board	Annually/Half yearly	Emergency Preparedness

Note: 'Meeting' includes meeting in person and by virtual means.



Leadership Indicators

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

Yes, the Company's Risk Management Committee, Core Committee on Sustainability, and the CSR Committee play a vital role in overseeing and shaping progress in areas where economic, environmental, and social factors intersect with stakeholder interests. These Committees act as key strategic bodies, driving alignment between the Company's operations and its long-term goals in sustainability and corporate responsibility. Through ongoing evaluations and reviews, they help identify emerging risks, uncover opportunities, and highlight areas for enhancement in both business practices and stakeholder engagement.

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

Yes, the Company places strong emphasis on environmental and social responsibility, ensuring these aspects are embedded within its risk management approach. To support this, we actively engage with a wide range of stakeholders, such as local communities, customers, employees, and environmental groups, to identify and assess potential environmental and social risks linked to our operations. These interactions offer critical insights into how our activities may affect the environment, surrounding communities, and society at large.

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

The Company is deeply committed to identifying and uplifting vulnerable and marginalised groups through its well-structured Corporate Social Responsibility (CSR) programmes. Guided by the principle of giving back to society, these initiatives span key areas such as healthcare, education, and livelihood development. In addition, the Company actively works to bridge social gaps by supporting the rehabilitation of abandoned and orphaned children, ensuring they receive the care and opportunities needed to build a better future.

PRINCIPLE 5



Businesses should respect and promote human rights

Essential Indicators

1. Employees and Workers who have been provided training on Human Rights issues and Policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. employees' workers covered (B)	% (B/A)	Total (C)	No. employees' workers covered (D)	% (D/C)
Employees						
Permanent	678	480	70.79%	621	442	71.18%
Other than permanent	70	56	80.00%	56	24	42.86%
Total Employees	748	536	71.65%	677	466	68.83%
Workers						
Permanent	59	59	100%	73	73	100%
Other than permanent	527	527	100%	470	470	100%
Total Workers	586	586	100%	543	543	100%

2. Details of minimum wages paid to Employees and Workers, in the following format:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		(B)	% (B/A)	(C)	% (C/A)		(E)	% (E/D)	(F)	% (F/D)
Permanent Employees										
Male	627	0	0%	627	100%	590	0	0%	590	100%
Female	51	0	0%	51	100%	31	0	0%	31	100%
Total	678	0	0%	678	100%	621	0	0%	621	100%
Other than Permanent Employees										
Male	62	0	0%	62	100%	50	0	0%	50	100%
Female	8	0	0%	8	100%	6	0	0%	6	100%
Total	70	0	0%	70	100%	56	0	0%	56	100%



Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		(B)	% (B/A)	(C)	% (C/A)		(E)	% (E/D)	(F)	% (F/D)
Permanent Workers										
Male	59	0	0%	59	100%	73	0	0%	73	100%
Female	0	0	0%	0	0%	0	0	0%	0	100%
Total	59	0	0%	59	100%	73	0	0%	73	100%
Other than Permanent workers										
Male	517	517	100%	0	0%	470	470	100%	0	0%
Female	10	10	100%	0	0%	0	0	0%	0	0%
Total	527	527	100%	0	0%	470	470	100%	0	0%

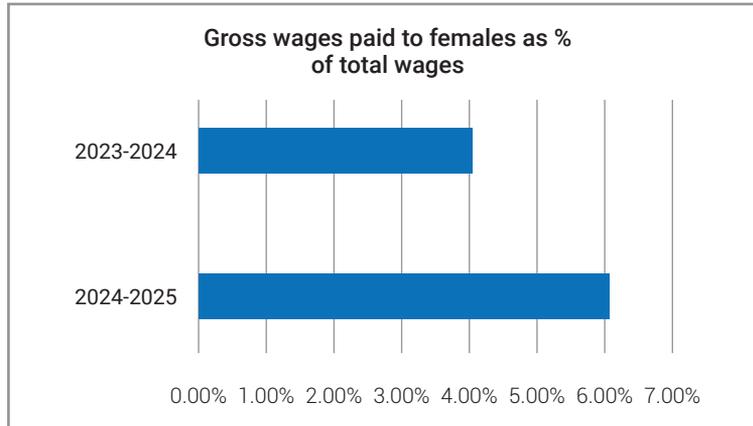
3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ Salary/Wages of respective category	Number	Median remuneration/ Salary/Wages of respective category
Board of Directors (BoD)	8	0.17 Crores	1	0.17 Crores
Key Managerial Personnel	5	2.28 Crores	0	0
Employees other than BoD and KMP	627	0.04 Crores	51	0.05 Crores
Workers	59	0.14 Crores	0	0

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	6.16 %	4.07%



* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

4. Do you have a focal point (Individual/Committee) responsible for addressing Human Rights impacts or issues caused or contributed to by the business?

YES, the Company has adopted the Vigil Mechanism/whistle blower policy which enables escalation of Human rights impacts or issues caused by the business.

5. Describe the internal mechanisms in place to redress grievances related to Human Rights issues?

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

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil. There have been no grievances raised by employees or workers concerning the human rights issues mentioned.		
Discrimination at workplace	Nil	Nil	NA			
Child Labour	Nil	Nil	NA			
Forced Labour/Involuntary Labour	Nil	Nil	NA			
Wages	Nil	Nil	NA			
Other Human Rights related issues	Nil	Nil	NA			



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

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

* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

8. Mechanisms to prevent adverse consequences to the Complainant in Discrimination and Harassment cases.

According to the relevant policy, a Complainant or Whistleblower is not subjected to unfair treatment as a result of making a reported disclosure under this Policy. The Company guarantees that no discrimination, harassment, victimisation, or any other unjust employment practice is employed against Whistleblowers. The confidentiality of the Complainant or Whistleblower is maintained to the extent allowed by law.

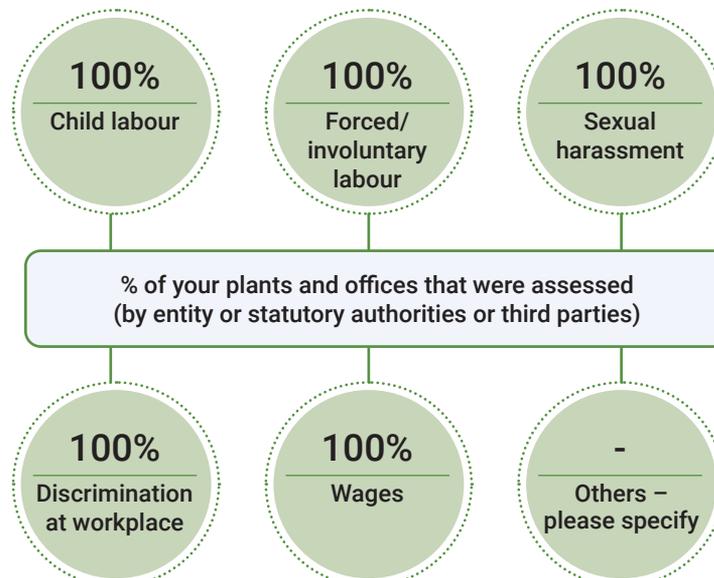
9. Do Human Rights requirements form part of your Business Agreements and Contracts?

YES, the Supplier Code of Conduct incorporates a clause outlining Human Rights requirements. This clause is integrated into our agreements with suppliers, aiming to facilitate seamless business operations and prevent potential issues related to Human Rights matters within the supply chain.

Prior to onboarding suppliers, a Human Rights Due Diligence (HRDD) process is carried out to understand how much importance is given to human rights at the value chain level. HRDD process is decisive in nature and plays a key role in selection of suppliers.

URL- <https://www.nocil.com/wp-content/uploads/2024/04/Supplier-Code-of-Conduct-Policy.pdf>

10. Assessments for the year:



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

No significant risks/concerns identified in the assessment.

Leadership Indicators

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

There were no human rights grievances or complaints raised; therefore, no business process modifications or introductions were necessary.

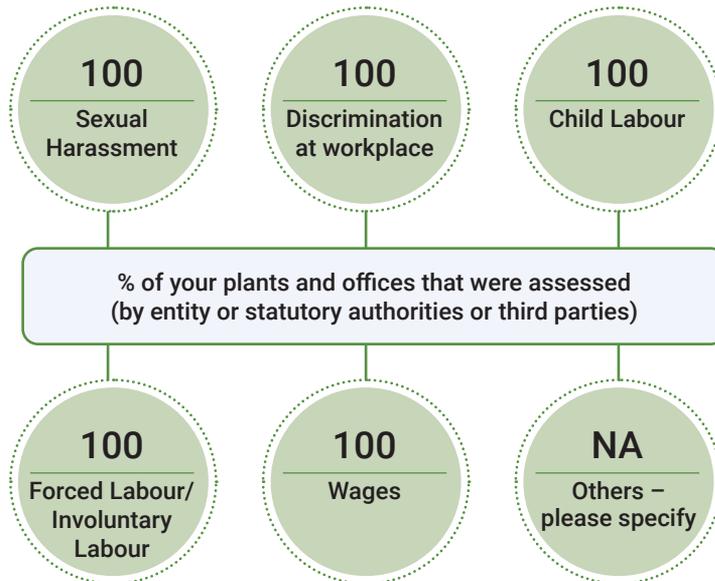
2. Details of the scope and coverage of any Human rights conducted due diligence.

The Company has established and enacted a comprehensive Human Rights Policy and has provided awareness and guidance to various group heads and Heads of Departments (HoDs) regarding the compliance obligations outlined in this policy.

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

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

4. Details on assessment of value chain partners:



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

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



PRINCIPLE 6



Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources (in GJ)		
Total electricity consumption Green power	56,246.572	30,498.88
Total fuel consumption (B)	10,050.01	Nil
Energy consumption through other sources (C) Solar	4,240.71	1656.68
Total energy consumed from renewable sources (A+B+C)**	70,537.29	32,155.56
From non-renewable sources (in GJ)		
Total electricity consumption (D)	1,21,746.97	1,36,157.85
Total fuel consumption (E)	13,33,088.26	12,32,045.27
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	14,54,835.23	13,68,203.11
Total energy consumed (A+B+C+D+E+F)	15,25,372.52	14,00,358.67
Energy intensity per rupee of turnover (Total energy consumption/Revenue from Operations)	0.00010953 GJ per rupee of turnover	0.00009693 GJ per rupee of turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)*	0.002263 GJ per rupee of turnover adjusted for PPP	0.002171 GJ per rupee of turnover adjusted for PPP
Energy intensity in terms of physical output*	21.59 GJ/MT	20.98 GJ/MT

*The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

** Energy consumption increased due to increase in production.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - YES, the Company hired a third party, TUV SUD, to conduct this comprehensive evaluation. TUV SUD conducted a detailed three-day assessment of our units located at Dahej and Navi Mumbai. The assessment included sample collection and thorough evaluation of our processes and standards. Following this assessment, TUV SUD will provide us with an assurance certificate, which will further validate our commitment to maintaining high standards and operational excellence

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

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

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	12,34,448	11,80,447
(iv) Seawater/desalinated water	NIL	Nil
(v) Others (Recycled water)	64,413.00	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)**	12,98,861.00	11,80,447
Total volume of water consumption (in kilolitres)***	5,80,405.00	5,66,600
Water intensity per rupee of turnover (Water consumed/turnover)	0.00004168 KL per rupee of turnover	0.00003922 KL per rupee of turnover
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)*	0.000861 KL per rupee of turnover adjusted for PPP	0.000879 KL per rupee of turnover adjusted for PPP
Water intensity in terms of physical output*	8.21 KL/MT of production	8.49 KL/MT of Production

* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**Water withdrawal has increased due to the increase in production.

***Data has been rationalised based on SEBI's guidelines for water consumption calculation.

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

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

Parameter	FY 2024-25	FY 2023-24
Water discharged by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	N/A	N/A
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment	N/A	N/A
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment	N/A	N/A
- With treatment – please specify level of Treatment		
(iv) Sent to third parties		
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	7,10,299 KL (Trade Effluent primary, secondary aerobic biodegradation followed by Tertiary treatment.) 8,157 KL Sewage Effluent treatment by SBT.	6,03,617 KL (Trade Effluent primary, secondary aerobic biodegradation followed by Tertiary treatment.) 10,230 KL Sewage Effluent treatment by SBT.
(v) Others	NIL	NIL
- No treatment		
- With treatment – please specify level of Treatment Sewage		
Total water discharged (in kilolitres)	7,18,456 KL	6,13,847 KL

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

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

As of now, the Company has not yet implemented Zero Liquid Discharge. Nevertheless, efforts are underway to progress towards achieving this objective. To reduce our dependency on freshwater usage two new initiatives have been implemented:

- i. Procuring treated water from Mumbai Municipal Corporation (MMC).
- ii. Installation of a reverse osmosis (RO) plant.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Kg./Day	145.51	164.994
SOx	Kg./Day	543.45	623.31
Particulate matter (PM)	Kg./Day	212.40	244.909
Persistent organic pollutants (POP)		NIL	NIL
Volatile organic compounds (VOC) Acetone Ammonia n- Butanol Chlorine HCl H2S Sulphur Dioxide Toluene MIBK Aniline Carbon Disulphide Sodium Hydroxide Sulphuric Acid		VOC monitored at workplace with self- detection tubes. Not Quantifiable	VOC monitored at workplace with self- detection tubes. Not Quantifiable
Hazardous air pollutants (HAP)	Chlorine	0.119 Kg./Day	0.0830 Kg./Day
	Hydrochloric Acid	0.017 Kg./Day	0.0768 Kg./Day
	Hydrogen Sulphide	0.007 Kg./Day	0.0036 Kg./Day
	CS2	0	0.1640 Kg./Day

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,26,093.38	1,11,356.74
Total Scope 2 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	24,583.03	27,294.17
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		Total emissions = 1,50,676.41 MtCO ₂ e 0.00001082 MTCO ₂ e Per rupee of turnover	Total Emission = 1,38,650.91 MtCO ₂ e 0.00000960 MTCO ₂ e Per rupee of turnover
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		0.000224 MTCO ₂ e Per rupee of turnover adjusted for PPP	0.000215 MTCO ₂ e Per rupee of turnover adjusted for PPP
Total Scope 1 and Scope 2 emissions intensity in terms of physical output*	Metric tonnes of CO ₂ equivalent to per metric tonne of production	2.13 MTCO ₂ e per MT production	2.08 MTCO ₂ e per MT production

*The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

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

Anthropogenic factors are the major reasons for the increase in average global temperature, leading to climate change. Environmental sustainability is the need of the hour and is demanded by all stakeholders. The Company aims to decrease carbon emissions through the adoption of various eco-friendly methods. It is taking proactive steps to implement strategies that are both commercially feasible and economically viable, thereby reducing dependence on carbon-intensive energy sources.

- (i) In house green energy generation and green electricity – Through initiatives like rooftop solar (RTS) and green electricity, we are able to generate and use 60487.282 KWh of green electricity. It has reduced 47.16% of our dependency on grid-based electricity.
- (ii) Energy efficiency – By improving the efficiency of our equipment, we have reduced unnecessary energy wastage. Latest technologies have been incorporated to improve energy efficiency.
- (iii) Procurement of Green energy – We are procuring green electricity from state electricity DISCOMS at both plant locations. Coupled with green fuel stock has further reduced our GHG emissions from the manufacturing of our products

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.416	38.753
E-waste (B)	0.3002	0.8657
Bio-medical waste (C)	0.00208	0.009354
Construction and demolition waste (D)	826	679
Battery waste (E) (Buy Back)	5.344	6.593
Radioactive waste (F)	NIL	NIL
It Other Hazardous waste. Please specify, if any. (G)	8040.875	6413.37
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Metal: 241.043 Wood: 49.44 Glass: 4.96 Coal boiler ash: 6614.935 Garbage: 71.33 Total: 6981.712	Metal: 293.041 Wood: 58.64 Glass: 2.990 Coal boiler ash: 5399.74 Garbage: 87.18 Total: 5841.591
Total (A+B + C + D + E + F + G + H)**	15,871.65	12980.18
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000114 MT per rupee of turnover	0.00000090 MT per rupee of turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)*	0.000024 MT per rupee of turnover adjusted for PPP	0.000020 MT per rupee of turnover adjusted for PPP
Waste intensity in terms of physical output*	0.225 MT/MT of Production	0.194 MT/MT of Production
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0



Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	779.49	102.3
(ii) Landfilling	2,108.385	1,927.18
(iii) Other disposal operations ****s	12,983.72	10,950.702
Total ***	15,871.60	12,980.18

* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**Total Waste production has increased due to the increase in production.

***Data has been rationalised based on concept clarity of waste disposal.

****Sale: Sale to authorised party as per the consent.

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

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

The Company holds the title of the largest manufacturer of rubber chemicals in India and meticulously manages environmental controls over liquid, gaseous, and solid streams. It operates a comprehensive Effluent Treatment Plant and has implemented innovative technologies such as Soil Biotechnology, Hydrodynamic Cavitation, and Multiple Effect Evaporator. Treated effluent meeting regulatory standards is discharged into underground MIDC/GIDC drainage pipelines, with online monitoring of pH, flow and COD. Hazardous waste is stored in designated areas and disposed of periodically to authorise Treatment, Storage, and Disposal Facilities (TSDFs). Process stacks feature scrubber systems, with drains connected to chemical sewers leading to the ETP for further treatment. An Electrostatic Precipitator (ESP) is installed for particulate matter emission control from coal-fired boilers, monitored via camera surveillance. To reduce pollution, the Company has transitioned to PNG eco-friendly fuel for boilers and laboratory use, replacing liquid fuels. All process and boiler stacks undergo regular monitoring by MOEF-approved labs, ensuring compliance with prescribed norms. The Company holds certifications for ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Assessment System), IATF 16949 (Quality Automotive Supply Chain), and ISO 50001 (Energy Management System). Upholding high standards in Health, Safety, and Environmental practices is a fundamental aspect of the Company's organisational philosophy, underscored by a continuous commitment to improvement in environmental, safety and energy standards

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

Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not conduct its operations in any environmentally sensitive regions.		

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

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

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

Sr. No.	Specify the law/regulation/guidelines which were not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company adheres to all relevant environmental laws and regulations.*				

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



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

For each Facility/Plant located in areas of water stress, provide the following information:

- a. Name of the area – Not Applicable
- b. Nature of operations - Not Applicable
- c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others	Not Applicable.	Not Applicable.
Total volume of water withdrawal (in kilolitres)	None of our Plants operate in the water stress area	None of our Plants operate in the water stress area
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		



Parameter	FY 2024-25	FY 2023-24
Water discharged by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment	Not Applicable. None of our Plants operate in the water stress area	Not Applicable. None of our Plants operate in the water stress area
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	Not Applicable. None of our plants operate in the water stress area	Not Applicable. None of our plants operate in the water stress area
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 2024-25	FY 2023-24*
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	317216.98	NA
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/Revenue from operations	0.0000228	NA
Total Scope 3 emission intensity in term of physical output	Metric tonnes of CO ₂ equivalent/MT of product	4.489	NA

***Note: Scope 3 emission calculation started from FY 2024-25**

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



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

Not Applicable, as none of our projects are being done in ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		The Company consistently refines parameters to minimise raw material consumption and enhance yields. Utilising innovative technologies such as liquid-liquid extraction and carbon columns, the Company recovers raw materials from waste streams, thereby minimising waste generation.	

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

Yes, the Company emphasises the need for effective engineering controls to manage all risks associated with operational activities. Risk mappings are conducted, and an on-site emergency plan is in place, encompassing various measures to mitigate associated risks. The plan is implemented for the following purposes:

- Preventing an emergency from escalating into a major incident or disaster.
- Defining resources and procedures for the efficient control of emergencies.
- Assigning specific activities and responsibilities to key personnel and agencies to eliminate delays in emergency mitigation/control.
- Minimising damage to people, property and the environment.
- Conducting effective rescue operations and providing treatment to casualties.
- Identifying casualties and informing their relatives.
- Alerting relevant external agencies and supplying pertinent information on the incident.
- Facilitating rehabilitation and restoring normalcy

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

No adverse impact on the environment from the value chain of the entity.

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

About 47.15% of value-chain partners were assessed for environmental impacts through a supplier audit.

- 8. How many Green Credits have been generated or procured:**

- By the listed entity - Nil
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

PRINCIPLE 7



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

Essential Indicators

1.

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

The Company is associated with Six (6) Industries/Chambers

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

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

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

Name of the Authority	Brief of the case	Corrective action Taken
Not Applicable. No adverse orders issued by any Regulatory Authority against the Company		

Leadership Indicators

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

S. No.	Public policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/- others please specify)	Web Link, if available
The Company actively engages with various industry associations to advocate for the advancement of the industry and public welfare. It adheres to a Code of Conduct Policy to ensure the highest standards of business conduct are maintained during interactions with these trade associations and industry bodies					

**PRINCIPLE****8****Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

Name and brief details of the project	SIA Notification no.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable. The Company has not conducted any Social Impact Assessments during the current financial year					

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

Sr. No.	Name of the project for which R&R is going	State	District	No. of project affected families	No. of PAF's covered by R&R	Amount paid to PAFs (in ₹)
Not Applicable						

- Describe the mechanisms to receive and redress grievances of the community.**

The Company does not have a separate mechanism to receive and redress grievances of communities but has taken a leading role in engaging with communities through its CSR initiatives and implementing them, which are aimed at promoting healthcare, particularly preventive healthcare, and delivering Community Health Programmes to underprivileged communities residing in rural and tribal areas. Additionally, efforts have been directed towards rural community development and women empowerment, with the aim of fostering equitable and sustainable development and reducing overall poverty levels. We have provided financial assistance to reputable NGOs such as The Cancer Patients Aid Association, which offer affordable or free treatment to economically disadvantaged patients suffering from serious illnesses like cancer, as well as equipment for the early detection of breast cancer in impoverished women.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	4.6%	6 %
Sourced directly from within India	82%	63 %

* The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

FY 2024-25	Location	FY 2023-24
0 %	Rural	0%
20 %	Semi-urban	36%
0 %	Urban	0%
80 %	Metropolitan	64%

* The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No	State	Aspirational District	Amount spent (In ₹) in Crores
1	Gujarat	Dahod	0.33



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

The Company operates without a preferential procurement policy due to the fluctuating nature of supply and demand. Instead, it focuses on supporting marginalised and vulnerable groups primarily through CSR initiatives. This approach ensures that resources are directed towards those who needs them the most, aligning with the Company's commitment to social responsibility. By prioritising CSR activities, the Company contribute positively to society while adapting to the complexities of the market environment.

b. From which marginalised/vulnerable groups do you procure?

Not Applicable, as no procurement has been made.

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

Not Applicable, as no one procured

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

Sr. No.	Intellectual property based on traditional knowledge	Owned/acquired (Yes/No)	Benefits shared (Yes/NO)	Basis of calculating benefits shared
	Not Applicable, as no benefits derived or shared from IP owned or acquired by the Company based on traditional knowledge			

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable, as there are no such instances of any disputes		



6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of people benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Vayam (Padopadi Swarajya)	Around 5100	100%
2	Vayam (Suposhan)	330	100%
3	House of Freedom Foundation (In-House De-addiction Treatment Services)	200	100%
4	House of Freedom Foundation (Community Outreach Programmes (Awareness on Addiction))	213 (students & adults)	~90%
5	House of Freedom Foundation (Generator Installation for De-addiction Centre)	Indirectly benefits all 200+ residents & staff	100%
6	<p>Shri Chaitanya Health and Care Trust is a public charitable organisation dedicated to uplifting rural and tribal communities. Their initiatives include: -</p> <ul style="list-style-type: none"> Healthcare Support: Providing medical services through Bhaktivedanta Hospital and clinics in rural areas. Agricultural Development: Supporting farmers with organic fertilizers, floriculture, horticulture, and the "Seeds for Life" programme. Education and Exposure: Offering rural education programmes and exposure visits to enhance learning and skills. Integrated Rural Development: Empowering communities through water resource development, women's empowerment, and livelihood projects. 	<p>About 1300 Cataract surgeries were performed for the needy.</p> <p>Over 450 farmers were benefitted under the "WADI" project.</p> <p>More than 650 saplings were provided to the farmers.</p> <p>About 1315 farmers were provided with high output seeds under the "Seed For Life" program.</p> <p>Over 340 students were benefitted under "VENU" & "Vidyavan" programmes.</p> <p>About 310 beneficiaries were counselled under "Su-Arogya" programme & about 1770 students were counselled via Anti-Addiction Awareness Camps.</p>	89% of the beneficiaries were from vulnerable and marginalised groups
7	Malvi Educational and Charitable Trust (Quality Education of Tribal Children from South Gujarat)	830 @ Shantaba Vidyalaya, 1180 @ Vidyavan Centres	100%
8	Malvi Educational and Charitable Trust	70 tribal students directly	100%



S. No	CSR Project	No. of people benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
9	Vowel of the People Association (Mental Health Awareness, Education and Support for School Teachers in Maharashtra)	495 teachers (direct) 20000 students (indirect) Overall, 4700 users are using MYCA – a free digital ecosystem for mental health. Out of these 4700 users, 495 are teachers. This number is rising daily.	Direct beneficiaries of our intervention are teachers. Such kind of data (Vulnerable/marginalised groups) is not tracked however majority of the teachers who are users of the MYCA app are from tribal blocks of Thane district and also from Palghar. There are a few from slum communities of Pune also. Under the data privacy, we have not tracked locations of active users however we have checked backend data with active mobile numbers. So, with extrapolation of available data, we can say that 30% of beneficiaries are from vulnerable groups.
10	N.M. Sadguru Water and Development Foundation (CSR Convergence for NABARD TDF Wadi Development in Gangartalai Block in Banswara, Rajasthan and Limkheda and Dhanpur Block in Dahod, Gujarat.	861	100%
11	Sri Nityanand Educational Trust (Technical Skilling of Tribal Students through DBRT Course)	17	100% of the beneficiaries belong to the marginalised group
12	Olympic Gold Quest (OGQ) (Support towards the training of Athletes and Para Athletes of India)	43- Athletes 10-Para Athletes	90% of OGQ Supported athletes and para-athletes belong the tier 2 and 3 cities of India
13	Seva Sahayog Foundation (Samutkarsh (Community Learning Centre))	499	100%
14	Seva Sahayog Foundation (School Kit (Educational and supplement Kit))	508	100%
15	Gujarat Rajya Gram Vikas Samiti (Urban Forest -Plantation Ahmedabad)	1000 (approx) including community members, local residents, daily wage workers, students, and local volunteers, through improved air quality, enhanced green cover, and community engagement activities.	55% (including daily wage workers, under privileged families, women and youth from low-income communities)

PRINCIPLE

9



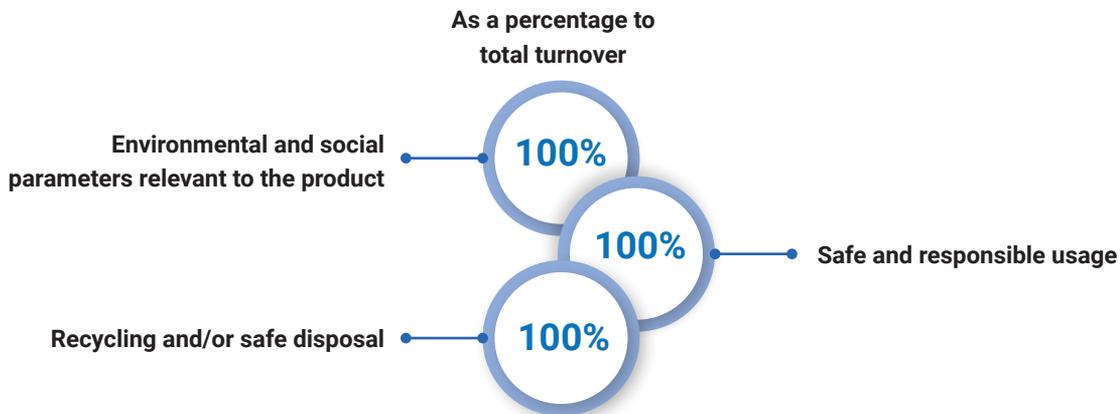
Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Customer complaints are channeled through our Marketing and Regional Sales Managers, ensuring a streamlined process for resolution. Timeliness is paramount, reflecting our commitment to customer satisfaction. Furthermore, we proactively gather feedback via biennial Customer Satisfaction Surveys (CSS). Each comment and suggestion are meticulously reviewed, serving as a catalyst for improvement initiatives. We prioritise transparency and responsiveness, swiftly implementing corrective actions where necessary. This customer-centric approach underscores our dedication to continuous enhancement and fosters enduring relationships with our valued clientele.

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



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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	17	Nil	All complaints resolved satisfactorily	15	Nil	All complaints resolved satisfactorily

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

	Number	Reasons for recall
Voluntary Recalls	0	No such incidents of product recalls happened
Forced Recalls	0	No such incidents of product recalls happened

5. Does the entity have a Framework/Policy on Cyber Security and risks related to Data Privacy? (Yes/No) If available, provide a web-link of the policy.

We prioritise the security and confidentiality of all internal online data, sensitive information, and customer details. To uphold this commitment, we have diligently implemented a comprehensive Privacy Policy. This policy serves as a safeguard, protecting against any unauthorised access and ensuring the security of all data under our purview. Our Privacy Policy outlines strict protocols and procedures designed to mitigate risks and uphold confidentiality standards. It encompasses measures such as encryption, access controls, and regular audits to maintain the integrity of our systems and data.

URL: [Link to Privacy Policy] <https://www.nocil.com/wp-content/uploads/2023/11/Privacy-Policy.pdf>

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

Not applicable, as no such instances occurred during the year.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: - No such cases were identified
- Percentage of data breaches involving personally identifiable information of customers*: - No such cases were identified
- Impact, if any, of the data breaches – Not applicable

* The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

We offer multiple channels for accessing our products and services, primarily through our website:

- For an overview of our products: [Products Overview] <https://www.nocil.com/products-industries/>
- For technical information: [Technical Notes] <https://www.nocil.com/technical-services/>
- Information on product safety handling and disposal can be found in the Material Safety Data Sheets (MSDS) provided with our product packaging

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

Details about our products and their safety measures are accessible on our Company website. This includes:

- Providing Material Safety Data Sheets (MSDS) with each delivery, offering comprehensive information.
- Safety guidelines for product handling and disposal on product packaging. - MSDS containing information on safe handling, storage, and disposal of the products.
- Customer awareness is actively promoting through meetings and interactions

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

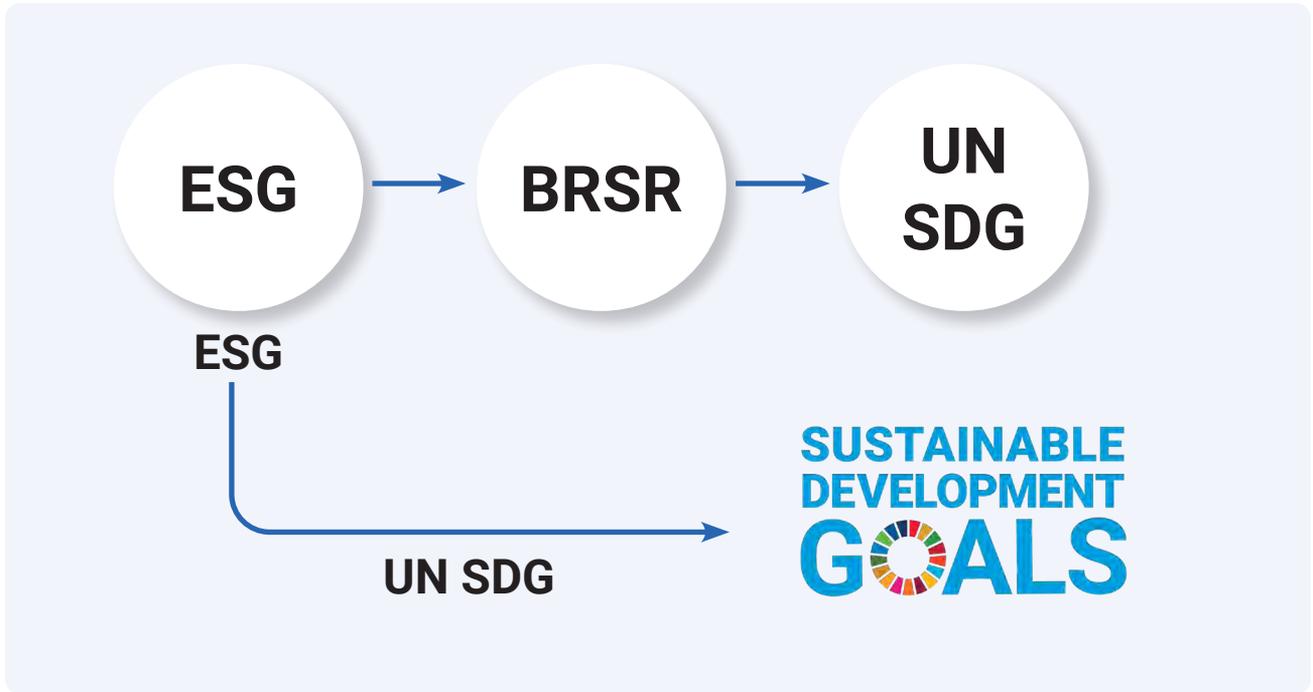
We prioritise transparent communication with our valued consumers, which extends to addressing any potential risks or disruptions associated with our products. In addition to proactive measures being taken to ensure product safety, we maintain open channels of communication through mailings and telephone calls. Our dedicated team is committed to promptly notify consumers of any identified risks or disruptions that may impact the use or safety of our products. Through targeted mailings and personalised telephone calls, we aim to reach our consumers directly, providing clear and concise information regarding the nature of the concern and any recommended actions.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

YES, accessibility and customer satisfaction are at the forefront of our initiatives. Product details are readily available on both our product packaging and our corporate website, ensuring transparency and ease of access for our customers. This dual approach allows customers to quickly access relevant information whether they're at a retail store or browsing online. Moreover, we are committed to fostering strong relationships with our customers through various customer-centric initiatives. One such initiative is our Customer Satisfaction Survey, which serves as a vital communication channel. This survey enables us to actively listen to our customers, understand their needs, and address any concerns or conflicts promptly and effectively. By actively engaging with our customers, we strive to continuously improve our products and services, ultimately enhancing the overall customer experience.

ESG INITIATIVES

Bridging Responsibility and Impact: Aligning BRSR Principles with United Nation's Sustainable Development Goals (UN SDGs)



Abbreviations used*

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	SASB: Sustainability Accounting Standards Board
4.	GRI: Global Reporting Initiative
5.	SEBI: Securities and Exchange Board of India
6.	BRSR: Business Responsibility & Sustainability Reporting
7.	ISSB : International Sustainability Standards Board

ANNEXURE I – Global Best Practices & ESG Journey of the Organisation

Alignment of BRSR Sections A & B**

Section A of BRSR : General Disclosures Alignment with GRI	
1.	No direct linkage
2.	GRI 2: General Disclosures 2021 GRI 2-1: Organisational details
3.	No direct linkage
4.	No direct linkage
5.	GRI 2: General Disclosures 2021 GRI 2-1: Organisational details
6.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
7.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
8.	No direct linkage
9.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
10.	No direct linkage
11.	No direct linkage
12.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
13.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organisation's sustainability reporting

**Section A of BRSR : General Disclosures Alignment with GRI**

14.	GRI 2: General Disclosures 2021
	GRI 2-6: Activities, value chain and other business relationships
15.	GRI 2: General Disclosures 2021
	GRI 2-6: Activities, value chain and other business relationships
16.	GRI 2: General Disclosures 2021
	GRI 2-6: Activities, value chain and other business relationships
17.	GRI 2: General Disclosures 2021
	GRI 2-6: Activities, value chain and other business relationships
18.	GRI 2: General Disclosures 2021
	GRI 2-7: Employees
	GRI 2-8 Workers who are not employees
19.	GRI 405: Diversity and Equal Opportunity 2016
	GRI 405-1 Diversity of governance bodies and employees
20.	GRI 401: Employment 2016
	GRI 401-1: New employee hires and employee turnover
21.	GRI 2: General Disclosures 2021
	GRI 2-2: Entities included in the organisation's sustainability reporting
22.	GRI 201: Economic Performance 2016
	GRI 201-1: Direct economic value generated and distributed
23.	GRI 2: General Disclosures 2021
	GRI 2-25: Processes to remediate negative impacts
24.	GRI 3: Material Topics 2021
	GRI 3-1: Process to determine material topics
	GRI 3-2: List of material topics
	GRI 3-3: Management of material topics a. describe

Section B: Management and Process disclosures

1.	GRI 2: General Disclosures 2021 GRI 2-23: Policy commitments
2.	GRI 2: General Disclosures 2021 (e) 2-24: Embedding policy commitments
3.	GRI 2: General Disclosures 2021 (e) 2-24: Embedding policy commitments
4.	No direct linkage
5.	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics
6.	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics
7.	GRI 2: General Disclosures 2021 GRI 2-22: Statement on sustainable development strategy
8.	GRI 2: General Disclosures 2021 GRI 2-13: Delegation of responsibility for managing impacts
9.	GRI 2: General Disclosures GRI 2-9: Governance structure and composition
10.	No direct linkage
11.	GRI 2: General Disclosures 2021 GRI 2-5: External assurance
12.	No direct linkage

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**https://www.globalreporting.org/media/ioqnxmtx/sebi_brsb_gri_linkage_doc.pdf



Alignment of BRSR Section C***

BRSR	GRI	SDG
PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable – ESSENTIAL INDICATORS	GRI 2: General Disclosures 2021 -	Goal 16 : Peace & Justice Strong Institutions
	GRI 2-17: Collective knowledge of the highest governance body	Goal 17: Partnership for the goals
	GRI 2-23: Policy commitments	
	GRI 2-25: Processes to remediate negative impacts	
	GRI 2-27: Compliance with laws and regulations	
	GRI 3: Disclosures on material topics	
	GRI 3-3 - Management of material topics	
	GRI 205 - Anti-corruption	
	GRI 205-3: Confirmed incidents of corruption and actions taken	
	PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable – LEADERSHIP INDICATORS	GRI 2-10: Nomination and selection of the highest governance body
GRI 2-15: Conflicts of interest		
GRI 2-24: Embedding policy commitments		
Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe – ESSENTIAL INDICATORS	GRI 301: Materials 2016	Goal 6: Clean water and sanitation.
	GRI 301-2: Recycled input materials used	Goal 7 : Affordable & Clean Energy
	GRI 3: Management of Material Topics	Goal 10 : Reduced Inequality
	GRI 3-3: Management of material topics	Goal 12 : Responsible Consumption & Production
	GRI 306-2 Management of significant waste-related impacts	Goal 13 : Climate Action
	GRI 3: Disclosures on material topics	
	GRI 3-3: Management of material topics	
	GRI 301: Materials 2016	
	GRI 301-2: Recycled input materials used	
	GRI 301-3: Reclaimed products and their packaging materials	
GRI 306-2: Management of significant waste-related impacts		
Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe – LEADERSHIP INDICATORS	GRI 3: Disclosures on material topics	
	GRI 3-3: Management of material topics	
	GRI 301: Materials 2016	
	GRI 301-2: Recycled input materials used	
	GRI 301-3: Reclaimed products and their packaging materials	
	GRI 306-2: Management of significant waste-related impacts	

BRSR	GRI	SDG
Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains – ESSENTIAL INDICATORS	GRI 201: Economic Performance 2016	Goal 3 : Good Health & Well Being
	GRI 201-1: Defined benefit plan obligations and other retirement plans	Goal 4 : Quality Education
	GRI 2-25: Processes to remediate negative impacts	Goal 5 : Gender Equality
	GRI 2: General Disclosure 2021	Goal 8 : Decent Work And Economic Growth
	GRI 2-30: Collective bargaining agreements	Goal 11: Sustainable cities and communities.
	GRI 3: Disclosures on material topics	Goal 16 : Peace & Justice Strong Institutions
	GRI 3-3: Management of material topics	
	GRI 401: Employment 2016	
	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	GRI 401-3: Parental leave	
	GRI 403: Occupational Health and Safety 2018	
	GRI 403-1: Occupational health and safety management system	
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	
	GRI 403-5: Worker training on occupational health and safety	
	GRI 403-6: Promotion of worker health	
	GRI 403-9: Work-related injuries	
	GRI 403-10: Work-related ill health	
	GRI 404: Training and Education 2016	
	GRI 404-1: Average hours of training per year per employee	
	GRI 404-2: Programmes for upgrading employee skills and transition assistance programmes	
GRI 404-3: Percentage of employees receiving regular performance and career development reviews		
Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains – LEADERSHIP INDICATORS	GRI 404: Training and Education 2016	
	GRI 404-2: Programmes for upgrading employee skills and transition assistance programmes	
	GRI 3: Disclosures on material topics	
	GRI 3-3: Management of material topics	
	GRI 414: Supplier Social Assessment 2016	
GRI 414-2: Negative social impacts in the supply chain and actions taken		



BRSR	GRI	SDG
Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders – ESSENTIAL INDICATORS	GRI 2: General Disclosures 2021	Goal 9 : Industry, Innovation and Infrastructure
	GRI 2-29: Approach to stakeholder engagement	
	GRI 3: Disclosures on material topics	Goal 11 : Sustainable Cities & Communities
	GRI 3-1: Process to determine material topics	Goal 16 : Peace & Justice Strong Institutions
Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders – LEADERSHIP INDICATORS	GRI 2: General Disclosures 2021	Goal 16 : Peace & Justice Strong Institutions
	GRI 2-12: Role of the highest governance body in overseeing the management of impacts	
	GRI 2-13: Delegation of responsibility for managing impacts	
	GRI 3: Disclosures on material topics	
	GRI 3-1: Process to determine material topics	
	GRI 2: General Disclosures 2021	
Principle 5 - Businesses should respect and promote human rights – ESSENTIAL INDICATORS	GRI 2: General Disclosures 2021	Goal 5 : Gender Equality
	GRI 2-13: Delegation of responsibility for managing impacts	Goal 8 : Decent Work And Economic Growth
	GRI 2-19 Remuneration policies a. describe the remuneration policies for members of the highest governance body and senior executives	Goal 16 : Peace & Justice Strong Institutions
	GRI 2-21 Annual total compensation ratio	
	GRI 2-23 Policy commitments	
	GRI 2-24: Embedding policy commitments	
	GRI 2-25: Processes to remediate negative impacts	
	GRI 3: Disclosures on material topics	
	GRI 3-3 Management of material topics	
	GRI 202: Market Presence 2016	
	GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	
	GRI 205: Anti-Corruption 2016	
	GRI 205-2 Communication and training about anti-corruption policies and procedures	
	GRI 403: Occupational Health and Safety 2018	
	GRI 403-5 Worker training on occupational health and safety	
	GRI 404: Training and Education 2016	
	GRI 404-1 Average hours of training per year per employee	

BRSR	GRI	SDG
	<p>GRI 405: Diversity and Equal Opportunity 2016</p> <p>GRI 405-2 Ratio of basic salary and remuneration of women to men</p> <p>GRI 406: Non-discrimination 2016</p> <p>GRI 406-1 Incidents of discrimination and corrective actions taken</p> <p>GRI 410: Security Practices 2016</p> <p>GRI 410-1 Security personnel trained in human rights policies or procedures</p>	
Principle 5 - Businesses should respect and promote human rights – LEADERSHIP INDICATORS	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-25 Processes to remediate negative impacts</p> <p>GRI 3: Material Topics 2021</p> <p>GRI 3-1: Process to determine material topics</p> <p>GRI 3-3: Management of material topics</p> <p>GRI 414: Supplier Social Assessment 2016</p> <p>GRI 414-1 New suppliers that were screened using social criteria</p> <p>GRI 414-2 Negative social impacts in the supply chain and actions taken</p>	
Principle 6 - Businesses should respect and make efforts to protect and restore the environment – ESSENTIAL INDICATORS	<p>GRI 302: Energy 2016</p> <p>GRI 302-1 Energy consumption within the organisation</p> <p>GRI 302-3: Energy intensity</p> <p>GRI 303: Water and Effluents 2018</p> <p>GRI 303-1: Interactions with water as a shared resource</p> <p>GRI 303-3: Water withdrawal</p> <p>GRI 303-5: Water consumption</p> <p>GRI 304: Biodiversity 2016</p> <p>GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p> <p>GRI 305: Emissions 2016</p> <p>GRI 305-1 Direct (Scope 1) GHG emissions</p> <p>GRI 305-2: Energy indirect (Scope 2) GHG emissions.</p> <p>GRI 305-4: GHG emissions intensity</p> <p>GRI 305-5: Reduction of GHG emissions</p> <p>GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</p>	<p>Goal 3 : Good Health & Well Being</p> <p>Goal 6 : Clean Water & Sanitation</p> <p>Goal 7 : Affordable & Clean Energy</p> <p>Goal 12 : Responsible Consumption & Production</p> <p>Goal 13 : Climate Action</p> <p>Goal 14: Life below water</p> <p>Goal 15 : Life on land</p>



BRSR	GRI	SDG
	GRI 306: Waste 2020	
	GRI 306-2 Management of significant waste related impacts	
	GRI 306-3 Waste generated	
	GRI 306-5 Waste directed to disposal	
	GRI 2: General Disclosures 2021	
	GRI 2-27 Compliance with laws and regulations	
	GRI 3: Material Topics 2021	
	GRI 3-3 Management of material topics	
	GRI 413: Local Communities	
	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	
Principle 6 - Businesses should respect and make efforts to protect and restore the environment – LEADERSHIP INDICATORS	GRI 302: Energy 2016	
	GRI 302-1: Energy consumption within the organisation	
	GRI 303: Water and Effluents 2018	
	GRI 303-3 Water withdrawal	
	GRI 303-4 Water discharge	
	GRI 304: Biodiversity 2016	
	GRI 304-2 Significant impacts of activities, products and services on biodiversity	
	GRI 304-3 Habitats protected or restored	
	GRI 305: Emissions 2016	
	GRI 305-3 Other indirect (Scope 3) GHG emissions	
	GRI 305-4 GHG emissions intensity	
	GRI 308: Supplier Environmental Assessment 2016	
	GRI 308-1 New suppliers that were screened using environmental criteria	
Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent – ESSENTIAL INDICATORS	GRI 308: Supplier Environmental Assessment 2016	Goal 2 : Zero Hunger
	GRI 308-1 New suppliers that were screened using environmental criteria	Goal 7 : Affordable and clean energy Goal 10 : Reduced Inequality
	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	Goal 11 : Sustainable cities and communities
	GRI 3: Material Topics 2021,	Goal 13 : Climate action
	GRI 3-3 Management of material topics	Goal 14 : Life below water
	The organisation shall report on how it manages anti-competitive behavior	Goal 15 : Life on land
		Goal 16 : Peace & Justice Strong Institutions
		Goal 17: Partnership for the goals

BRSR	GRI	SDG
Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent – LEADERSHIP INDICATORS	GRI 2: General Disclosures 2021	
	GRI 2-28 Membership associations	
	GRI 3: Material Topics 2021	
	GRI 3-3 Management of material topics The organisation shall report on how it manages anti-competitive behavior GRI 415: Public Policy 2016	
Principle 8 - Businesses should promote inclusive growth and equitable development – ESSENTIAL INDICATORS	GRI 2: General Disclosures 2021	Goal 2 : Zero Hunger
	GRI 2-25 Processes to remediate negative impacts	Goal 4 : Quality Education
	GRI 3: Material Topics 2021	Goal 5 : Gender Equality
	GRI 3-3 Management of material topics	Goal 6 : Clean Water & Sanitation
	The organisation shall report on how it manages local communities	Goal 8 : Decent Work And Economic Growth
	GRI 204: Procurement Practices 2016	Goal 9: Industry, Innovation and Communities.
	GRI 204-1 Proportion of spending on local suppliers	Goal 11: Sustainable cities and communities.
	GRI 413: Local Communities 2016	Goal 13 : Climate action
	GRI 413-1 Operations with local community engagement, impact assessments, and development programmes	Goal 14 : Life below water
		Goal 15 : Life on land
	Goal 16 : Peace & Justice Strong Institutions	
	Goal 17 : Partnership for the goals	
Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner – ESSENTIAL INDICATORS	GRI 417: Marketing and Labelling 2016	Goal 12 : Responsible Consumption & Production
	GRI 417-1 Requirements for product and service information and labelling	
	GRI 418: Customer Privacy 2016	
	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	
	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics	
Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner – LEADERSHIP INDICATORS	GRI 417: Marketing and Labelling 2016	
	GRI 417-1 Requirements for product and service information and labelling	
	GRI 418: Customer Privacy 2016	
	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	
	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics	

***https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf



Assurance statement on third-party verification of sustainability information

Unique identification no.: 3153121115

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **NOCIL Limited, Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai – 400 020**, Maharashtra hereinafter for the period from 01 April 2024 to 31 March 2025.

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

Scope of the verification

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

Reporting standard/framework

The disclosures have been prepared by **NOCIL Limited**, in reference to:

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.

The following sustainability indicators’ reporting are included in the scope of the assurance engagement during the reporting period Financial Year 2024-2025 as listed below

Limited level of assurance of ‘BRSR 9 Core Attributes’

and

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

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

Section C: Principle Wise Performance Disclosure

Principle 1: Essential Indicator 1, 6

Principle 1: Leadership indicator 1

Principle 2: Essential Indicator 2-b

Principle 2: Leadership indicator 3, 4, 5

Principle 3: Essential Indicator 1, 2, 5, 8, 9, 13, 14

Principle 3: Leadership Indicator 3

Principle 5: Essential Indicator 1, 2, 3, 6, 10

Principle 6: Essential Indicator 6

Principle 6: Leadership Indicator 2, 7

Principle 8: Leadership Indicator 6

Principle 9: Essential Indicator 3.

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

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

Responsibility of the Company

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

Verification methodology and procedures performed

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

Level of Assurance

Limited Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

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

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

Sl. No.	Company Name	Site Address
1	NOCIL Limited	Corporate Office: Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai – 400 020, Maharashtra
2		Dahej Plant: Plot No. 12/A/1 & 13/B/1, Dahej Industrial Estate, Village Ambheta, Tal. Vagra, Dist. Bharuch, Gujarat - 392130, India.
3		Navi Mumbai Plant: C-37, T.T.C. Industrial Area, Pawne, Navi Mumbai – 400 705, Maharashtra

Conclusion

Limited level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 02 May 2025 to 06 May 2025, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2024-25 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limitations

The assurance process was subject to the following limitations:

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



Use of this Statement

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

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

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

Mumbai, 04-07-2025

Prosenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance

Pratik Pancholi
Verification Team Leader, TÜV SÜD Management System
Assurance

Annexure I

S.No	Attribute	Parameter	Cross reference to BRSR (P-Principles/E-Essential Indicator)
1.	Green-house gas (GHG) foot- print. Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting Reporting Standard	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) Total Scope 2 emissions (Break-up of the GHG (CO ₂ e) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated (A+B + C + D + E + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re- using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract- workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11



S.No	Attribute	Parameter	Cross reference to BRSR (P-Principles/E-Essential Indicator)
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	P5-E3
		Complaints on POSH	P5-E7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/small producers and from within India	P8-E4 P8-E5
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost	
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	P9-E7
		Number of days of accounts payable	P1-E8
9.	Openness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9