



Environmental, Social and Governance (ESG) Report 2022-23

Benzo Chem Industries Private Limited



About Benzo Chem

- Benzo Chem Industries Private Limited and Gitanjali Chemicals Private Limited are wholly owned companies of Mohatta Group.
- Gitanjali Chemicals Pvt. Limited was founded in 1982, initially specializing in the production of phthalate plasticizers.
- Over the years, Gitanjali Chemicals expanded its expertise to include biocides, pharmaceuticals, and performance chemicals.
- Their product range now encompasses Chlorophenol derivatives, Diclofenac Sodium and Miconazole Nitrate intermediates, Benzophenones, Acetophenones, Anisole, and Phenetole derivatives.
- Benzo Chem Industries Pvt. Limited was established in 1986 in Jalgaon and in 1997 in Malkapur, Maharashtra, approximately 400 kms from Mumbai.
- They offer world-class service, supplying products ranging from kilo to ton lots from their extensive product range.
- In 2009, a new 100% Export Oriented Unit was launched in Malkapur, expanding the company's operations.
- They have a local FDA approved c-GMP plant and written confirmation for export of products to the EU, located in Ambarnath near Mumbai.
- These expansions broadened the product portfolio and solidified the company's position as a market leader in manufacturing products.
- All four factories received ISO 9001-2015, ISO 14001-2015, and ISO 45001-2018 recognition from TUV NORD CERT, GmbH, reflecting their commitment to quality.

About Benzo Chem

- Benzo Chem Industries Private Limited has commenced its annual Sustainability Reporting for the Financial Year 2022-23, marking the 1st edition of their commitment to sustainable development.
- The report aims to provide transparency by showcasing sustainability targets, diligent efforts, and outstanding performance, while also addressing issues of significance to the business and diverse stakeholders.
- The Sustainability Report for 2022-23 offers a detailed and credible depiction of the company's impact on the environmental, social, and governance domains, with a focus on quantitative data wherever applicable.

This report has been prepared with reference to GRI Sustainability Reporting Standards 2022, which can be accessed online at www.bcipl.com. The scope of the 2022-23 Sustainability Report is limited to the following sites:

1. Benzo Chem Industries Private Limited, Plot No. B-24,25 MIDC Area Dasarkhed, Malkapur-443101 Maharashtra
2. Benzo Chem Industries Private Limited, Plot No. B-26,27 MIDC Area Dasarkhed, Malkapur-443101 Maharashtra
3. Benzo Chem Industries Private Limited, Plot No. E-13,14 &15 MIDC Area Jalgaon-425003 Maharashtra
4. Benzo Chem Industries Private Limited, Plot No. Z-103/D,Phase II Dahej, SEZ Dahej,- 392140 Gujrat

About Benzo Chem

The company has established a global presence through the export of its range of products to USA, Brazil, Europe, Japan, Korea, Taiwan etc.

Long term success and responsibilities for the society go hand in hand for us. We take pride in maintaining healthy relationship with the environment by installation of modern effluent treatment plant.

Our Commitment

Our dedication is to provide our customers with advanced material solutions by leveraging our enthusiastic workforce, cutting-edge technologies, and quick responsiveness.

Our Vision

To become a global supply chain partner of :
Leading crop science, Life science and
Fine chemical companies

Mapping of Sustainable Development Goals



Climate Goals: These goals are primarily focused on addressing climate change and include targets to reduce greenhouse gas emissions, transition to renewable energy sources, and increase energy efficiency.



Corporate Sustainability Goals: Many businesses set their own sustainability goals, which can include reducing carbon emissions, achieving zero waste, improving supply chain sustainability, and fostering diversity and inclusion in the workplace.



No Poverty: End poverty in all its forms everywhere.



Good Health and Well-being: Ensure healthy lives and promote well-being for all at all ages.



Gender Equality: Achieve gender equality and empower all women and girls.



Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all.



Decent Work and Economic Growth: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



Responsible Consumption and Production: Ensure sustainable consumption and production patterns.

Material Disclosures Reported under ESG



ENVIRONMENTAL

1. Energy Management
2. Water Management
3. Waste Management
4. Emissions



SOCIAL

1. Health & Safety
2. Trainings of Employees
3. Human Rights & Child Labor
4. Diversity and Inclusion
5. Supplier Assessment

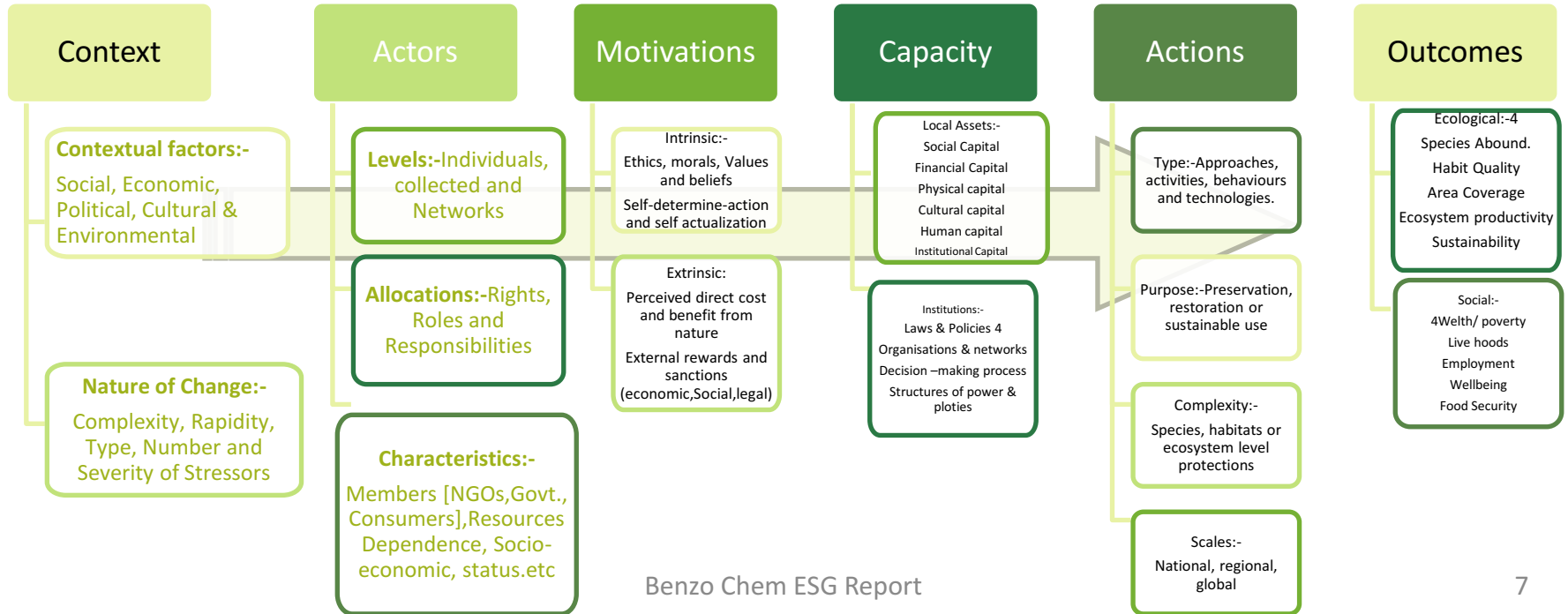


GOVERNANCE

1. Governance Structure
2. Ethics, Grievances & Anti Corruption
3. Information Security

Environmental Stewardships

The study presents a comprehensive framework for local environmental stewardship, focusing on actions taken by individuals, groups, or networks to protect and responsibly use the environment in various social-ecological contexts, aiming to enhance its importance.



ENVIRONMENT- ENERGY MANAGEMENT

Energy Consumption Details For the Period From 1st Apr-2022 to 31st Mar-2023

Site Wise Data

Site	Malkapur Unit-1				Malkapur Unit-2			Jalgaon Unit			Dahej Unit		
Energy Source	Electricity	Coal	Diesel	Solar energy	Electricity	Coal	Diesel	Electricity	Coal	Diesel	Electricity	Diesel	Briquettes
Total Energy Consumption (GJ)	13607.57	92139.46	364.90	7.4650	23598.18	78258.20	589.02	13375.584	52744.64	696.15	31351.86	699.79	108254.80

Consolidate Data For Whole Group of Benzo Chemical Industries Pvt. Ltd.

Energy Source	Electricity	Coal	Diesel	Solar energy	Briquettes
Total Energy Consumption (GJ)	81933.19	22314.30	2349.86	7.4650	108254.80

ENVIRONMENT- WATER MANAGEMENT

Water Withdrawal, Consumption & Recycle Details

From 1st Apr-2022 to 31st Mar-2023

Site wise Data

Site Name	Source of Water	Total Water Withdrawal (m³)	Total Water Recycle (m³)	Total Water Consumption (m³)
Malkapur Unit-1	MIDC Water Supply	47038	23123	70188
Malkapur Unit-2	MIDC Water Supply	45332	5779	51111
Jalgaon Unit	MIDC Water Supply	32285	0	32285
Dahej Unit	GIDC Water Supply	52955	0	73020

Consolidate Data For Whole Group of Benzo Chemical Industries Pvt. Ltd.

		Total Water Withdrawal (m³)	Total Water Recycle (m³)	Total Water Consumption (m³)
---	---	177610	28902	226604

ENVIRONMENT- WATER MANAGEMENT

Rain Water Harvesting Details For the Period From 1st Apr-2022 to 31st Mar-2023

Malkapur Unit-1			Dahej Unit		
Description of Building	Building Roof Area in Sq. meter	Amount of Rain Water that can be collected (Approx.) in m ³ / day	Description of Building	Building Roof Area in Sq. meter	Amount of Rain Water that can be collected (Approx.) in m ³ / day
Production Plant	1523.68	989291.9	Production Plant	182.65	115562.655
Boiler House	770	499944.1	Chlorine Tonner Yard	238.35	150804.045
Chlorine Tonner Yard	140	90898.92	Utility Area	937.4	593092.98
Utility Area	600	389566.8	---	---	---
Total		1969702	Total		8594459.68

* Rainy Season from June to September

ENVIRONMENT- WASTE MANAGEMENT

Hazardous Waste Generation & Disposal Data For the Period From 1st April-2022 to 31st March-2023

Site Wise Details

Waste Type / Category	Malkapur Unit-1				Malkapur Unit-2				Jalgaon Unit			
	Generation (MT)	Disposal (MT)	Disposed to Facility Name	Stock (MT)	Generation (MT)	Disposal (MT)	Disposed to Facility Name	Stock (MT)	Generation (MT)	Disposal (MT)	Disposed to Facility Name	Stock (MT)
Distillation Residue / 20.3	4.454	4.454	MEPL ButiBori Nagpur	00	0.940	1.000	MEPL ButiBori Nagpur	0.150	---	---	---	---
Chemical Sludge from Waste Water Treatment / 35.3	4.600	4.600		00	4.630	5.120		0.670	23.13	23.13	MEPL MIDC Ranjangaon Tal Shirur Dist Pune	00
Process Residue & Waste / 28.1	54.650	54.650		00	--	---	---	---	10.466	10.466		00
Concentration / Evaporation Residue / 37.1	---	---	---	---	20.310	16.860	MEPL ButiBori Nagpur	3.450	---	---	---	---

ENVIRONMENT- WASTE MANAGEMENT

Hazardous Waste Generation & Disposal Data For the Period From 1st April-2022 to 31st March-2023 Site Wise Details

Site: Dahej Unit

Sr No.	Type of Waste	Waste Category	UOM	Generation	Disposal	Disposed to Facility Name	Stock
1	ETP sludge	35.3	MT	240	218.11	TSDf Site Beil	21.89
2	Residue from Distillation	36.1	MT	456	455.49	Co-processing Facility RSPL	0.66
3	Discarded Drum	33.1	Nos.	7345	7281	---	64
4	Discarded PP Bags / Liners	33.1	Nos.	4210	4050	---	160
5	Used Oil	5.1	L	1	0	---	1
6	Carbon Sludge	28.3	MT	0	0	---	0
7	MEE Salt	35.3	MT	1009.1	714.85	TSDf Site Beil	294.25
8	HCL (30%)	29.6	MT	399.67	362.18	Shreejee Industries Patan	37.49
9	HBr (35-40% Solution)		MT	0	0	Modi Chemi	0
10	NaBr (18-20% Solution)		MT	12	14.77	Modi Chemi	---
11	Spent Solvent	26.2	MT	70	62.479	Hitu Industries	7.521
12	Boiler Ash	37.2	MT	515	559.59		---
13	PAC	---	KI	334.71	330.45	RSPL	---
14	Inorganic Salt	29.1	MT	130	103.8	Co-processing Facility RSPL	26.2
15	Sodium Sulphite	---	MT	106	87.22	Co-processing Facility RSPL	18.78

ENVIRONMENT- WASTE MANAGEMENT

Hazardous Waste Generation & Disposal Data For the Period From 1st April-2022 to 31st March-2023

Consolidate Data For Whole Group of Benzo Chemical Industries Pvt. Ltd.

Sr No.	Type of Waste	Waste Category	UOM	Generation	Disposal	Disposed to Facility Name	Stock
1	ETP sludge	35.3	MT	272.36	250.47	MEPL / TSDF Site Beil	21.89
2	Residue from Distillation	20.3 / 36.1	MT	461.39	460.94	MEPL / Co-processing Facility RSPL	0.51
3	Discarded Drum	33.1	Nos.	7345	7281	---	64
4	Discarded PP Bags / Liners	33.1	Nos.	4210	4050	---	160
5	Used Oil	5.1	L	1	0	---	1
6	Carbon Sludge	28.3	MT	0	0	---	0
7	MEE Salt	35.3	MT	1009.1	714.85	TSDF Site Beil	294.25
8	HCL (30%)	29.6	MT	399.67	362.18	Shreejee Industries Patan	37.49
9	HBr (35-40% Solution)		MT	0	0	Modi Chemi	0
10	NaBr (18-20% Solution)		MT	12	14.77	Modi Chemi	---
11	Spent Solvent	26.2	MT	70	62.479	Hitu Industries	7.521
12	Boiler Ash	37.2	MT	515	559.59		---
13	PAC	---	KI	334.71	330.45	RSPL	---
14	Inorganic Salt	29.1	MT	130	103.8	Co-processing Facility RSPL	26.2
15	Sodium Sulphite	---	MT	106	87.22	Co-processing Facility RSPL	18.78
16	Process Residue from Waste Water	28.1	MT	65.116	65.116	MEPL	0
17	Concentration / Evaporation Residue	37.1	MT	20.310	16.860	MEPL	13

ENVIRONMENT- WASTE MANAGEMENT

Non-Hazardous Waste Generation, Disposal Data For the Period From 1st April-2022 to 31st March-2023

Site Wise Data																
Type of Non Hazardous Waste	Malkapur Unit-1				Malkapur Unit-2				Jalgaon Unit				Dahej Unit			
	Generation	Disposal	Disposed to Facility	Stock	Generation	Disposal	Disposed to Facility	Stock	Generation	Disposal	Disposed to Facility	Stock	Generation	Disposal	Disposed to Facility	Stock
Boiler Ash	1097.87MT	1097.87MT	Brick Manufacturer	0	1857.95 MT	1857.95 MT	Brick Manufacturer	0	471.8 MT	471.8 MT	Brick Manufacturer	0	---	---	---	---
Paper Waste	---	---	---	---	---	---	---	---	731 kg	731 kg	Recycler	0	---	---	---	---
E-waste	---	---	---	---	---	---	---	---	---	---	---	---	828.1 MT	828.1 MT	Electro alloy Recycling	0
Empty Drum	---	---	---	---	---	---	---	---	450 Nos.	450 Nos.	Recycler	0	7345 Nos.	7281Nos	Asian Barrels	64 Nos.

Consolidate Data For Whole Group of Benzo Chem Industries Pvt. Ltd.			
Type of Non Hazardous Waste	Generation	Disposal	Stock
Boiler Ash	3427.62 MT	3427.62 MT	0
Paper Waste	731 kg	731 kg	0
E-waste	828.1 MT	828.1 MT	0
Empty Drum	7795 Nos.	7731 Nos.	64 Nos.

ENVIRONMENT- EMISSIONS

Air Emission Details For the Year 2022-23

Ambient Air Monitoring

Parameter	Limit	Unit	Average Result / Value			
			Malkapur Unit-1	Malkapur Unit-2	Jalgaon Unit	Dahej Unit
SO ₂	80	µg/m ³	4.40	6.1	18.8	13.02
NO _x	80	µg/m ³	8.86	8.6	15.6	10.32
PM ₁₀	100	µg/m ³	56	34	62	44.32
PM _{2.5}	60	µg/m ³	---	---	---	14.63
SPM	TWA (8 hr): 500	µg/m ³	71	58	138	---

Workplace Monitoring

RSPM	TWA (8 hr) : 5	mg/m ³	BLQ	0.11	0.834	---
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*BLQ: Below Limit of Quantification, Limit of Quantification=0.1, TWA: Time Weightage Average, PM: Particulate Matter, SPM: Suspended Particulate Matter, RSPM: Respirable Suspended Particulate Matters

ENVIRONMENT- GREENHOUSE GAS EMISSION

The verification covered 98% of total Scope 1, 2, and 3 GHG emissions in FY 2022-23, which included the following activities:

- Scope 1: Stationary and Mobile Combustion, and Refrigerants
- Scope 2: Purchased Electricity
- Scope 3: Category 1 – Purchased Goods for Chemicals (RM) and (PM)
- Scope 3 Category 2 – Capital Goods
- Scope 3 Category 4 – Upstream Transportation and Distribution
- Scope 3: Category 5 – Waste Generated in Operations
- Scope 3 Category 6 – Business Travel
- Scope 3: Category 7 – Employee Commuting

Intertek reviewed selected climate change-GHG disclosures provided by Benzo in its Report. Based on the data and information provided by Benzo, Intertek concludes with limited assurance that there is no evidence that the GHG data and information presented in the Report is not materially correct. The report provides a fair representation of CDP Climate Change-GHG disclosures and is in accordance with the CDP Climate Change Reporting Guidance to the best of their knowledge.

The reported GHG emissions for FY 2022-23 are equal to:

Scope 1 (tonne CO2e)	Scope 2(Location-based) (tonne CO2e)	Scope 3 (tonnes CO2e)	Biogenic Emissions (tonnes CO2e)
23902.29	20938.46	41907.90	0

In alignment with the forecasts, Benzo has established an internal goal to achieve a 63% reduction in emissions by the year 2035, using the 2020-2021 period as the baseline for comparison.

SOCIAL-HEALTH & SAFETY

Health & Safety Performance for the Period from 1st Apr-2022 to 31st Mar-2023

Site Wise Data

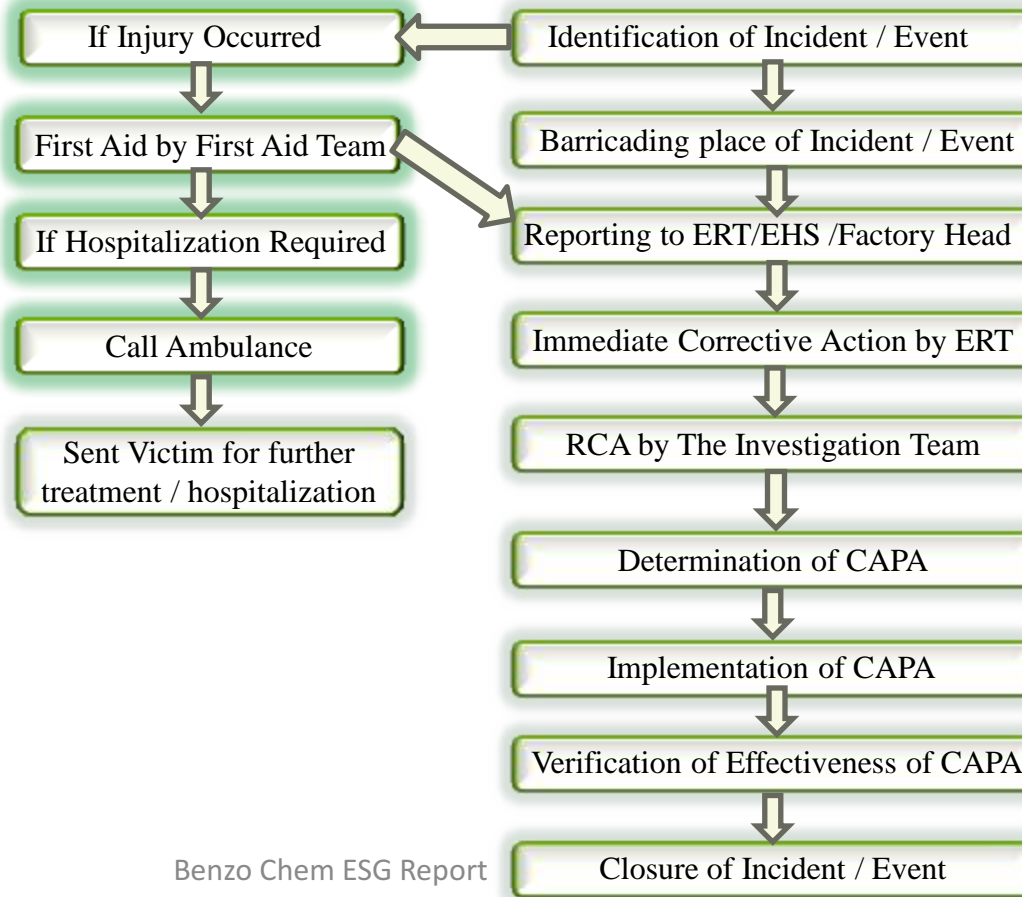
Malkapur Unit-1					Malkapur Unit-2					Jalgaon Unit					Dahej Unit				
Near miss	LTI	Fatality	LTIFR	LTISR	Near miss	LTI	Fatality	LTIFR	LTISR	Near miss	LTI	Fatality	LTIFR	LTISR	Near miss	LTI	Fatality	LTIFR	LTISR
73	9	0	12.37	0.0048	41	6	0	1.1392	0.8796	18	5	0	6.54	0.0031	40	14	0	14.40	0.0083

Consolidate Data For Whole Group of Benzo Chem Industries Pvt. Ltd.

Near miss	LTI	Fatality	LTIFR (Avg Value)	LTISR (Avg Value)
172	34	0	8.61	0.2239

SOCIAL-HEALTH & SAFETY

Incident investigation flow chart



SOCIAL-HEALTH AND SAFETY

Social-Health & Safety of Employee at Benzo

Social-Health & Safety of Employee:-We believe that our employees are our most valuable assets, and we are committed to providing a comprehensive benefits package that enhances your overall well-being and job satisfaction. As part of our ongoing commitment to your success, we are pleased to offer you a range of valuable employee benefits. This note provides an overview of the benefits available to you as a member of our team. These benefits are designed to improve your overall job satisfaction, personal well-being, and career development. We continually review and enhance our offerings to meet the evolving needs of our employees.

NO complaint on health and safety received in year 2022-2023

Several Benefit Benzo Offer to Our Employees

S. No	Employee Social-Health & Safety	Male	Female
1	Healthcare Coverage	All Employee's	All Employee's
2	Paid Time Off (PTO)	All Employee's	All Employee's
3	Wellness Programs	All Employee's	All Employee's
4	Employee Recognition and Rewards	All Employee's	All Employee's
5	Benefit of Employee Provident Fund	All Employee's	All Employee's
6	Employee Covered Under ESIC & Gratuity Scheme	All Employee's	All Employee's

SOCIAL-WORKING CONDITION

Working Condition of Employees & Workers at Benzo

A progressive social working culture within the industry places a strong emphasis on meeting and often exceeding minimum wage standards, ensuring that every employee receives fair compensation regardless of promoting financial ender. Additionally, a significant number of employees are covered under Provident Fund (PF) and Gratuity schemes, security and long-term benefits. The industry also provides comprehensive healthcare support through Medclaim and health policies, along with accidental coverage for unforeseen events. Maternity and paternity leave policies are thoughtfully designed, acknowledging the importance of work-life balance and the well-being of employees, fostering a holistic and inclusive working environment.



SOCIAL-TRAINING

Social-Trainings Details of Benzo

In our commitment to sustainable practices, we recognize the pivotal role that training plays in fostering a culture of environmental and social responsibility within our organization. This report highlights our efforts in providing comprehensive training programs aimed at equipping our workforce with the knowledge and skills necessary to contribute to a more sustainable future. Investing in training for sustainability not only aligns with our organizational values but also contributes significantly to our broader mission of creating a positive impact on the environment and society. As we continue to evolve and adapt, we remain committed to providing ongoing, innovative training opportunities that empower our workforce to be champions of sustainability. Together, we strive towards a more resilient, responsible, and sustainable future.

Details of trainings

S. No	Particulars	Details
1.	Hours of Trainings conducted for employees and workers on Environmental, Safety and Governance	6835 Hrs
2.	Average no of training hours provided per employee per year	11 Hrs/Emp/Year

SOCIAL-HUMAN RIGHTS & CHILD LABOUR

Social-Human Rights and Child Labour

Social-Human Rights and Child Labor -Benzo is a socially responsible and ethical organization firmly dedicated to upholding human rights and eradicating child labor both within our operations and supply chain. We firmly believe that championing human rights, especially those of children, is not only a moral obligation but an integral part of our core business values. Our commitment to these principles permeates every level of our organization, as we view it as our duty to contribute to a better world and ensure our operations align with the principles of social responsibility. We encourage all members of our team to actively participate in this mission by promptly reporting any concerns related to human rights or child labor. Staying vigilant and resolute is essential in maintaining our high ethical standards

Prevent and address issues related to social-human rights and child labor

Prevent and address issues -To prevent and address issues related to social-human rights and child labor, organizations can implement various control measures and best practices. These measures aim to ensure compliance with ethical standards, international regulations, and human rights principles. Here are some key control measures to avoid social-human rights abuses and child labor, Implementing these control measures is essential for organizations to uphold their commitment to human rights and eliminate child labor. By actively working to prevent these issues and collaborating with stakeholders, organizations can create a more ethical and socially responsible business environment.

SOCIAL-SUPPLIERS ASSESSMENT

Sr. No.	Quality Objective	Strategic Indicator	Target 2021-22	Achivemen t 2021-22	Target 2022-23	Achivemen t 2022-23	Target 2023-24
1	To Improve Supplier Performance – Min. 85%	%age	85% (Min)	100	85% (Min)	100	85% (Min)
2	To reduce instances of Production Downtime due to un-availability of Raw materials	Nos. / Year	100	100	100	100	100
3	Suppliers who have signed the supplier code of conduct	% age / year	100	85	100	80	100
4	Suppliers with contracts that include clause on enviornmental, labour and human rights requirements	% / Month	100	92	100	70	100

SOCIAL-GOVERNANCE STRUCTURE

Governance-Governance Structure of Benzo

Benzo Chemicals, as an organization committed to robust governance, has a structured framework that incorporates various key components. At the apex of its governance structure is the Board of Directors, a group of seasoned individuals responsible for strategic decision-making, overseeing executive performance, and safeguarding the company's interests. Working in tandem with the board, the Work Committee plays a pivotal role in operational aspects, ensuring the alignment of day-to-day activities with the company's overarching goals. The Safety Committee, on the other hand, focuses on maintaining and enhancing safety protocols within the organization, safeguarding the well-being of employees and the integrity of operations. Furthermore, the Grievance Committee is instrumental in addressing and resolving concerns raised by employees, promoting a fair and transparent environment. This multifaceted governance structure ensures that Benzo Chemicals operates with integrity, efficiency, and a commitment to the well-being of its workforce.

Committee Details		No. of Members	
S. No	Particular	Male	Female
1	Board of Directors	05	00
2	Works Committee	43	00
3	Safety Committee	04	00
5	Grievance Committee	02	04

GOVERNANCE-ETHICS, GRIEVANCES & ANTI-CORRUPTION

Ethics & Grievances

Ethics and grievances are integral components of a sustainable framework, providing the moral compass and accountability necessary for long-term viability. In this report, we delve into the significance of upholding ethical standards and addressing grievances in the context of sustainability, emphasizing their pivotal role in fostering a socially and environmentally responsible organizational culture. Ethics and grievance management are not only ethical imperatives but also critical components of sustainable business practice. By incorporating these principles into our organizational DNA, we fortify our commitment to a future where ethical conduct and sustainable practices converge for the betterment of society and the environment.

Training Given on:-ETI, Anti-money laundering, Antitrust/fair competition, Anti-corruption, Sanctions laws.

Anti-Corruption Measures

In our pursuit of sustainability, the establishment of a robust anti-corruption system is imperative. Corruption not only undermines ethical business practices but also poses a significant threat to social, environmental, and economic sustainability. This report outlines our commitment to combat corruption, emphasizing its pivotal role in fostering a sustainable and responsible organizational culture. Integrating anti-corruption measures into our sustainability framework is not only a legal and ethical imperative but also a critical step towards building a more sustainable and resilient future. Through our collective efforts, we aim to create an organizational culture where integrity, transparency, and responsible conduct are the cornerstones of our sustainable journey. Together, we work towards a future where corruption has no place, and ethical business practices prevail.

At Benzo, we didn't report any Anti Corruption Measure, Grievances and discrimination received in year 2022-2023.

GOVERNANCE-INFORMATION SECURITY

Information Security

Benzo Chem places paramount importance on information security, implementing a robust Information Technology (IT) policy as a cornerstone of its operations. This comprehensive policy outlines the guidelines and protocols for the secure management of digital assets, data, and communication channels within the organization. The IT policy encompasses measures for data encryption, secure access controls, regular system audits, and employee training on cybersecurity best practices. The company is proud to have a pristine track record with **no incidents of IT policy breaches or data theft**, a testament to its unwavering commitment to safeguarding sensitive information. This dedication to information security not only protects proprietary data but also fosters trust among stakeholders, ensuring the integrity and confidentiality of all digital assets associated with Benzo Chem.





BENZO CHEM ESG REPORT 2022-23

In case of any query or concern over our ESG Report 2022-23, please reach out to us at hrd@benzochem.co.in