



Sustainability Report FY 2024

**Benzo Chem Industries
Private Limited**

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Businesses have both the power and the responsibility to set an example and drive innovation for the better tomorrow. Our commitment extends far beyond our operations—it is about embracing a broader vision for the future. We recognise that our obligations are not confined to our day-to-day activities but encompass the long-term well-being of the environment, our people, and the communities we serve

Our ethical responsibility is rooted in a singular goal: to promote well-being while operating in harmony with the environment and fostering growth for all stakeholders. As a leader in the industry, we leverage our market position to create meaningful change and improve the quality of life for people everywhere

We understand that sustainability is multi-faceted, encompassing environmental stewardship, social progress, and strong governance. In alignment with the United Nations Sustainable Development Goals, we continuously explore innovative strategies to minimize our carbon footprint, conserve natural resources, and uphold the highest standards of ethical business practices.

"Our first sustainability report highlights our commitment to managing Environmental, Social, and Governance (ESG) aspects through a science-based approach and a strong sense of corporate responsibility. We encourage our stakeholders to explore the meaningful and impactful initiatives we have undertaken."



For the Environment, we leverage advanced technologies to reduce waste, conserve water, optimize energy use, and ensure the highest standards of safety and quality across our production processes. Our commitment is to safeguard both people and the planet through responsible and sustainable operations.



On the Social efforts, we prioritize the well-being of our employees, fostering a culture of diversity and inclusion, while actively participating in community initiatives. We believe that true social sustainability lies in enhancing the quality of life within our workforce and the communities we touch.



In the realm of Governance, we emphasize ethical leadership and transparency, ensuring that every decision and policy we implement is rooted in integrity and aligned with the long-term interests of all our stakeholders.



ABOUT THE REPORT

INTRODUCTION

Benzo Chem is proud to present our first Sustainability Report to showcase our sustainability performance for FY 2023-2024. This report offers a comprehensive and transparent overview of our performance across Environmental, Social, and Governance (ESG) parameters, highlighting both quantitative and qualitative achievements.

SCOPE AND BOUNDARY:

This report covers the sustainability performance of all our manufacturing sites located across India, the R&D Centre and the Head office. The sites covered are:

1. Benzo Chem corporate office, Mumbai
2. Manufacturing units, Jalgaon
3. Manufacturing unit, Malkapur
4. Manufacturing unit, Dahej
5. Export Unit, Malkapur

The information disclosed covers the reporting period from April 1, 2023, to March 31, 2024. In the report, all operations within this boundary are referred to as 'Benzo Chem' unless stated otherwise. [A copy of the report is available for download on our website <https://www.bcipl.co.in/sustainability>](https://www.bcipl.co.in/sustainability)

REPORTING FRAMEWORK

This report has been prepared following the Global Reporting Initiative (GRI) Standards, ensuring a thorough and standardized approach to sustainability reporting.

The material topics disclosed in this report are identified through comprehensive materiality analysis. This gives our stakeholders confidence in our report and ensures we have a focused approach towards a sustainable future. All the material topics are presented in line with the GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and material-specific GRI 3: Material Topics 2021 requirements.



We are dedicated to aligning with the United Nations Sustainable Development Goals (SDGs) and the United Nations Global Compact (UNGC). Furthermore, we actively participate in the Carbon Disclosure Project (CDP) and EcoVadis Sustainability Ratings, further demonstrating our commitment to driving sustainable performance.

The report has been verified by a third party at a limited assurance level, reinforcing the accuracy and reliability of the information presented.

POINT OF CONTACT FOR FEEDBACK AND QUERIES:

We would love your feedback on this report.

Mr. Sunil Nawal

Director- Operations

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LEADERSHIP MESSAGES

To all stakeholders,

At Benzo Chem Industries Pvt Ltd., sustainability is a core focus across Environmental, Social, and Governance (ESG). Our sustainability objectives are fully embedded into the annual goals of our leadership team, driving responsible growth and long-term value creation.



Shri Gaurav Mohatta

Managing Director

As we navigate the future, our commitment to responsible and sustainable business practices remains unwavering. We are dedicated to achieving our environmental, social, and governance (ESG) goals, in line with global sustainability frameworks.

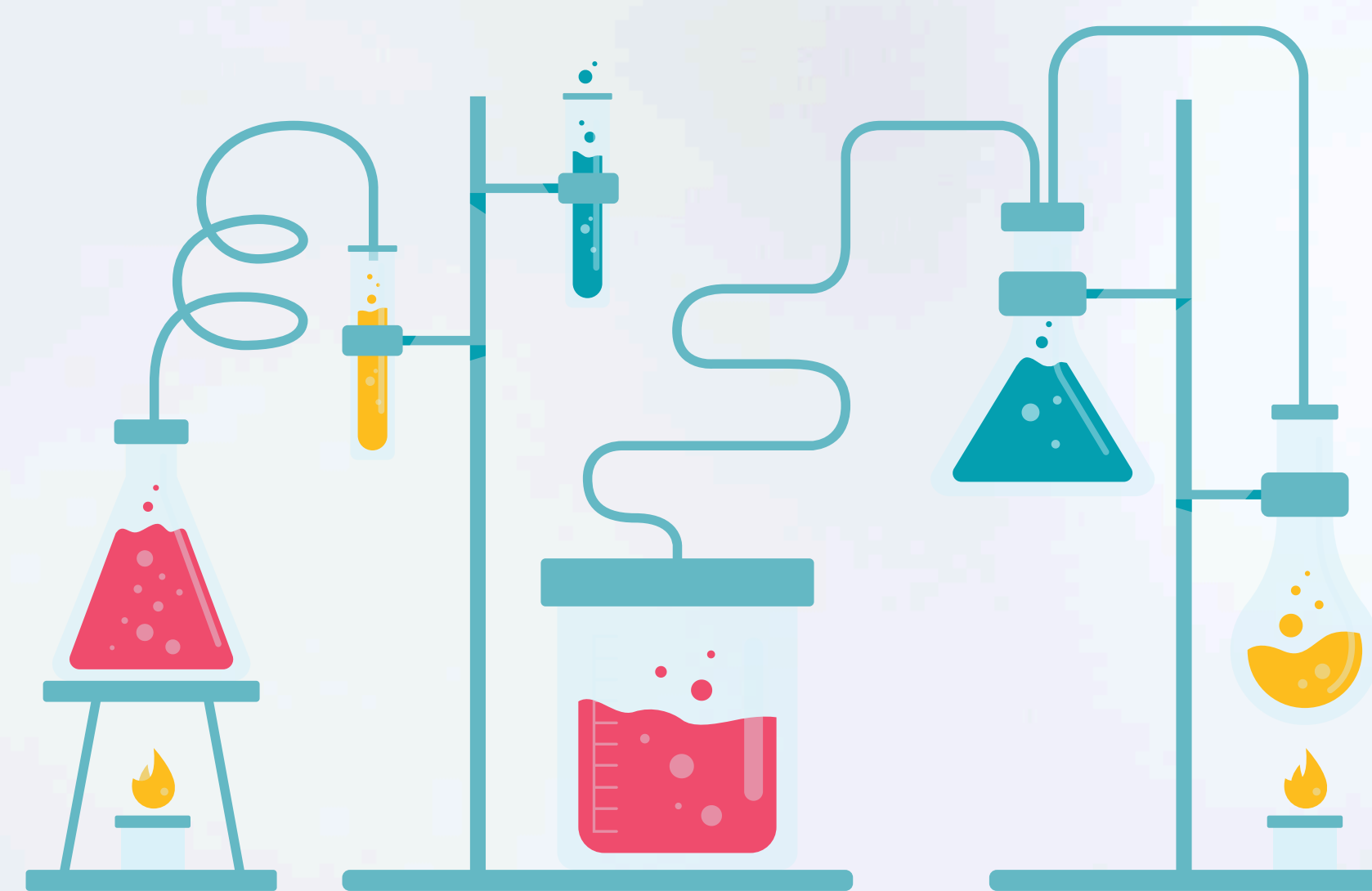
Through innovative solutions, stakeholder collaboration, and operational efficiency, we strive to make a positive impact on the planet, while ensuring long-term growth for our company. Our achievements in areas such as renewable energy adoption, process innovation, and waste reduction are just the beginning. We believe that by working together—embracing transparency, accountability, and a shared commitment—we can make significant strides toward a more sustainable future for all.

We are grateful for your continued trust and support as we progress on this journey. Together, we will lead by example, driving change and fostering sustainable development for the benefit of our business, our people, and the environment.

"WE can and WE will do it."

Our journey towards sustainable growth and development has been one of innovation, responsibility, and unwavering commitment. Sustainability is no longer just a goal; it is a core principle that guides every decision we make at Benzochem. Our vision is to create lasting value for our stakeholders, not just through business growth, but by making meaningful contributions to the environment and society. As we continue to expand our business, our focus remains on fostering sustainability across all our operations. We not only strengthened our core competencies in the manufacturing of agrochemicals and pharmaceuticals intermediates, Biocides, Specialty Chemicals and Fine Chemicals but also opened doors to new growth avenues and diversification opportunities. We are proud of the milestones we have achieved, such as our increased reliance on renewable energy, our innovations in waste reduction, and our commitment to green chemistry. These efforts are not just about compliance or meeting targets; they represent our unwavering dedication to ensuring that we leave behind a positive legacy for future generations.

Sustainability, embedded within our Environmental, Social, and Governance (ESG) principles, is central to our corporate philosophy. A specialized team has been established to drive actionable plans that support our sustainability initiatives. We pride ourselves on adopting best practices in waste, water, and energy management, all aimed at reducing our environmental footprint. Our investments in solar energy, green boilers, and advanced water recycling systems, including Zero Liquid Discharge facilities, reflect our commitment to protecting the planet.



Corporate governance is a key pillar of our operational strategy. Although we are not a publicly listed company, we adhere to governance standards that compete with those of the most rigorously managed organizations. This commitment to governance is evident in our approach to ensuring the well-being of our employees through a comprehensive occupational health and safety management system, as well as fostering community development through educational and environmental initiatives.

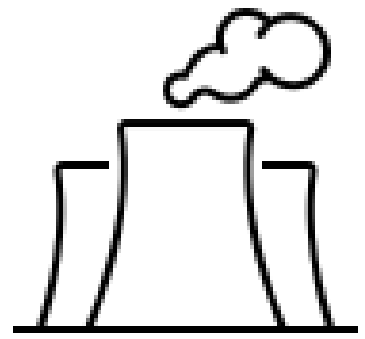
Our people are at the heart of our success. We continue to empower them through our Rewards & Recognition (R&R) programs, diversity and inclusion efforts, and a focus on continuous learning and development. We believe that speed and agility are essential to navigating the complexities of today's volatile world, and our workforce consistently demonstrates these qualities.

As we move forward, our pledge remains clear: to uphold the highest standards of sustainability, governance, and corporate responsibility. Our challenges are real, from geopolitical uncertainties to fluctuations in energy prices. Yet, with each challenge comes an opportunity. We see immense potential in technological advancements, sustainable supply chains, and stakeholder collaboration to drive our sustainability agenda forward. Transparency, accountability, and continuous engagement with our stakeholders remain central to how we operate. We will continue to actively seek feedback, evolve, and refine our strategies to ensure that we meet our sustainability commitments in line with global standards. We are on this journey together, and firm believe that with collective effort, we will continue to lead the way in creating a more sustainable future. This report marks a significant milestone as we formalize our inaugural year of sustainability reporting, and we are committed to transparent disclosures moving forward. We appreciate your trust and look forward to continuing this journey towards a more sustainable future.

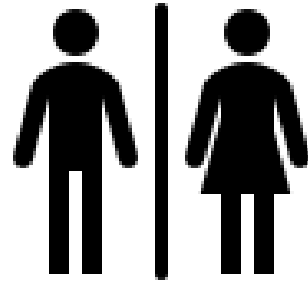


OUR ESG HIGHLIGHTS 2024

ESG Performance 2023



**55669-TON CO2E EMISSION
(SCOPE 1+SCOPE2)**



**THE FEMALE RATIO
22:1**



**80% ZLD
FACILITIES**



**ZERO FATALITY ZERO
CASES OF CHID AND LABOR
AND GRIEVANCES WERE
RECORDED.**



**87% LOCAL SUPPLIER (RM
&PM)**



**100% OF NEW SUPPLIERS WERE
ASSESSED FOR ENVIRONMENTAL
AND HUMAN RIGHTS PRACTICES.
100% OF EMPLOYEES ARE TRAINED
IN HEALTH AND SAFETY**

Actions aligned with UN SDGs



Certifications

ISO 14001:2015 Certified

ISO 45001:2018 Certified

ISO 9001:2015 Certified

CGMP certified

CDP C Rating in Climate Action

Bronze Medal Ecovadis rating



ABOUT BENZO CHEM

Benzo Chem is an India-based, professionally managed organization with over 38 years of expertise in chemical manufacturing. With manufacturing units in Maharashtra and Gujarat, Benzo Chem has established itself as a leader in producing agrochemical intermediates, pharmaceutical intermediates, and speciality chemicals with an annual sale of approximately 500 Cr. The company continues to grow, regularly setting up new manufacturing plants to meet increasing customer demands, driven by a strong and innovative R&D team. Approximately 75% of our revenue is generated from exports to various countries in Europe, USA, Taiwan, America, China, the Middle East, Japan, Australia, New Zealand and Korea.

Benzo Chem operates under the ownership of the Mohatta Group, with Benzo Chem Industries Private Limited and Gitanjali Chemicals Private Limited. The company's journey began in 1982 with the founding of Gitanjali Chemicals Pvt Limited, initially producing phthalate plasticizers. Over time, the company expanded its product range to include biocides, pharmaceutical intermediates, and performance chemicals. Today, the company's portfolio includes a wide variety of chemical derivatives such as Chlorophenol, Aromatic bromo compounds, Esters, Aldehydes, Ketones, chlorinated compounds, Benzophenones, Acetophenones, and Anisole derivatives.

Our journey of succession

1986 Jalgaon Unit

1997 Malkapur Unit

2009 Export Unit Malkapur

1997 Ambarnath Unit

2019 2nd Plant In Jalgaon

2019 Dahej Unit Phase 1

2022 Dahej Unit Phase 2

Research & Development



We have R&D laboratories in all factories. Our R&D team comprise Ph.D, Chemical Engineers, Technologists and Analytical experts. The strong R&D base led to several exciting new in-house developments in technology as well as in-process innovations. Critical process equipment selection and economically feasible innovative chemical processes are the major focus areas.

AWARDS AND RECOGNITION



We are also reporting in CDP for climate actions in 2023 we have achieved a C rating, and with the commitment towards excellence, we have submitted a CDP response in 2024 as well.

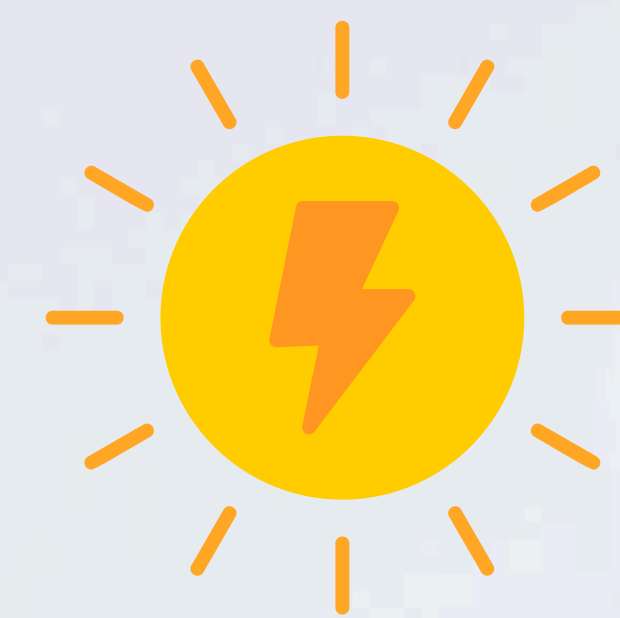
Our Membership Association

Benzo Chem is a proud member of both CHEMEXCIL (Basic Chemicals, Cosmetics & Dyes Export Promotion Council) and the Federation of Indian Chambers of Commerce & Industry (FICCI). Through these memberships, we reinforce our commitment to contributing actively to India's growth in the chemical industry while aligning with global standards of quality, safety, and sustainability.



Product Portfolio

- Benzyl Chloride Derivatives
- Benzyl Cyanide Derivatives
- Phenyl Acetic Acid Derivatives
- Aldehyde Derivatives
- Benzyl Alcohol Derivatives
- Biocides
- Bulk Drugs/ API's
- Benzophenone Derivatives
- Phenol Derivatives
- Adamantane Derivatives
- Speciality Products



SUSTAINABLE DEVELOPMENT STRATEGY

Our Vision 2027



- Achieve turnover of approximately 1000 cr
- Increase pharma business to about 25-30% of the total business
- Become preferred business partners with Top 20 companies
- More allocation of funds for system improvements, CSR activities
- Focus on green chemistry, Energy savings and SHE
- Developing eco-friendly process for products (One product/year)
- 5% Revenue from CRO activities.

Our Commitment

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

Corporate Policies for Sustainability

Our Corporate Policies underscore our dedication to ethical behaviour, integrity, and accountability, providing clear guidance for our employees, management, and Board of Directors. By establishing a unified approach to operational conduct, these policies help to maintain the highest standards of business practices.

In alignment with our Governance Principles and Code of Conduct, our Corporate Policies form a strong framework that drives operational excellence while simultaneously safeguarding our sustainability objectives. These policies are integral to embedding responsible and ethical practices across all levels of the organization, ensuring that sustainability is a core consideration in our business operations and decision-making processes. Through this framework, BenzoChem actively fosters a culture that integrates sustainability into the fabric of our business, reinforcing our commitment to a sustainable future.

1. CSR Policy

At Benzo Chem, we are committed to operating in an ethically, socially, and environmentally responsible manner. Our CSR policy serves as a cornerstone of our commitment to contributing positively to society and supporting sustainable development. The CSR policy aims to outline our approach to addressing social, economic, and environmental challenges by engaging in initiatives that foster social welfare, protect

the environment, and promote inclusive growth. It aligns with our company's long-term vision of making a meaningful impact on the communities where we operate. The CSR committee of Benzo Chem oversees the formulation and execution of CSR activities. The committee ensures that all projects are executed in compliance with applicable laws and are aligned with the company's values. We encourage our employees to actively participate in CSR activities, fostering a culture of giving back to society. Our employee volunteer programs allow them to contribute their skills and time towards impactful social initiatives. We are committed to transparency in our CSR initiatives. The outcomes of CSR projects are reported annually in our sustainability and CSR reports, ensuring that stakeholders are informed of the progress made and the positive impact generated.

2. Community-related policy

At Benzo Chem, we are committed to contributing positively to the communities in which we operate. Our Community Engagement Policy aims to foster social well-being, inclusivity, and sustainable development. We believe that our success is intertwined with the prosperity of the communities around us.

Through this policy, we reinforce our commitment to being a responsible corporate industry, addressing the socio-economic challenges faced by communities, and contributing to their long-term development. We believe in building enduring relationships based on trust, mutual respect, and shared growth. This policy showcases our dedication to creating shared value and leaving a positive legacy for future generations.

3. Code of conduct

Our Code of Conduct serves as a guiding framework for all employees, aligning our actions with our core values and commitments. This code embodies our dedication to integrity, fairness, and responsible business practices, establishing clear expectations for ethical decision-making at all levels of the organization. Our Code of Conduct promotes open communication, ensures compliance with legal and regulatory obligations, and underscores the importance of good corporate governance. Key principles include the avoidance of conflicts of interest, the promotion of ethical values, anti-corruption and anti-bribery practices, and responsible resource management.

Sustainability is at the heart of our Code of Conduct, urging employees and directors to balance stakeholder expectations with the company's objectives. We emphasize equitable practices, environmental responsibility, and a commitment to enhancing customer satisfaction. Compliance with this code is mandatory for all directors, employees, and stakeholders, reinforcing our unwavering dedication to transparency, accountability, and ethical conduct.

Through this Code of Conduct, Benzo Chem sets a high standard for professionalism and integrity, ensuring that our business practices reflect our commitment to ethical and sustainable growth.

4. Workplace safety and harassment policy

At Benzo Chem, the safety, dignity, and well-being of all employees are important. We are committed to maintaining a safe and respectful work environment, free from harassment, discrimination, and any form of harm. Our Workplace Safety and Harassment Policy outlines the measures and guidelines; we follow to safeguard employees and promote a positive organizational culture. We prioritize the safety of our employees and are committed to providing a hazard-free work environment. Our safety protocols adhere to safety standards, ensuring compliance with all legal and regulatory requirements. Regular training sessions, safety drills, and audits are conducted to maintain safety awareness across the organization. Employees are encouraged to report unsafe conditions or practices without fear of retaliation. Emergency response teams and resources are in place, including first aid, fire safety, and evacuation procedures. They are regularly trained on occupational safety and health measures to prevent workplace accidents and injuries.

5. Prevention of Sexual Harassment (POSH)

Benzo Chem is committed to fostering a workplace that is safe and free from sexual harassment. In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, our POSH policy outlines the steps we take to prevent, address, and redress incidents of sexual harassment.

Key Aspects of Our POSH Policy Include:

- Any form of sexual harassment is strictly prohibited, and complaints are treated with the utmost seriousness.
- Regular workshops and programs are conducted to raise awareness about appropriate workplace behaviour, the process of lodging complaints, and the rights of employees.
- Employees can raise concerns confidentially, which ensures a thorough investigation, impartial hearing, and timely resolution of the complaint.

Our workplace safety and harassment policies are designed to create a supportive and inclusive environment. All employees, regardless of their designation, are required to uphold the values of respect, fairness, and dignity in their interactions

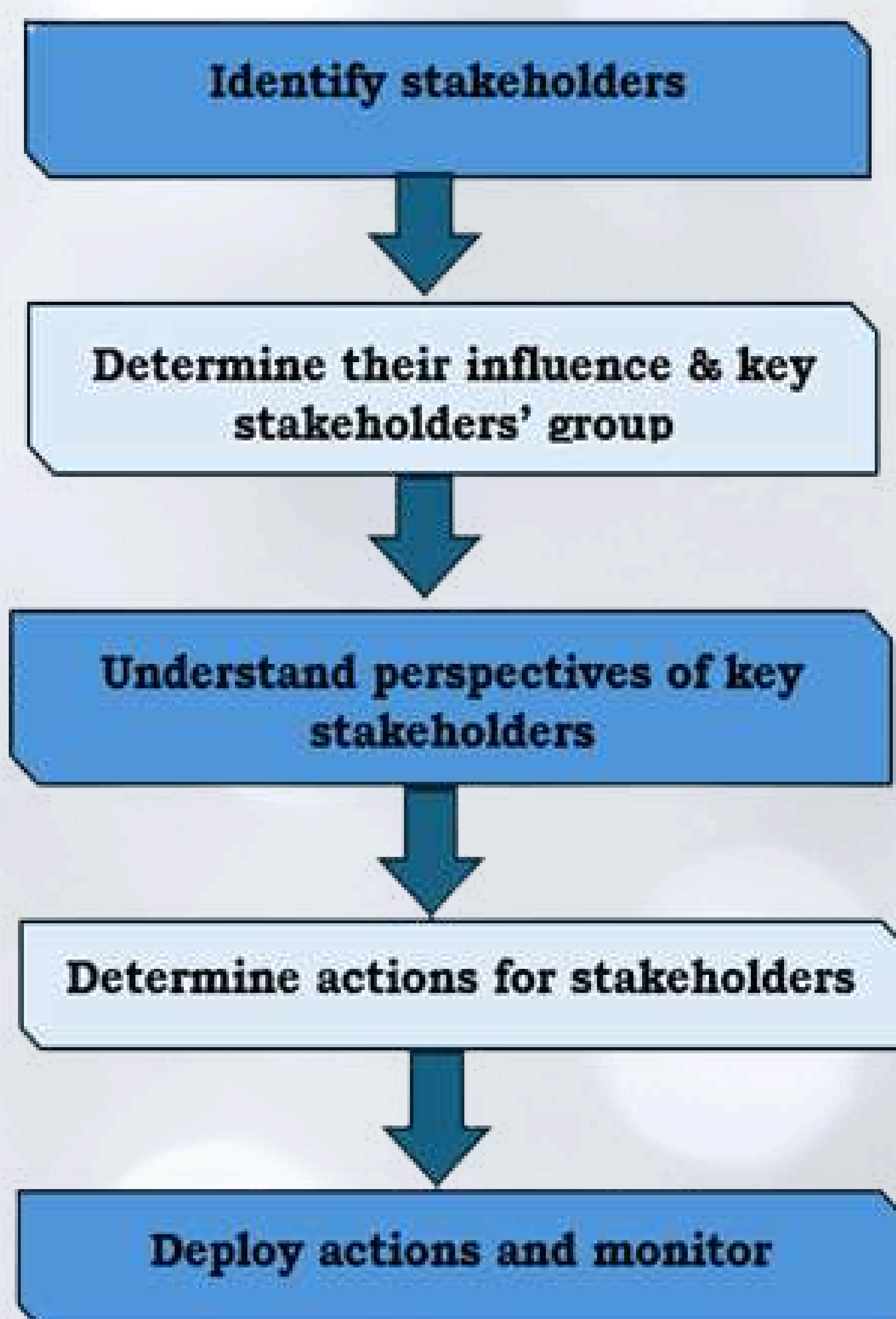
Through this policy, Benzo Chem aims to ensure a work environment that is physically safe and emotionally supportive for all employees. Employees are empowered to report any harassment or safety concerns without fear of retaliation or negative consequences. Regular assessments are conducted to evaluate workplace

safety standards and harassment prevention measures. At Benzo Chem, we believe that fostering a respectful and safe workplace is integral to the success of our organization, and we are dedicated to ensuring the highest standards of workplace ethics and safety for all employees.

Stakeholder Engagement

We recognise that the continuous growth and success of our company depends on effective communication and collaboration with all stakeholders, including employees, customers, suppliers, regulatory bodies, and local communities. We actively involve our stakeholders to align our strategies with industry standards and meet expectations. By fostering open dialogue and trust, we are continually enhancing our communication channels, working collectively towards sustainable solutions, and creating shared value. We believe that involving perspectives in decision-making is essential to address regulatory, reputational, and environmental challenges, and to develop a comprehensive corporate strategy that benefits all stakeholders.

Methodology for Stakeholder Engagement



- Identifying the internal and external stakeholders impacted by or impacting Benzochem's operations.
- Prioritising internal and external stakeholder group stakeholder group based on internal criteria.
- Mapping the influence of stakeholders and prioritising their stakeholder engagement efforts based on their level of impact and involvement in Benzochem's activities.
- Conducting surveys, interviews and indepth discussions with stakeholders to gather insights on their needs, concerns and expectations to ensure informed decision-making and strong relationships.
- Developing engagement activities to strengthen stakeholder trust.
- Implementation of engagement plans, continuously monitoring and evaluating the effectiveness of stakeholder engagement activities.
- Adapting with an approach to ensure meaningful and transparent stakeholder engagement and adjust according to stakeholders' feedback and changing needs.

Stakeholder Engagement Commitments for various stakeholders

Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholders' expectations
Employee	• Employee wellness programs	Half-yearly- Plant-level & Yearly- HO	<ul style="list-style-type: none"> • Fair wage • Career growth • Work-life balance • Job security • Safety at workplace • Fair governance
	• Town hall meetings	Yearly	
	• Regular performance evaluation meetings	Yearly	
	• Workplace health and safety standards meeting	Monthly	
	• Professional growth opportunities	Regular	
	• Circulars, emails, intranet, websites, online portals	Regular	
Investors	• Annual General Meeting	Annually	<ul style="list-style-type: none"> • Sustainable growth & returns • Risk management • Corporate governance
	• Annual Report		
	• Sustainability Report		
	• Corporate Websites	Ongoing	
Customers	• Meetings with customers	Ongoing	<ul style="list-style-type: none"> • On-time delivery • Quality product • Competitive Pricing • Post-sales support • Sustainable product
	• Media and digital communication	Periodic	
	• Customer feedback and survey	Annual	
Suppliers and vendors	• Supplier and Vendor training	Need Basis	<ul style="list-style-type: none"> • Timely payment

Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholders' expectations
	<ul style="list-style-type: none"> • Policies sharing 	Annual	<ul style="list-style-type: none"> • Continuous order • Ethical business
	<ul style="list-style-type: none"> • Initial supplier evaluation to ensure environmental and social criteria 	On the time of boarding	
	<ul style="list-style-type: none"> • Regular audits and site visits 	Periodically	
	<ul style="list-style-type: none"> • Business meets 	Periodically	
Government and Regulatory bodies	<ul style="list-style-type: none"> • Environmental compliance 	Annual	<ul style="list-style-type: none"> • Meeting compliance requirement • Zero harm to the environment • Fair governance
	<ul style="list-style-type: none"> • Regulatory audits/ inspections 	Annual	
	<ul style="list-style-type: none"> • Compliance report submission 	Periodically	
	<ul style="list-style-type: none"> • Strategic policy advocacy 	Periodically	
	<ul style="list-style-type: none"> • Official Communications- social media, press release 	Periodically	
Communities	<ul style="list-style-type: none"> • Voluntary support initiatives 	Annually	<ul style="list-style-type: none"> • Local employment • Green Environment • Infrastructure development • Livelihood support • Women empowerment
	<ul style="list-style-type: none"> • Meetings and dialogue with communities and local authorities 	Periodically	
	<ul style="list-style-type: none"> • Community development projects 	Annual	
Business Partners	<ul style="list-style-type: none"> • Coordination with importers 	Ongoing	<ul style="list-style-type: none"> • Sustainable growth

Materiality Analysis

Methodology for Stakeholder Engagement

We have conducted a materiality analysis to understand the economic, environmental, social, and governance (ESG) issues that are most relevant to our business and stakeholders. Our materiality analysis for FY 2024, was conducted to identify the most critical sustainability

risks and opportunities from two key perspectives: their significance and impact on our stakeholders, and their potential implications on our business. This analysis informs our sustainability priorities, helping us adjust our goals and performance indicators to align with the latest sustainability issues and stakeholder expectations.

Our materiality approach is comprehensively based on best standards, including those established by the Global Reporting Initiative (GRI), ensuring that our ESG strategy is both robust and responsive to the shifting landscape of sustainability challenges.

Understanding organization context

Identifying Potential and Actual impacts

Assessing the Significance of impacts

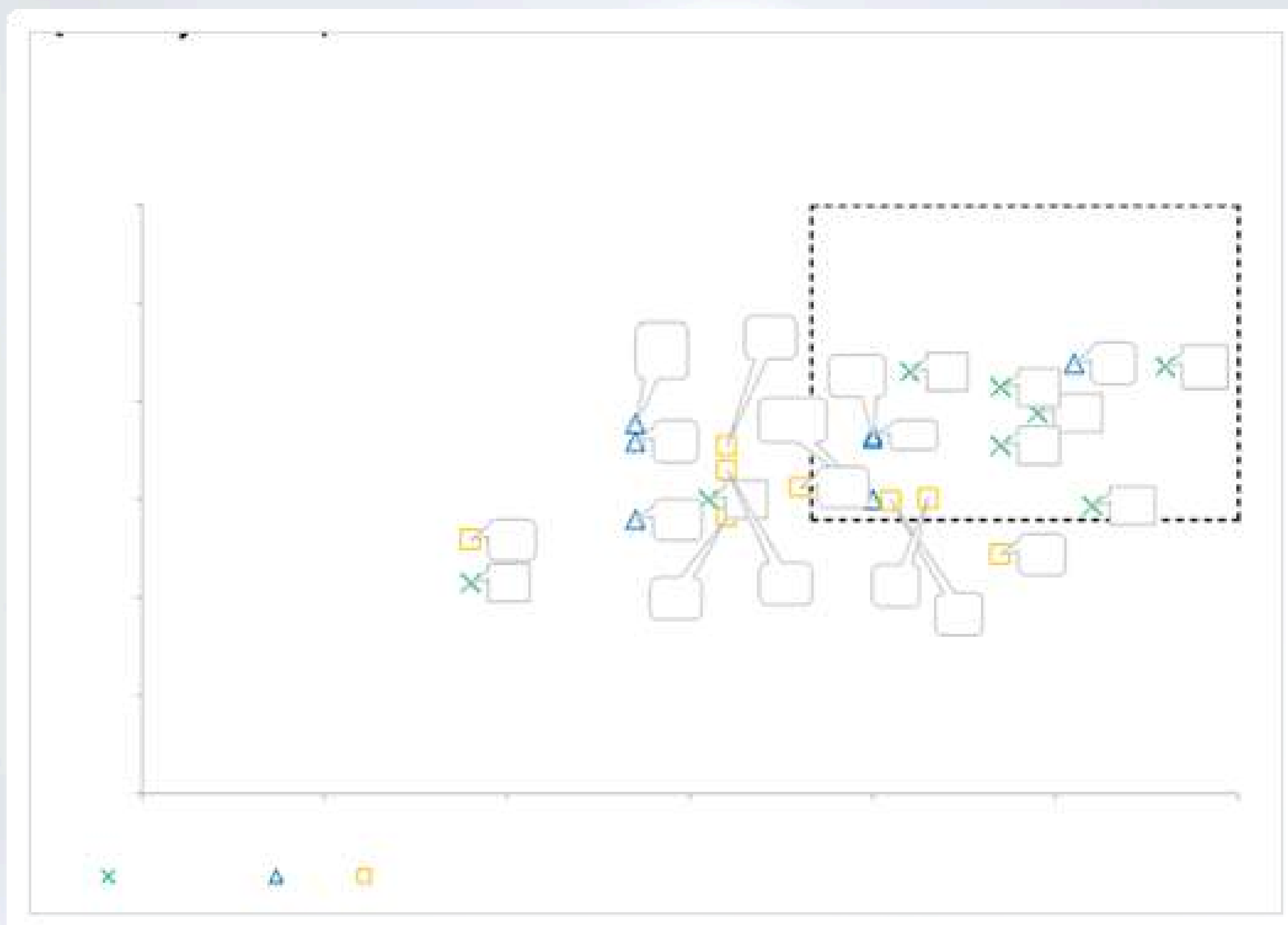
Prioritizing the significant material issue

We started our journey by understanding the most relevant issues for our organization by reviewing our policies, procedures, risk matrix, review of regulatory norms and collecting feedback from our employees, suppliers and customers. Which helped us to clearly understand our strengths and areas for improvement.

We further identified and analysed both potential and actual impacts, along with the associated risks and opportunities relevant to our operations, industry and geographical locations. To understand issues specific to its operations, we gather information from a variety of sources, including compliance management systems, audits, safety inspections, grievance mechanisms risk management systems and more.

We listed 23 potential material issues and evaluated each of the 23 potential material aspects quantitatively, based on impact intensity. From a business perspective, we assessed the effects on revenue, reputation, business continuity, and operational efficiency. The stakeholder survey received 270 responses. We categorized impact rankings using criteria from no relevance [≤ 1], very low importance [1], Low importance [2], Moderate importance [3], High importance [4] and Very High importance [5]. The results were then represented in a Materiality Matrix.

Materiality Matrix



Categorization	Indication	Materiality Topics
Environmental	E1	Climate Change
	E2	Circular Economy
	E3	Energy Management
	E4	Waste Disposal
	E5	Environment Management
	E6	Water Management
	E7	Biodiversity
	E8	Management of Hazardous Chemicals
Social	S1	Fair remuneration and growth opportunities for Employees
	S2	Occupational Health & Safety
	S3	Diversity, Equity & inclusion
	S4	Human Capital Development
	S5	Employee Engagement
	S6	Employee Benefits and Retention
	S7	Supply Chain Management
Governance	G1	Community Development
	G2	Economic Performance
	G3	Ethics and Governance
	G4	Digitalization
	G5	Risk Management
	G6	Product Stewardship
	G7	Customer Engagement
	G8	Logistics Management

Material topics were selected that exceed the threshold (critical importance for both business and stakeholder perspectives) as per GRI standards ensuring that the sustainability report addresses the most impactful aspects of a company's operations

Our Material Topics



Environment

Climate change & Energy Management
Waste disposal
Environment & Chemical Management



Social

Fair remuneration and growth opportunities for Employees
Occupational Health & Safety
Employee Engagement
Supply Chain

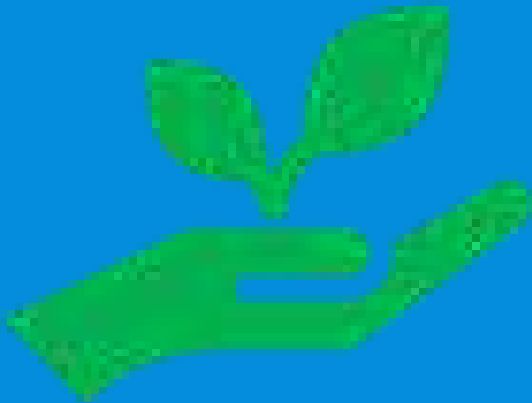









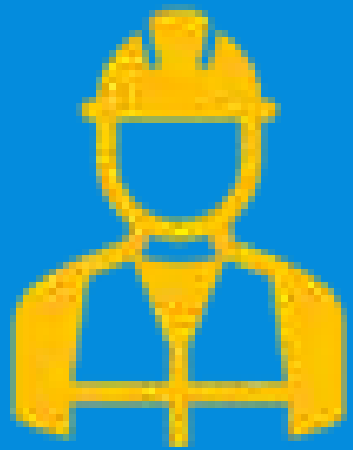

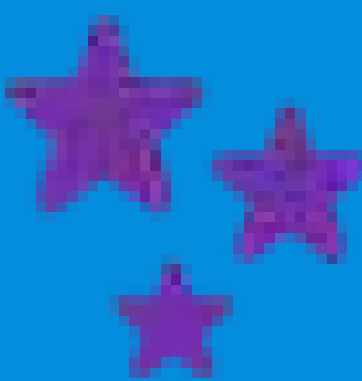

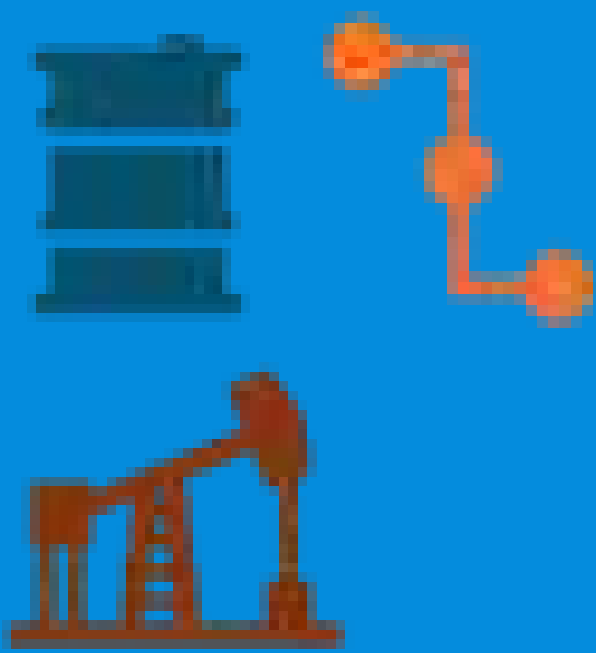






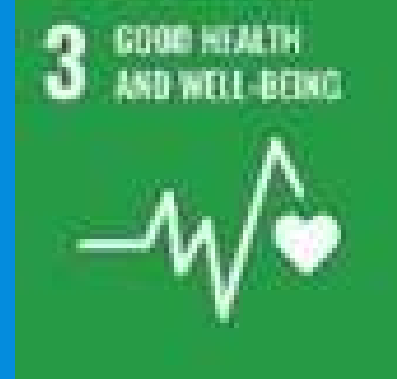

Governance

Ethics and Governance
Customer Engagement



ESG GOALS AND TARGETS

Material Topic	Goals and Targets	Deadline	Approach/ Status quo	Relevant SDGs
Climate Change 	30% Reduction in GHG intensity (Scope 1 + Scope 2) by 2030 compared with 2023	2030	<ul style="list-style-type: none"> • Switch to greener fuel • Actions for sourcing additional renewable energy • 1% renewable energy from solar panel 	 
	25% increase in renewable power by 2025 compared with 2023	2025		
Waste Management 	30% Reduction in waste intensity compared with 2023.	2030	<ul style="list-style-type: none"> • Efforts to reduce both hazardous and nonhazardous waste through advanced technologies and 3R “Reduce, Recycle and Reuse” • Invest in on-site chemical recycling processes • Minimizing waste by adhering to the waste management process. 	
Water Management 	2% Reduction in intensity of freshwater consumption (Liter/kg production) per year	Ongoing	<ul style="list-style-type: none"> • 80% Zero liquid discharge facility. • Investing in new technologies to promote water recycling. • Regular maintenance and prevention of water leakage. 	 
	100% training on water conservation for all employees.	Ongoing		
	Initiate a water stewardship program			
Management of Hazardous Chemicals & Environment management	Zero chemical-related incidents	Ongoing	<ul style="list-style-type: none"> • Zero chemical-related incidences, • 100% operational sites are ISO 14001 Certified • 100% employee coverage in Chemical Management induction training. 	
	100% of sites (with Human occupancy 100 and above) will be ISO 14001 certified	Ongoing		
	100% chemical management training coverage for all employees	Ongoing		
	100% of sites (with Human occupancy 100 and above) will be ISO 45001 certified			
Occupational Health and Safety	Consistently manage zero fatality	Ongoing	<ul style="list-style-type: none"> • Zero Fatality • 100% H&S training coverage. 	
	Consistently manage zero fatality	Ongoing		

Material Topic	Goals and Targets	Deadline	Approach/ Status quo	Relevant SDGs
	once in 5 years and 100% action closure		<ul style="list-style-type: none"> • 100% of sites are 45001 certified • 100% of processes are riskassessed • 160 Near miss reported • Employee awareness on Incident reporting 	
	Zero significant process safety incidents per year	Ongoing		
	100% H&S training covering all employees	Ongoing		
Customer Engagement 	80% of customers based on sales volume covered in customer survey	Ongoing	<ul style="list-style-type: none"> • 40% customer feedback received. • Developing an action plan to collect feedback from all our key customersn annually. • Looking for customerfriendly technologies to collect feedback. 	
Supply chain management 	80% of our raw material spend be assessed for ESG criteria by 2028 compared to 2023	2028	<ul style="list-style-type: none"> • Focused approach towards assessment of key raw suppliers. • Adhering to sustainable procurement practices • Capacity building to our supplier and Vendors on EcoVadis and CDP. 	 
	80% of our raw material spend responds to EcoVadis disclosures by 2030 compared with 2023.	2030		
	50% of our raw material spend responds to CDP disclosures by 2030 compared with 2023	2030		
Employee Engagement 	Average of 4550 training hours and a minimum of 0.75 training days per annum for all employees	2026	<ul style="list-style-type: none"> • Promoting skill-based training. • Create a scholarship program for female students to support higher education. 	 
Ethics Compliance 	Uphold human rights with zero violations within our internal operations.	Ongoing	<ul style="list-style-type: none"> • Zero incidences reported on human rights issues • Zero incidences of corruption-related issues. • Regular awareness sessions on the code of conduct and the Prevention of Sexual Harassment (PoSH) policy for all employees. 	 
	100% mandatory training on the code of conduct and business ethics across all sites	Ongoing		
	Target of Ecovadis Ethics score of 70	2030		
	100% of suppliers (by spend) to abide by Benzo	2027		

Material Topic	Goals and Targets	Deadline	Approach/ Status quo	Relevant SDGs
	Chem's supplier code of conduct		<ul style="list-style-type: none"> • Focused approach towards strengthening whistleblower mechanism for all stakeholders. • Develop an action plan to enforce a "no discrimination" policy by 2025. • Promote Equality, Diversity, and Inclusion (EDI) through training for all. 	
	100% corruption-related reported incidences are addressed and resolved (annual basis)	Ongoing		



Our Commitment to Corporate Culture

Benzo Chem establishes a corporate culture that is built on its vision, strategy, business focus, products, and core values. These key aspects are crucial in shaping the company's identity and contributing to its success in the global market. Our corporate culture defines who we are and guides our ongoing pursuit of excellence

Composition of the Board

The Board Chairman holds a position of significant authority within the board of directors, providing crucial oversight and strategic direction for the organization. This role encompasses the establishment of the company's vision, mission, and operational strategies, all supported by an effective performance monitoring and evaluation system that operates independently from management.

The Board Chairman plays a vital role in ensuring that the organization comprehensively understands its exposure to climate-related risks. This includes assessing the implications of low-carbon technologies, relevant climate laws and regulations, and shifts in customer behaviour as the economy transitions towards a low-carbon model. Additionally, the Chairman recognizes opportunities associated with climate change, such as enhancing resource efficiency, developing new products and services, and accessing emerging markets.

For a comprehensive understanding, the details of the Directors are provided below:

Name of Director	Designation	Gender
Surendrakumar Mohatta	Director	Male
Gaurav Surendrakumar Mohatta	Managing Director	Male
Sunil Shantilal Nawal	Director	Male
Pralhad Pandharinath Zope	Director	Male
Ashish Kumar Pandey	Director	Male
Madhukar Anandrao Sapkal	Director	Male
Vijay Gangadhar Karanjkar	Director	Male

Committee Structure for Enhanced Governance

The Board delegates responsibilities to various committees, each established to address specific issues and oversee activities within their designated areas. These Board-level committees are composed of a balanced mix of executive and non-executive directors. The diverse expertise of committee members enhances the decision-making process in their respective domains. This strategy fosters a thoughtful and effective governance framework.

To further strengthen governance, the ESG Committee and CSR Committee play key roles in promoting responsible environmental, social, and governance practices. The ESG Committee ensures sustainability and ethical governance, while the CSR Committee drives community-focused initiatives and employee welfare.

ESG Committee

The ESG Committee is chaired by our Managing Director Mr Gaurav Mohatta and comprises 10 members. The ESG (Environmental, Social, and Governance) Committee is critical in ensuring that our organization aligns its business practices with sustainability and ethical governance standards.

CSR Committee

The CSR Committee, led by our chairman Mr. Surendrakumar Mohatta, plays a pivotal role towards Corporate Social Responsibility (CSR) and ensures that the company's CSR initiatives align with its overall business strategy and integrate CSR into core business operations. Currently, there are 3 members of the CSR committee.

Sr. No	Name of Members (Environmental, Social and Governance Committee)	Name of Members (Corporate Social Responsibility Committee)
1	Mr. Gaurav Mohatta Chairperson	Mr. Surendrakumar Mohatta Chairman of the Committee
2	Mr. Sunil Nawal Secretary	Mr. Gaurav Mohatta Member
3	Mr. Manoj Mall (Member- HRD)	Mrs. Vimladevi Mohatta Member
4	Mr. Rajiv Shah (Member- Marketing)	
5	Mr. Anil Rane (Member- Purchase)	
6	Mr. Pralhad Zope (Member- Env. Milk-1)	
7	Mr. Madhukar Sapkal (Member- Env. Milk-2)	
8	Mr. Vijay Karanjkar (Member- Env. Jalgaon)	
9	Mr. Ashish Panday (Member- Env. Dahej)	
10	Mr. Pravin Patil (Member- CS)	

Trade Unions and Collective Bargaining

We have diligently established a robust framework designed to promote vibrant engagement and active participation throughout our organizational hierarchy. We recognize and uphold the rights of our employees to freely join any Federation or Union of their choice, without fear of intimidation or harassment. This commitment to employee rights is foundational to our corporate culture and operational ethos.

By fostering an environment of collaborative and constructive dialogue, we aim to enhance workplace relations and address employee concerns effectively. At present, we have one labour union at the Jalgaon location.

Business Ethics

Benzo Chem has established a strong and clear Code of Conduct policy to show its commitment to conducting business in line with high ethical, professional, and legal standards. These standards follow the norms of the industry in which the company operates. Additionally, Benzo Chem is dedicated to creating a workplace free from harassment and discrimination. The policy promotes respect among co-workers, ensuring an environment where they can perform at their best and maintain ethical behaviour.

This policy is designed to build and maintain trust and confidence in the professionalism and integrity of Benzo Chem employees. It ensures that all employees meet the required standards of conduct, supporting and enhancing the company's reputation

If there is a breach of the Code of Conduct, illegal activity, or violation of any other company policies, employees are encouraged to report such behaviour. When unsure about the right course of action, employees are encouraged to consult with their managers or other designated personnel. To support this initiative, the Company has implemented several key policies, including Prevention of Sexual Harassment (POSH), Whistleblower Protection, Workplace Rules & Regulations, Diversity & Inclusion, and Grievance Handling. These policies help create a culture of transparency and accountability within the organization

Zero incidents of Discrimination (incl. workplace discrimination or ethics violations)

Zero human rights violations

Zero incidents in Information Security Zero data breaches, including those involving personally identifiable customer information

100% of employees covered by code of conduct training in the reporting year

This training includes training on policies such as code of conduct, Human rights policy, POSH Policy, Anti-Harassment Policy, Non-discrimination Policy, EHS policy etc.

Zero incidents of corruption and Bribery

Zero complaints raised on the grounds of child & forced labour

Zero cases of anticompetitive practices, conflicts of interest, or regulatory fines for noncompliance were reported.

We provide COC training annually to all employees, both permanent staff and contracted personnel. Annual refresher sessions on the Ethics Escalation Policy and Whistle-blower Policy are also held to improve understanding and compliance with this vital aspect of our ethical framework.

To further reinforce our commitment, we encourage open dialogue about human rights and provide resources for employees to voice concerns or seek guidance. Regular audits and assessments are conducted to ensure compliance with our policies.

Anti-Corruption Commitment

We place a significant emphasis on the fight against corruption. Our dedication to integrity and ethical conduct is deeply embedded in our organizational culture. To uphold this commitment, we provide comprehensive training to employees and stakeholders, ensuring a unified understanding of our anti-corruption principles.

Our anti-corruption policy has been widely disseminated through multiple communication channels such as emails, notice boards, and town halls to reach all employees and stakeholders. Additionally, we conduct focused training programs and awareness sessions designed to enhance understanding and compliance with our anti-corruption policies.

Our dedication to anti-corruption principles extends to the highest levels of governance. Benzo Chem ensures that discussions on our anti-corruption policy are a regular feature in Board meetings, guaranteeing that all Board members are knowledgeable and aligned with our ethical framework. This comprehensive approach reinforces Benzo Chem's steadfast commitment to maintaining a transparent, ethical, and corruption-free business environment.



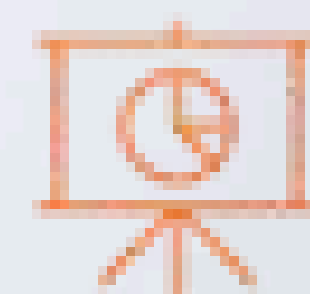
Advancing environmental care and climate action

Climate change



Targets

- 30% Reduction in GHG intensity (Scope 1 + Scope 2) by 2030 compared with 2023.
- 25% increase in renewable power by 2025 compared with 2023.



Key Highlights

- Installation of solar power plant at Akola, Maharashtra.
- Installation of VFDs at various locations.
- Installation of solar streetlights.
- Carry out Energy audit.

Benzo Chem is fully committed to reducing its greenhouse gas (GHG) emissions through a range of strategies, including the use of renewable energy sources, exploring new opportunities in energy efficiency and process optimization. Further, various teams at Benzo Chem play an important role in tracking and supervising the company's monthly progress towards its climate change goals and targets. Climate-related topics such as GHG reduction targets, action plans for energy efficiency, renewable energy adoption, and alternative raw material procurement are regularly being monitored.

Additionally, Benzo Chem continually reviews ESG regulations in India, and other markets in which it operates. The company identifies opportunities to mitigate these risks and evaluates the potential impacts on the Benzo Chem group, including financial and strategic consequences.

Use of Renewable Electricity

We are actively investing in renewable energy sources to reduce the carbon footprint within its operations and support its long-term sustainability goals. With a significant step towards greener energy, Benzo Chem has installed a solar power system in Akola, Maharashtra, which supplies a substantial portion of the electricity needed for its manufacturing units at Malkapur. In FY 2024, the solar plant has provided 3624 kWh of renewable electricity to our facilities. This shift to renewable energy has resulted in saving CO₂e emissions. Benzo Chem is committed to expanding its use of renewable energy in the upcoming years to reduce its dependence on conventional power sources.



Reusing Agricultural Waste in Energy Generation

At the Dahej facility, biomass briquettes are used in the boiler to generate energy. This reduces GHG emissions and promotes the circular use of resources. In FY 2023- 24, Benzo Chem utilized 4139 tonnes of briquettes in its energy generation process, saving approximately 3724 tonnes of CO₂e. The company plans to continue exploring alternative energy sources to further improve its environmental performance in the years ahead.

Benzo Chem is dedicated to responsibly and sustainably monitoring and managing climaterelated risks

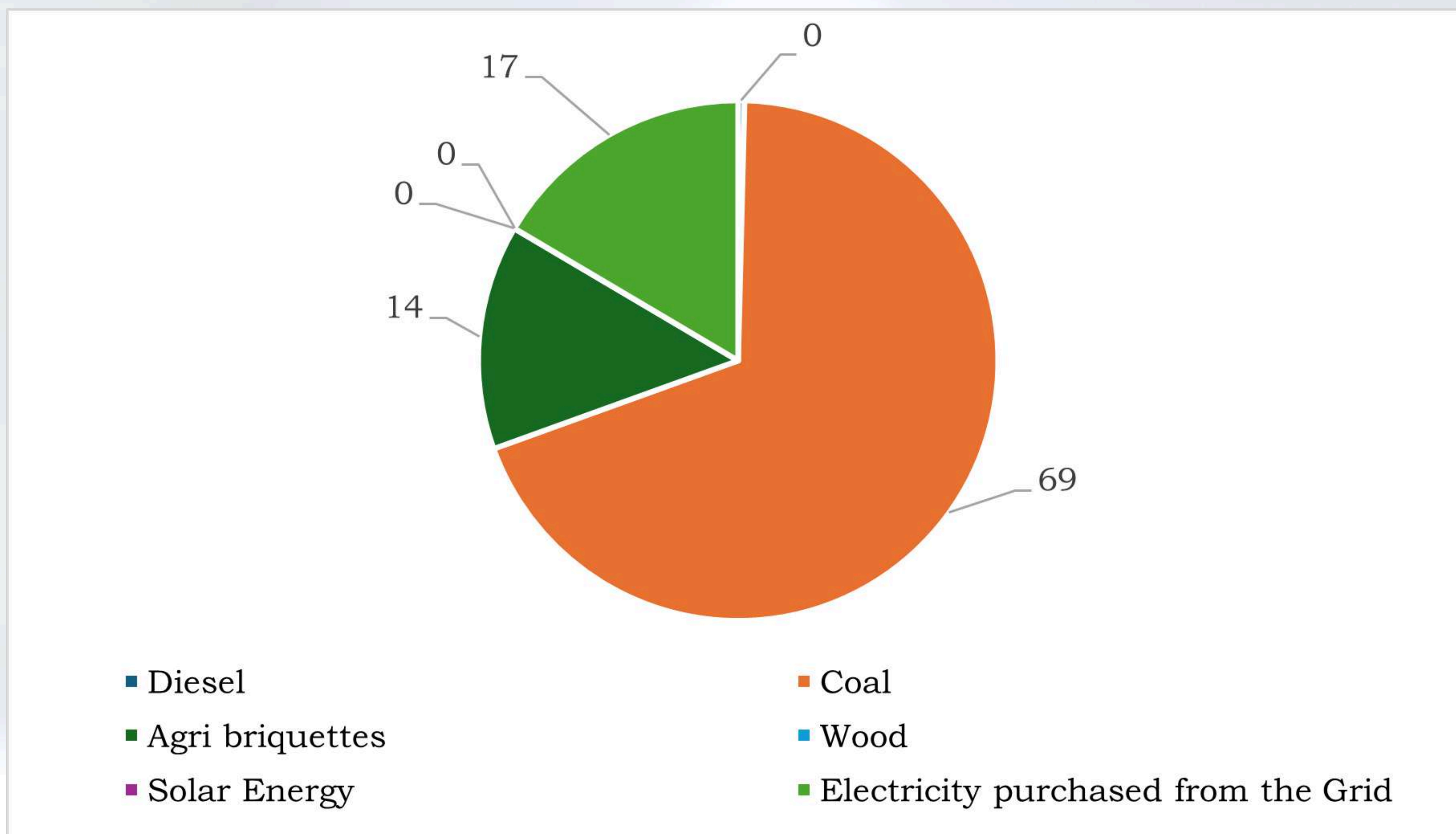
Energy consumption

In FY 2024, fuel consumption comprised diesel, agri-briquettes, wood, coal, solar energy and electricity sourced from the grid. All these energy sources were utilized entirely within the organization, with no energy being sold or consumed outside of Benzo Chem's operations.

Fuel type	Consumption in (GJ)
Diesel	1820
Coal	322172
Agri Briquettes	65197
Wood	49
Solar Energy	13
Electricity purchased from the grid	76960
Total energy consumption	466211

A total of 466211 GJ of energy was consumed in FY 2023-24. The largest portion of this energy consumption was attributed to coal, which accounted for 69% of the total energy used. This was followed by electricity purchased from the grid, which made up 17% of the total energy consumption. Agri briquettes contributed 14% to the overall energy use. Diesel, wood and solar energy were used in smaller quantities, each contributing less than 1% to the total energy mix. As part of our ongoing commitment to sustainability and efficiency, Benzo Chem has set FY 2024 as the base year for future energy consumption comparisons, enabling us to monitor our progress and set informed targets for energy management.

Energy consumption by fuel type



Energy Intensity



Total Energy Consumption (GJ)- 466211

Total Production (MT)- 4391

Energy Intensity (GJ per tonne)- 106.17

Benzo Chem's energy intensities are defined as the GJ consumed, encompassing both renewable and non-renewable energy per metric ton (MT) of products produced within the organization during the reporting year FY 2024.

FY 2024 marks the first year Benzo Chem is reporting its energy intensity metrics, serving this as the base year for tracking and comparison in future reports.

GHG Emissions

GHG emissions have been calculated using the operational control approach. This includes Scope 1 emissions (Direct Emissions) from stationary and mobile combustion; and locationbased Scope 2 emissions (Indirect Emissions from electricity consumption).

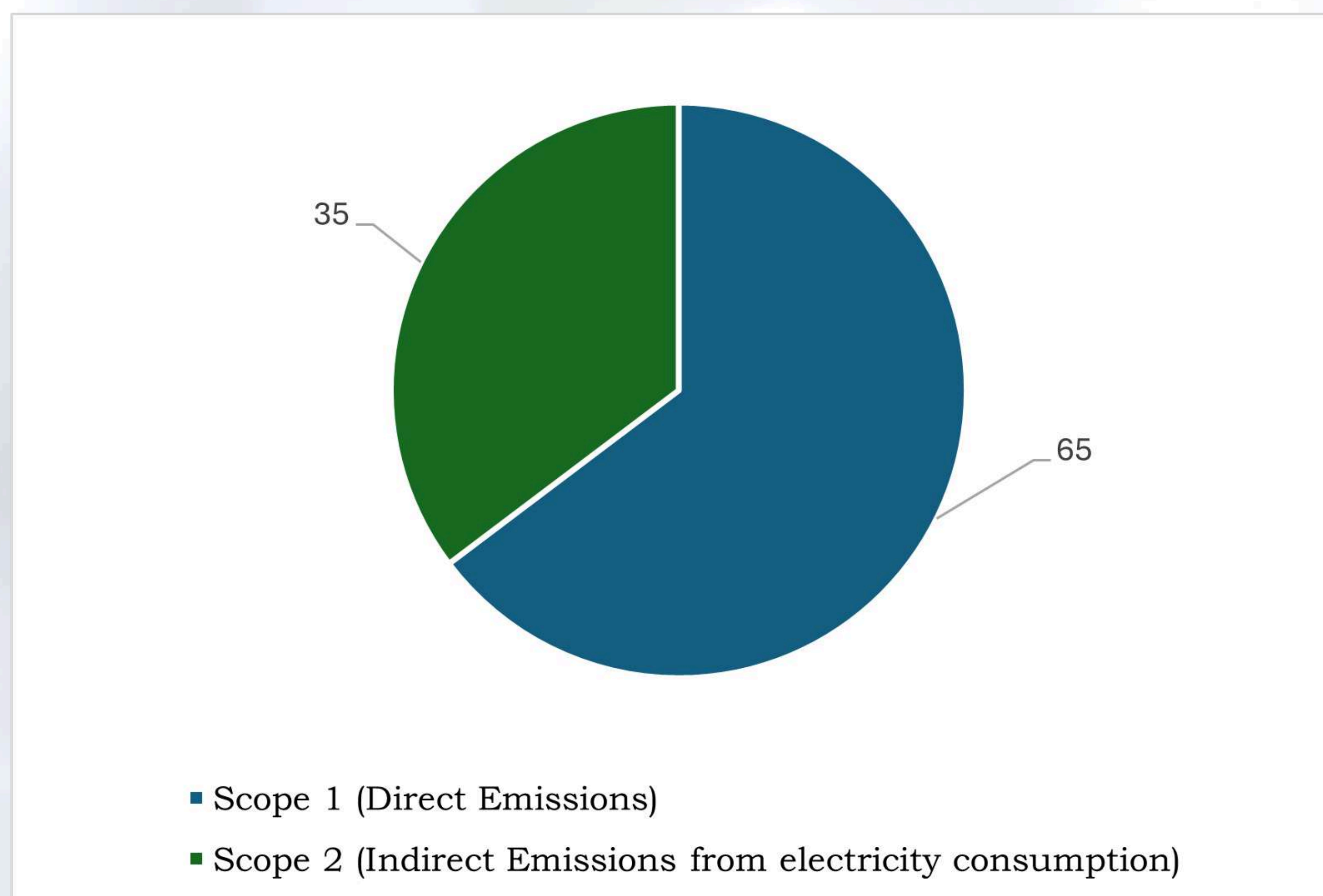
GHG emissions are expressed in tonnes of carbon dioxide equivalent (CO₂e), which accounts for the conversion of methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs) into CO₂e, using the global warming potential (GWP) values from the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report, U.S. Environmental Protection Agency. Biogenic CO₂ emissions are only relevant to Benzo Chem India due to the use of agricultural briquettes.

GHG emissions for FY 2024 (in tonnes CO₂e)

Parameter ²	FY 2024
Scope 1 (Direct Emissions)	36023
Scope 2 (Indirect Emissions from electricity consumption)	19646
Total (Scope 1+Scope 2) emissions³	55669
Biogenic carbon emissions	4

A total of 55669 tonnes of CO₂e is emitted. Most emissions came from Scope 1, which is approximately 65% of total GHG emissions. Scope 2 emissions were the second largest source, accounting for 35% of total emissions.

GHG Emissions Intensity



Benzo Chem's GHG emissions intensities are in tonnes of CO₂e (includes CO₂, CH₄, N₂O and HFCs from Scope 1 and 2) per tonne of products sold.

GHG Emissions Intensity for FY 2024

Parameter	Benzo Chem
Scope 1 and 2 Emissions (T ₂ CO e)	55669

Notes: Refrigerant was not accounted, as contribution is immaterial
FY 2024 serving as the base year for future comparisons.

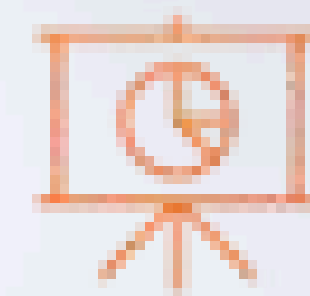
Production Amount (metric tonnes)	4391
Scope 1 and 2 Emissions Intensity (T₂CO₂e / MT)	12.67

Waste management



Targets

- 30% Reduction in waste intensity compared with 2023.



Key Highlights

- Total Waste Generation- 3195 MT.
- Total Waste Disposal- 1970 MT.

In our operations, we generate various types of hazardous and non-hazardous waste, including ETP sludge, distillation residue, discarded drums, used oil, carbon sludge, and MEE salt. As a responsible industry, we are committed to effective waste management practices, which are reflected in our initiatives to minimize waste generation and promote recycling.

To enhance our waste management efforts, we have adopted standardized practices for source segregation. We have established multiple waste collection points to facilitate proper segregation, ensuring that waste is disposed of correctly and in compliance with all applicable legal requirements.

For the disposal of hazardous waste, all our units have agreements with the Common Hazardous Waste Treatment Storage and Disposal Facility (CHWTSDF). We continuously explore opportunities for co-processing, pre-processing, and selling waste to authorized recyclers to reduce the volume of waste sent for final disposal. Additionally, we have implemented measures to reduce, reuse, and recycle waste generated on-site. Non-hazardous waste is sold to certified recyclers.

Throughout our operations, we prioritize environmental compliance and sustainable waste management, reinforcing our commitment to responsible industry practices.

Waste Generated and Disposed in FY2024 (in metric tonnes)

Waste Generation and Disposal in FY 2023-24	
Total Waste Generation	3195
Total Waste Disposal	1970

Types of Hazardous Waste Generated in FY 2023-24 (in metric tonnes)

Hazardous Waste Generation in FY 2023-24	
Chemical sludge from waste-water treatment	3
Distillation residues	391
ETP Sludge	188
Used Oil	0.19
MEE Salt	941
Boiler Ash	285
Inorganic Salt	168
Total Hazardous waste generation	1974

Types of Non-hazardous Waste Generated in FY2024 (in metric tonnes)

Non-Hazardous Waste Generation in FY 2023-24	
Paper waste	0.79
Metal waste	0.74
Wooden waste	3
Glass waste	0.16
Coal ash	1215
Paper Bags	1
Non-Hazardous waste generation	1221

Breakdown of Waste Disposal in FY2024(in metric tonnes)

Waste Disposal in FY 2023-24	
Hazardous Waste	
Offsite Incineration	17
Offsite Landfilling	1953
Non-hazardous Waste	
Non-hazardous Waste	-
Offsite – Landfill	-
Total Waste Disposal	1970

Waste Diverted in FY 2023-24 (in MT)

Waste Diverted in FY 2023-24

Offsite reuse	0.195
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Breakdown of Waste generation in FY 2023-24 (in Nos)

Waste Generation in FY 2023-24

Discarded uncontaminated Drums	962 Nos
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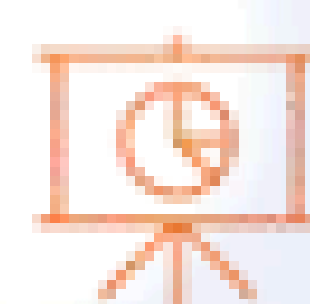
For FY 2023-24, the waste diverted figures are reported for the Dahej site only and the waste generation figures are reported in numbers, as Benzochem discloses these figures following the terms outlined in their Consent to Operate.

Water Management



Targets

- 2% Reduction in intensity of freshwater consumption (Liter/kg production) per year.
- 100% training on water conservation for all employees.
- Initiate a water stewardship program.



Key Highlights

- Total Water Withdrawal- 158292 KL
- Total Water Discharge- 10995 KL
- Total Water Consumption- 147297 KL
- % Recycled water- 12%

In FY2024, water was used largely for cooling water, steam generation, manufacturing processes, equipment cleaning, horticulture, new construction sites and drinking purposes. Benzo Chem is committed to upholding the principles defined in its Water Management Policy, which guides the company's operations to ensure alignment with environmental sustainability. This includes full compliance with relevant regulations and fulfilling customers' water-related requirements. Benzo Chem reduces its water footprint by first reducing, then recovering, recycling, and reusing water resources. This initiative has led to impressive results. In addition, the company provides its staff with the knowledge and resources they need to actively participate in water reduction and conservation efforts, establishing an awareness and responsible culture within the company. Benzo Chem demonstrates its commitment to ecological balance by maintaining the desired water quality

throughout its operations. The company checks and records the quality of the water recycled using standard effluent parameters, as well as the quality parameters for statutory compliance, in all of its facilities daily. This includes pH, Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), Chloride, Sulphate, Cyanide, Free Ammonia, Oil and Grease, and Total Dissolved and Suspended Solids.

Water-related Risk Assessment and Management across the value chain

To identify water-related risks, Benzo Chem's Risk Management team collects information and data from various teams including site managers, employees, the EHS team, and the Finance team regarding water-related issues. The EHS team, in collaboration with the Risk Management team, forecasts water availability and quality using specific scenario-analysis tools. The severity of each risk is then evaluated based on its magnitude and impact. Benzo Chem can also take proactive measures to address these risks, as well as further develop policies to help and encourage suppliers to enhance their water management.

Water Stress Assessment and Management

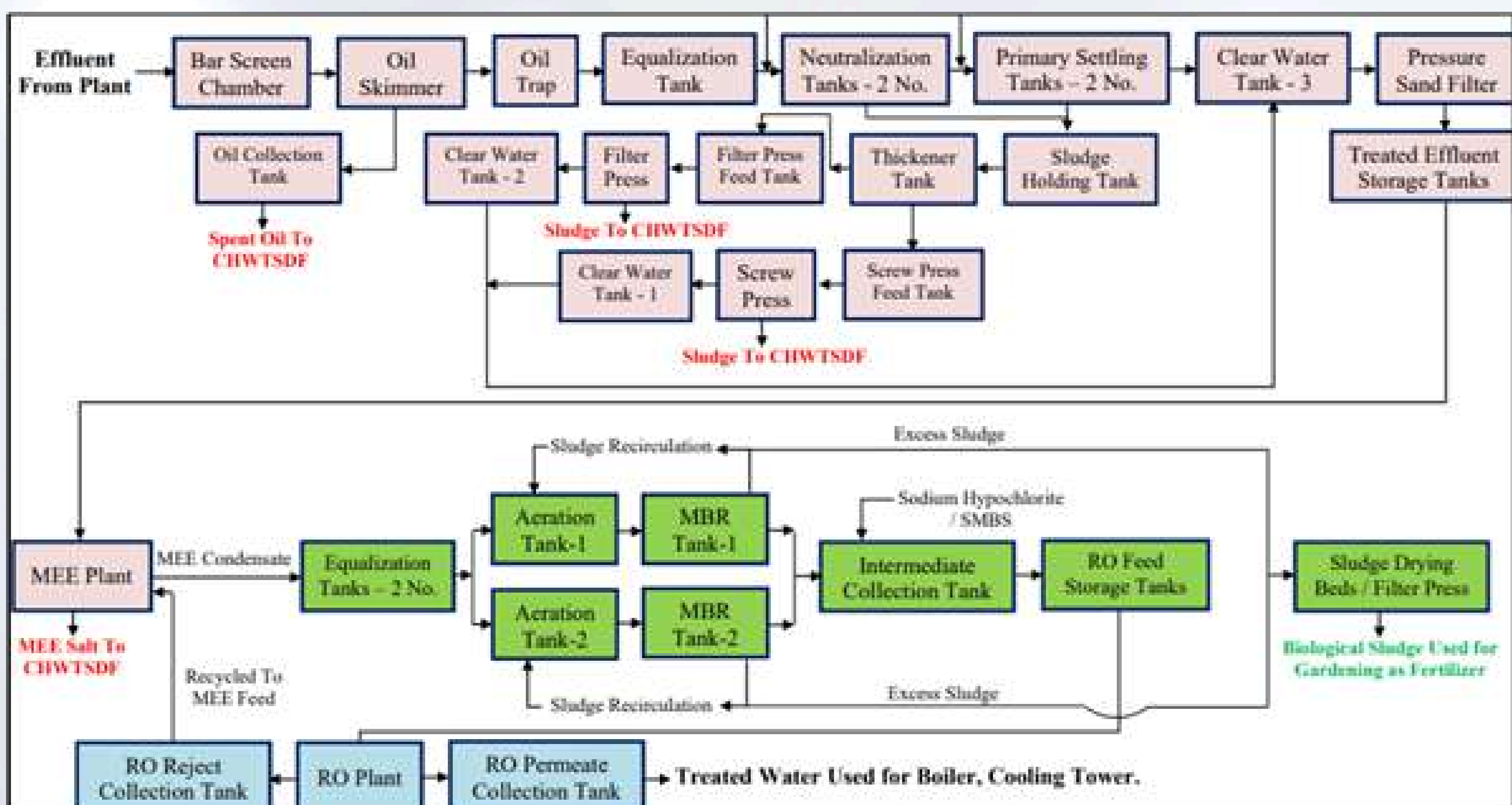
Benzo Chem adopted a National water assessment report for its facilities to determine the water stress level of the Maharashtra and Gujarat areas. The company found that its Gujarat site falls under the “water safe” category, however, all of its Maharashtra manufacturing sites majorly fall under the “Semi-Critical” category, therefore determining that these sites are located in a water stress area. Therefore, Benzo Chem purchases freshwater from the Maharashtra Industrial Development Corporation (MIDC) and does not withdraw water directly from any groundwater sources. The purchased water was sent via pipelines. Hence, water consumption was monitored through specific water meters. As most of the Benzo Chem units are located in a water-stress region, the company endeavours to reduce its dependency on MIDC by using recycled water and rainwater as much as possible. In FY 2023-24, recycled water provided 12% of the total water consumption amount, which was monitored and reported daily. Many projects are currently in the works, and a roadmap outlining the staged strategy for implementing action plans customised to the specific needs of each operational location will be available soon.

Zero Liquid Discharge Policy

Benzo Chem adheres to a zero-liquid discharge policy for water treatment at its manufacturing facilities to prevent pollution of surface water, groundwater and other water resources, as higher Total Dissolved Solids (TDS) levels may have an impact on water quality and aquatic life. The company has determined that the best way to ensure an ongoing sustainable water supply is to preserve its rivers and lakes from contamination. During wastewater treatment and recycling, the wastewater is analysed and divided into two streams: the Low Total Dissolved Solids (LTDS) stream and the High Total Dissolved Solids (HTDS) stream.

Effluent treatment Mechanism

Benzochem is committed to implementing ZLD (Zero-liquid discharge management). The total water from all of our manufacturing facilities is monitored for compliance with statutory norms as per the Maharashtra Pollution Control Board (MPCB) and forms part of daily monitoring and control. The effluent treatment at our sites is a combination of multiple-effect evaporators for the HTDS (High total dissolved solids) streams followed by biological treatment comprising primary, secondary, and tertiary treatment. Finally, the treated effluent is further treated in a Reverse Osmosis unit for permeate recovery and reject recycling through the multiple-effect evaporation system. LTDS (Low total dissolved solids) stream from operations is directly routed for the biological treatment to address the pollutants identified as Chemical Oxygen Demand, Biological Oxygen Demand, Oil & Grease, Total Dissolved Solids, pH, etc. At the dahej site, we have a deep-sea discharge system in place for the safe and efficient release of treated water ensuring compliance with statutory norms set by the Gujarat Pollution Control Board (GPCB).



Water Withdrawal

Benzo Chem did not withdraw water directly from any water sources. All freshwater was purchased from MIDC. Hence, there was no water withdrawal from water stress areas. The water withdrawal amount is monitored and recorded every month via water meters across its sites.

Water Withdrawal in FY 2023- 24 (in Kilolitres)

Water Withdrawal in FY 2023-24

Third-Party Water

158292

Water Withdrawal in FY 2023-24

Total Water Withdrawal (All Areas)

158292

Note:

1. Any discrepancies in the results are due to rounding to the nearest decimal place.

Water Discharge

Since Benzo Chem followed a zero liquid discharge policy, there were no water discharges in any area, including those experiencing water stress.

Water Discharge in FY2024 (in Kilolitres)

Water Discharge in FY 2023-24

Third-Party Water

10995

Total Water Discharge (All Areas)

10995

Water Consumption

Benzo Chem only consumed water purchased from MIDC, which was not withdrawn from water stress areas. Water storage is not applicable as it has not been identified as having a significant water-related impact.

Water Consumption in FY2024 (in Kilolitres)

Water Consumption in FY2024

Water Consumed / Used (All Areas)

147297

Water Recycled/Reused

17760

Percentage Recycle Water on Water Withdrawal

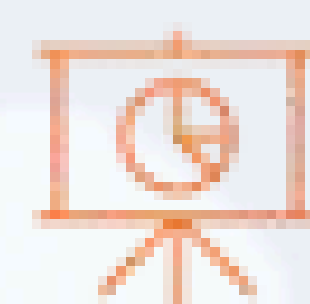
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Environment and Chemical Management



Targets

- Zero chemical-related incidents
- 100% of sites (with Human occupancy 100 and above) will be ISO 14001 certified
- 100% chemical management training coverage for all employees
- 100% of sites (with Human occupancy 100 and above) will be ISO 45001 certified.



Key Highlights

- Zero chemical-related incidences.
- ISO 14001 certification for all our operational units.
- 100% induction training on chemical management.

At Benzo Chem, environmental stewardship and responsible chemical management are at the core of our sustainability strategy. We recognize the critical role that our operations play in shaping a sustainable future, and we are committed to minimizing our environmental impact while ensuring the highest standards of safety and quality.

Environmental Management System

Our approach to environmental management is guided by a strong commitment to reducing our ecological footprint. We employ modern technologies and best practices to ensure that our production processes are environmentally responsible. Key activities include water conservation, waste reduction, energy efficiency and emissions control.

We are dedicated to conducting our operations sustainably and responsibly. This commitment is evident through the implementation of environmental management systems at our facilities, which are based on globally recognized standards like ISO 14001:2015. These systems encompass all critical aspects of our operations, including water conservation, energy efficiency, waste reduction, and air quality management. Our focus is on the continuous improvement of our Environmental Management System (EMS), with regular reviews of our environmental performance to ensure progress. Our EMS is aligned with international standards and subject to audits by specialized third-party verification organizations.

We are committed to reducing our environmental impact through several key initiatives such as continually investing in energy-efficient technologies and optimising our processes to minimize energy consumption, which helps lower greenhouse gas emissions and enhances operational efficiency. Water conservation is another priority, as we implement advanced treatment systems and promote water reuse to minimize our overall water footprint. In addition, we focus on reducing waste by employing innovative waste management practices that decrease both hazardous and non-hazardous waste generation. Lastly, we strictly adhere to emission standards, actively monitoring and reducing both air and water emissions to contribute to a cleaner, healthier environment and align with global sustainability goals

Chemical Management System

As a leading chemical industry, we are acutely aware of the responsibilities that come with handling and managing chemicals. Our chemical management system is designed to ensure safety, compliance, and efficiency at every step. The key activities include sampling of chemicals, raw-material charging, product handling, by-product management, hazardous waste handling, waste disposal, storage and safe transportation etc.

We are committed to ensuring the safe handling, transportation, and storage of chemicals, following stringent international safety standards. Regular training and safety drills are conducted to protect the well-being of our employees and nearby communities. Our hazardous chemicals management system monitors every stage, from procurement to disposal, to minimize risks and comply with relevant regulations. We also ensure that chemical waste is treated and disposed of responsibly

In line with our sustainability goals, we seek to replace harmful chemicals with more environmentally friendly alternatives. Continuous innovation helps us reduce the use of hazardous substances in our processes while maintaining product quality and safety. Our chemical management practices are routinely audited and certified by regulatory bodies, ensuring compliance with both local and global safety and environmental standards.

By integrating environmental management with responsible chemical practices, we are not only safeguarding the well-being of our people and the planet but also ensuring long-term business resilience.



Our People and Community

At Benzo Chem, our employees are at the heart of everything we do. Their dedication and skills have been the driving force behind our success and growth in the industry. We believe that fostering a positive work environment where every individual feels valued and supported is key to maintaining high employee retention and satisfaction.

To achieve our vision of inclusive growth, we implement policies centred on equality, social inclusion, social protection, and a safe and risk-free workplace. By adhering to International Labour Organization (ILO) standards and incorporating them into our customized Code of Conduct (COC), we ensure that all our employees enjoy a work environment that champions dignity, respect, and fairness.

Workforce distribution and Attrition

Employee diversity by age gender and region:

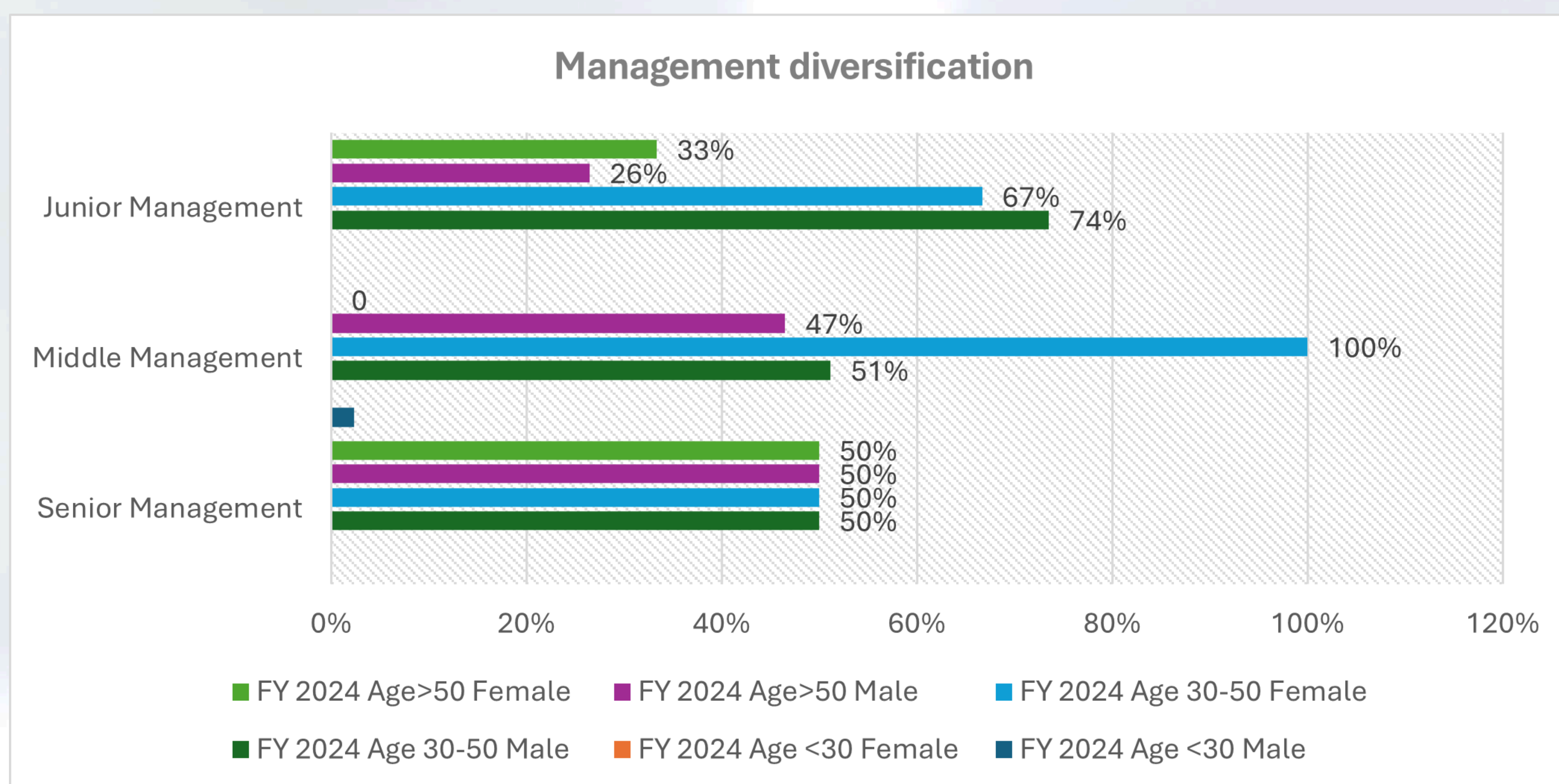
	Permanent employee and worker		Fixed term contractual	
	Local	Non-Local	Local	Non-Local
Male				
Age < 30 Yrs	104	39	9	0
30 - 50 Yrs	341	68	4	0
> 50 Yrs	104	39	9	0
Female				
Age < 30 Yrs	4	0	0	0
30 - 50 Yrs	20	1	0	0
> 50 Yrs	7	0	1	0

Our total workforce inclusive of permanent employees, permanent workers and fixed-term contractual is 706 with a male-female ratio of 22:1. The employee numbers for direct permanent employees are provided on a headcount basis.

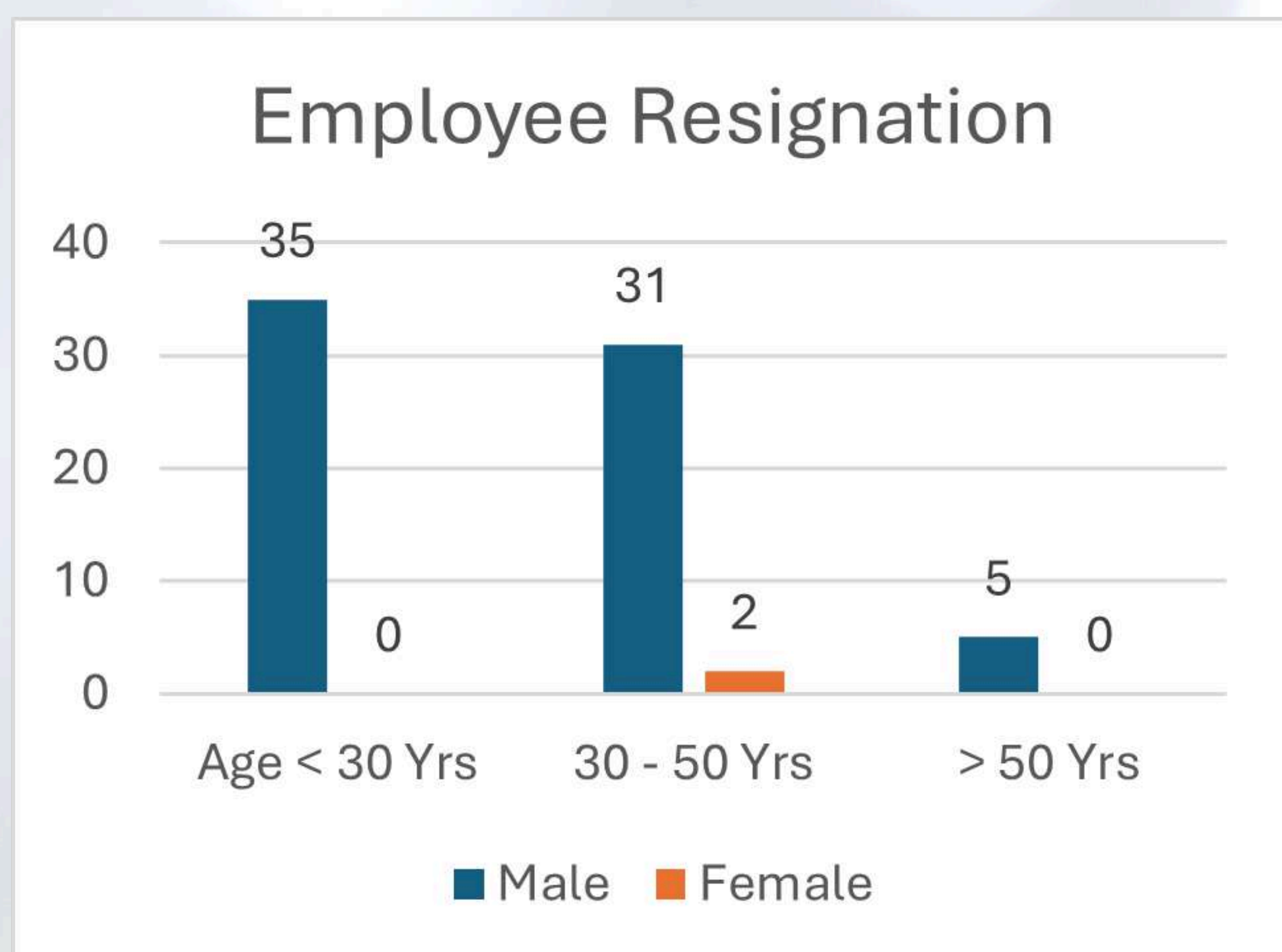


Diversification is of Governance body

Assistant manager and above are considered in management category.

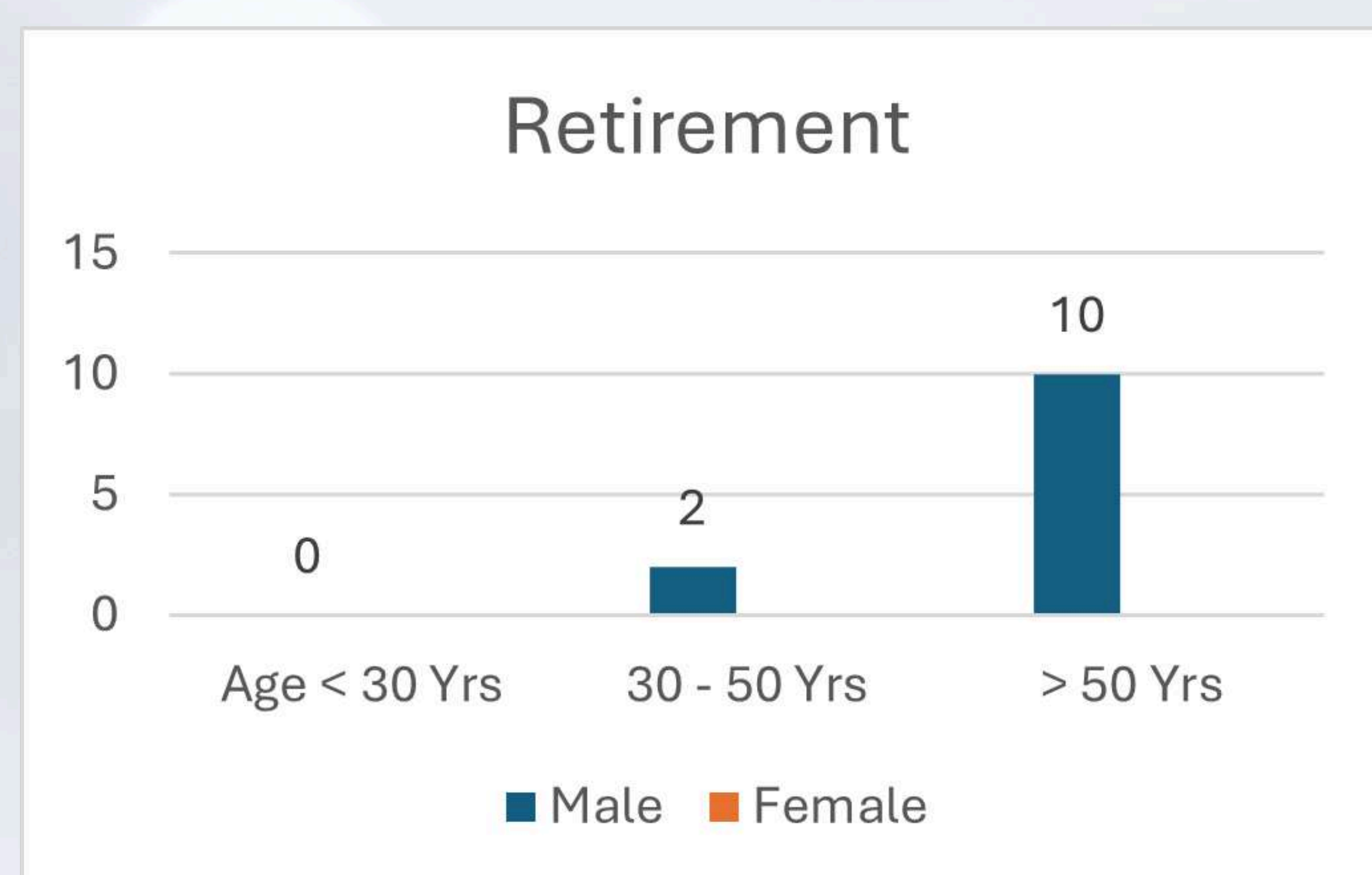
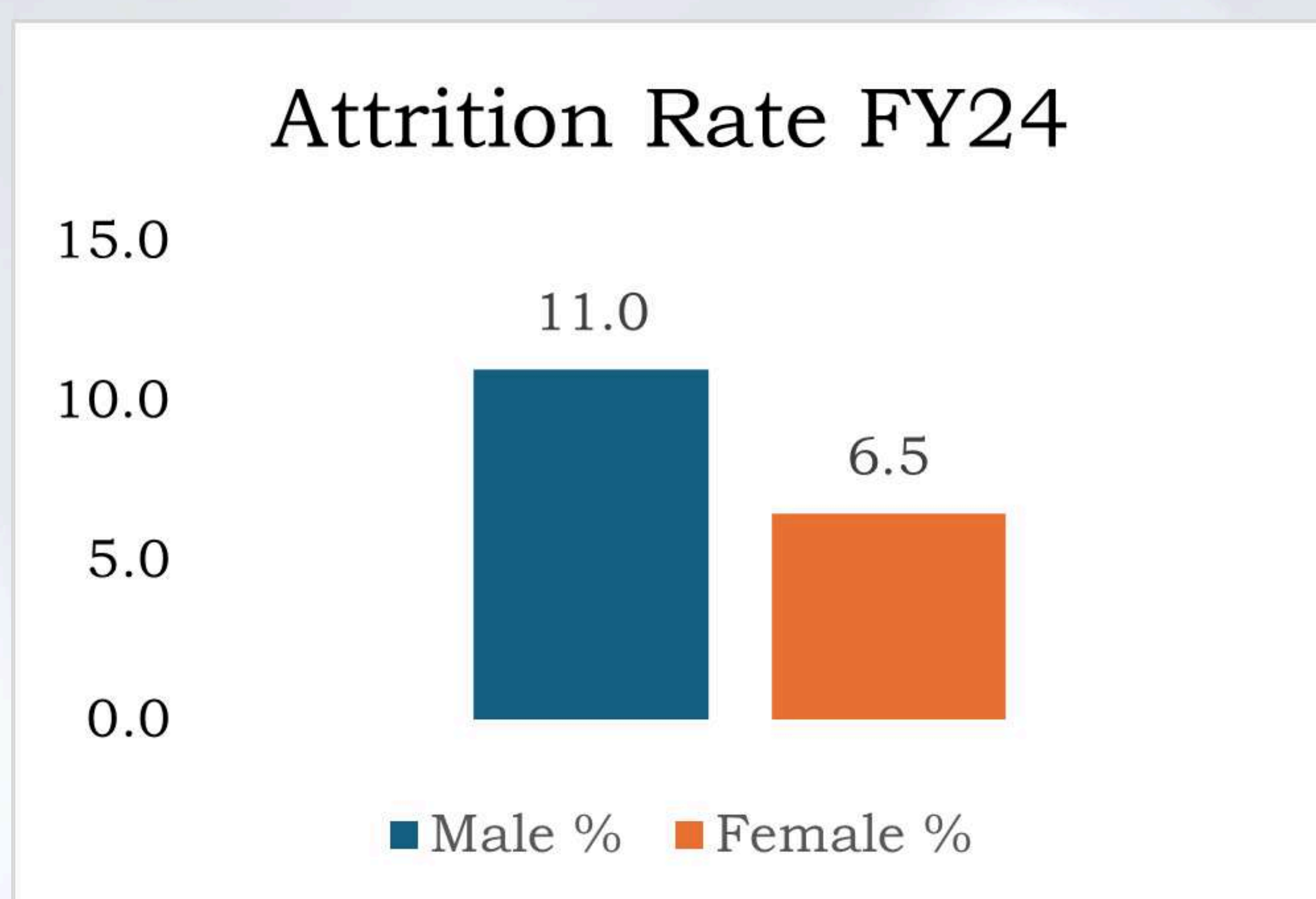


Employee Attrition



In FY 2024 total of 85 people (83 men and 2 women) departed Benzo Chem in FY2024; 12 of these departures (all male) were due to retirement from the company, while 73 (71 men and 2 women) left voluntarily. There were no company-initiated exits in FY 2024.

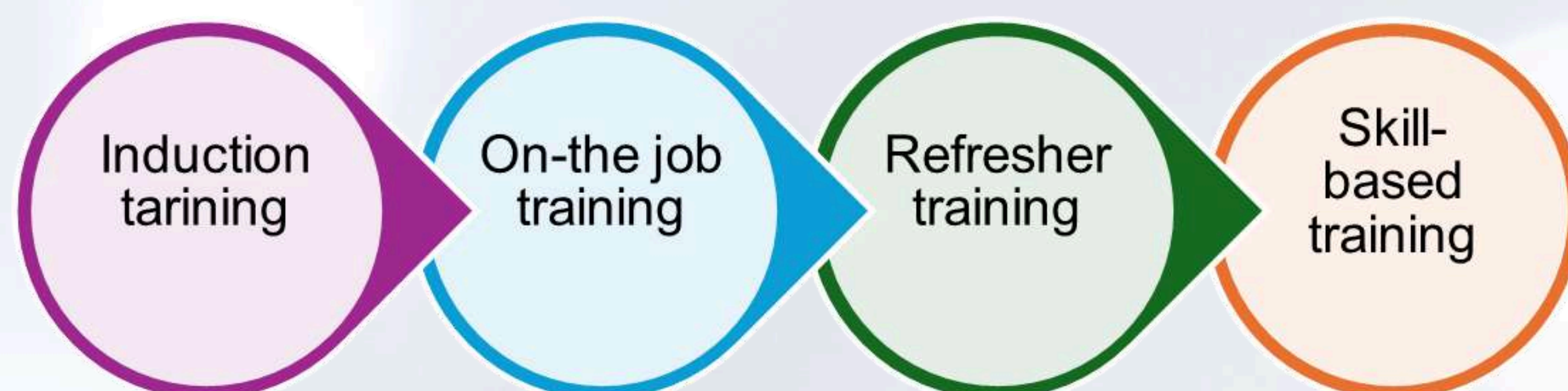
10% is the overall employee attrition rate, with 11% of the losses occurring in the male category and 7% in the female category.



The attrition rate calculated based on the number of workers who leave the company during a certain period is divided by the total number of workers at the beginning of that period to determine the attrition rate.

Growth Opportunities at Benzo Chem

We are dedicated towards the growth and advancement of our employees. We offer a wide range of initiatives designed to support both personal and professional development, ensuring that our workforce remains skilled and future-ready. Our dedicated Learning and Development division plays a central role in this, providing comprehensive induction programs, on-the-job training, and regular refresher courses. From the very start of their journey with us, our employees receive the tools and support they need to enhance their skills and progress in their careers.

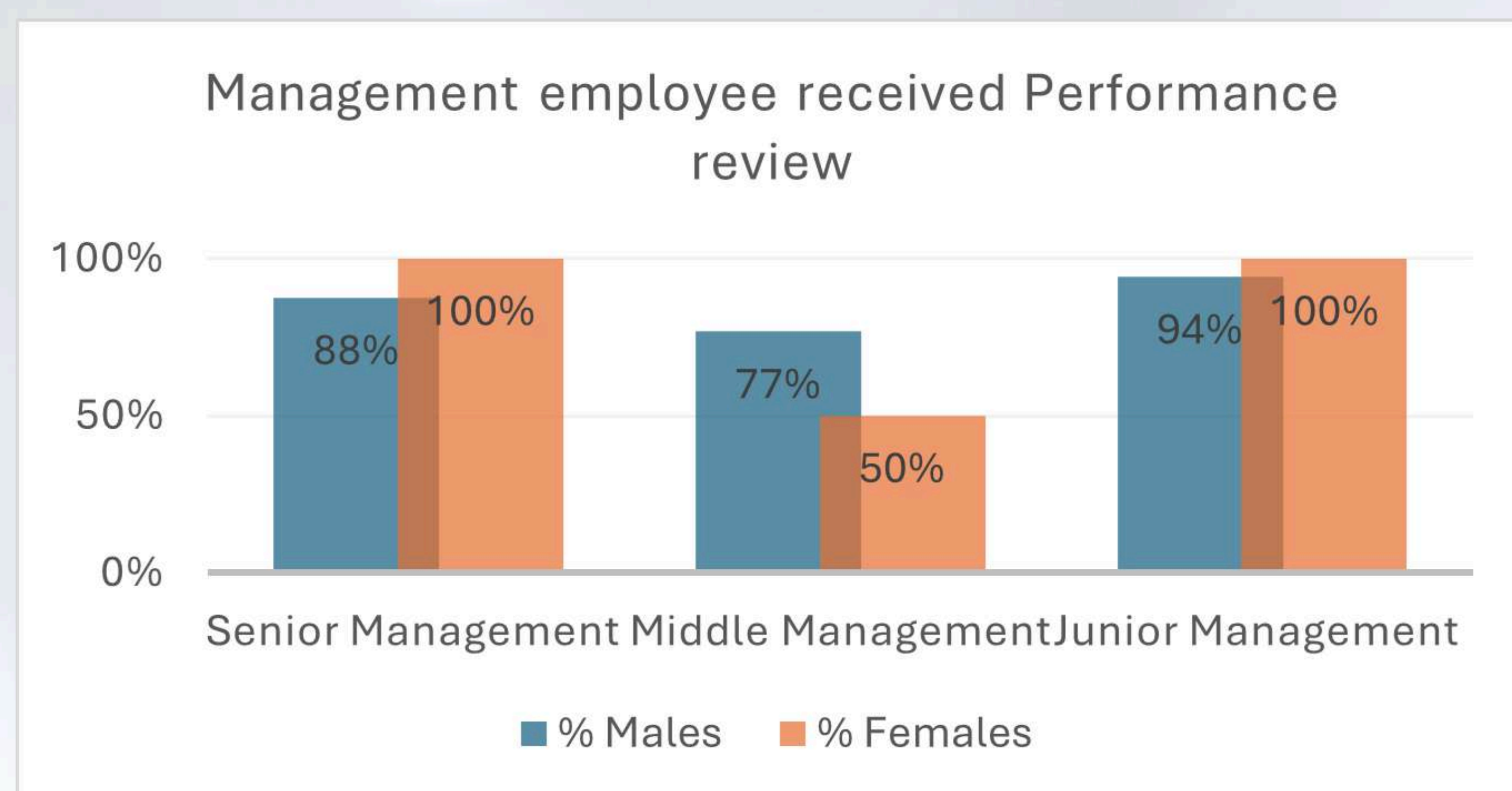


Performance review and Appraisal

At Benzo Chem, we celebrate the contribution of our employees by recognizing their good work and providing them an opportunity to handle higher positions in the company. We provide performance & performance-linked increments to employees.

We have well-established performance appraisal procedures which ensure all the employees receive impartial career growth and every employee has an equal opportunity to advance within the company. We have a system in place to control the promotion processes and thoroughly evaluate employee performance based on established criteria. To keep the system impartial, we regularly train HR staff members on Benzo Chem's standards.

In FY2024 100% of employees received performance and career development reviews. In FY2024 out of a total of 655 males 5045 males were eligible for the performance and career development review similarly 26 out of 32 females were eligible.



In FY2024, we undertook a thorough evaluation of the performance of our management team as part of our ongoing efforts to foster growth, accountability, and alignment with organizational objectives. This keeps our leaders motivated.

include all categories (management, staffs and workers) of employees

Fair Remuneration

Benzo Chem understands and respects the needs of employees, and we are unwavering in our commitment to providing fair and equitable remuneration that is competitive within the market. We ensure that 100% workforce receives compensation above the minimum wage as per applicable regulations. Our approach focuses on fairness, equality, and transparency, adhering to both legal and industry standards. Through regular reviews of wages and benefits, we strive to exceed minimum wage requirements, ensuring that every individual is rewarded fairly for their valuable contributions to the company's success.

Executive (Manager and above)

Non-Executive (AM and Below)

Basic Salary (INR)	Remuneration (INR)	Basic Salary (INR)	Remuneration (INR)
10.43	2.55	7.33	2.55

We have monitored men's to women's basic salary and remuneration ratio for our workforce for FY2024. Basic salary excludes any additional remuneration, such as payments for overtime work or bonuses.

Employee engagement programme

At Benzo Chem, we prioritize recognizing and rewarding our employees' dedication and long service. Our rewards program celebrates milestones and exceptional contributions, fostering a culture of appreciation. By acknowledging hard work and commitment, we motivate our team to continue excelling while reinforcing their invaluable role in our success.

The Benzo Cricket Premiere League 2024 brought together eight teams, with around 104 employees participating in this exciting team-building activity. This vibrant event fostered camaraderie and teamwork, as colleagues showcased their skills on the field while strengthening connections and creating lasting memories in a fun and competitive atmosphere.



We celebrated Ganesh Chaturthi at our units, bringing together all employees and workers in a joyful cultural activity. This vibrant festival fostered a sense of community and unity as everyone participated in the rituals and festivities, sharing traditions, and delicious sweets, and creating a festive atmosphere that strengthened our bonds.



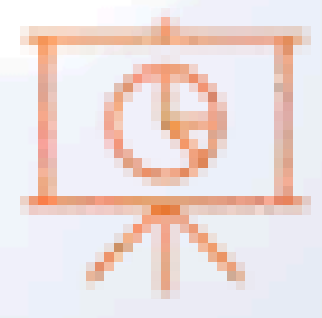
We organized a team-building picnic and day outing that provided a fantastic opportunity for employees to relax and bond outside of the workplace. With engaging activities, games, and shared meals, everyone enjoyed a day filled with laughter and camaraderie, strengthening relationships and fostering a positive team spirit

Training and Skilling



Targets

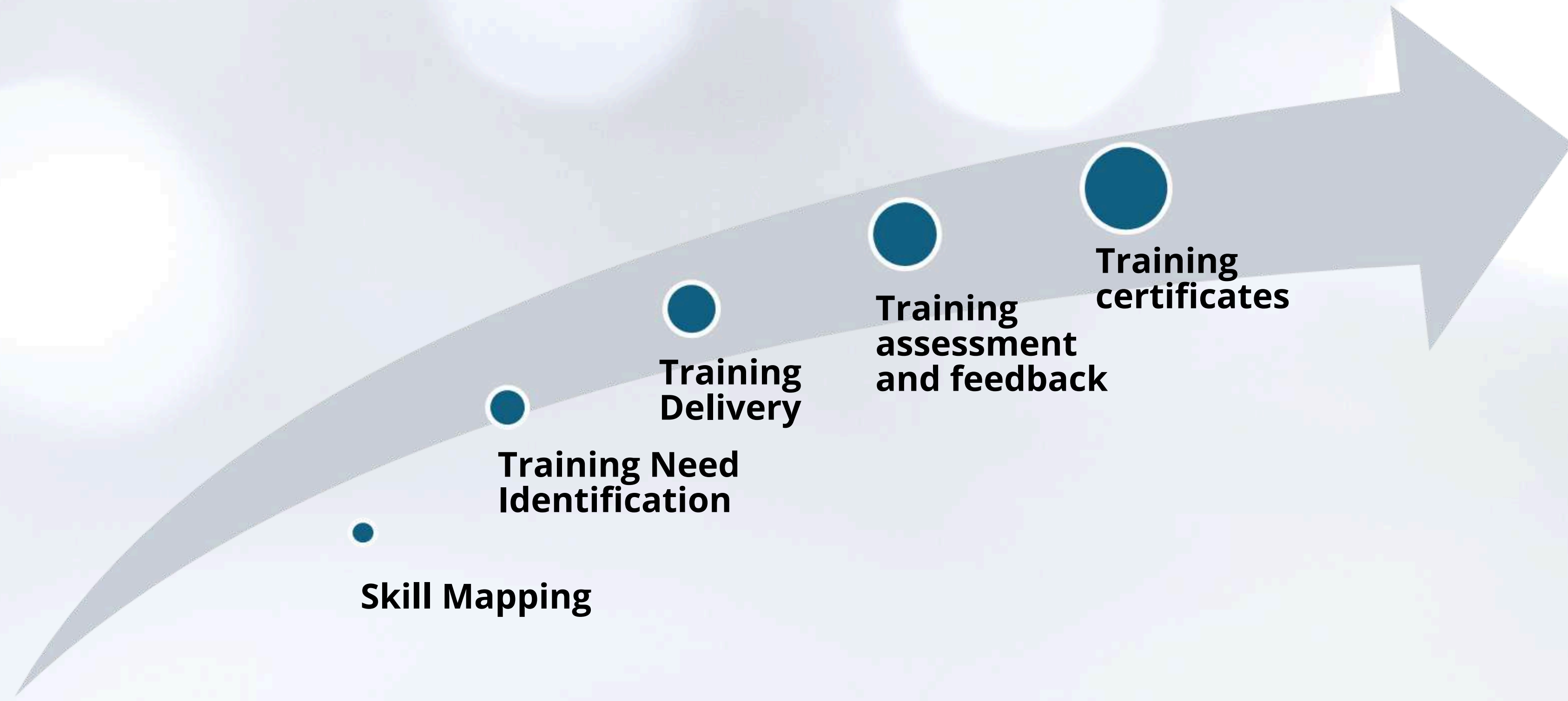
- 4550 training hours
- Minimum of 0.75 training days per person



Key Highlights

- Executive Level Average training hours 6.5
- Non-Executive Level Average training hour 3.9

Training is the essence at Benzo Chem, which keeps our employees skilled and knowledgeable. We take utmost attention to employees training and learning. To provide relevant training to employees we have established a mechanism which starts from Skill mapping till providing appropriate training and maintaining the appropriate documents.



Details of employee training	Total FY23-24
Executive Level (Executive and above) employees	
Total number of training hours provided to male employees in Executive level	1268.3
Total number of male employees in Executive level	193.0
Total number of training hours provided to female employees at Executive level	132.0
Total number of female employees in Executive level	21.0
Total number of training hours provided to employees	1400.3
Total number of employees	214.0
Average training hours per employee	6.5
Non-Executive Level (Senior office and below categories including worker)	
Total number of training hours provided to male employees at nonexecutive level	1286
Total number of male employees at the non-executive level	462
Total number of training hours provided to female employees at nonexecutive level	42
Total number of female employees at non-executive level	21
Total number of training hours provided to employees	1328.0
Total number of employees	483.0
Average training hours per employee	2.7
Average training hours per employee (Exe + Non-Exe)	3.9

Training Highlights from our Plant in the FY 2024

- First Aid, Fire Fighting and Emergency Preparedness
- Waste Management
- Safety Precaution Effluent Handling
- Environment Awareness
- Time Management
- Welfare Activities in Industries
- Effective Communication and Skills

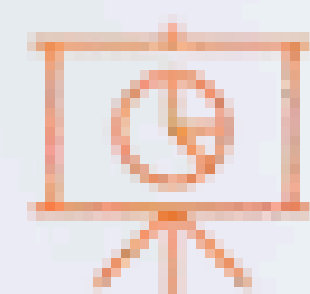
- Hazardous Chemical Handling and Spillage Control
- Understanding near miss Incident and Accident
- Stress Management
- Housekeeping and 5s System
- Kaizen Manufacturing Process
- OSHA policies and requirements
- Discrimination prevention at the workplace
- Business ethics and fair practices

Occupational Health and Safety



Targets

- Consistently manage zero fatality
- Process Risk Reviews for each operating plant once in 5 years and 100% action closure
- Zero significant process safety incidents per year
- 100% H&S training covering all employees



Key Highlights

- 100% H&S training covering all employees
- 100% process risk assessed
- Zero Fatality
- LTIFR (Permanent employees): 0.66
- LTIFR (Permanent workers): 7.18
- LTIFR contractual employees: 4

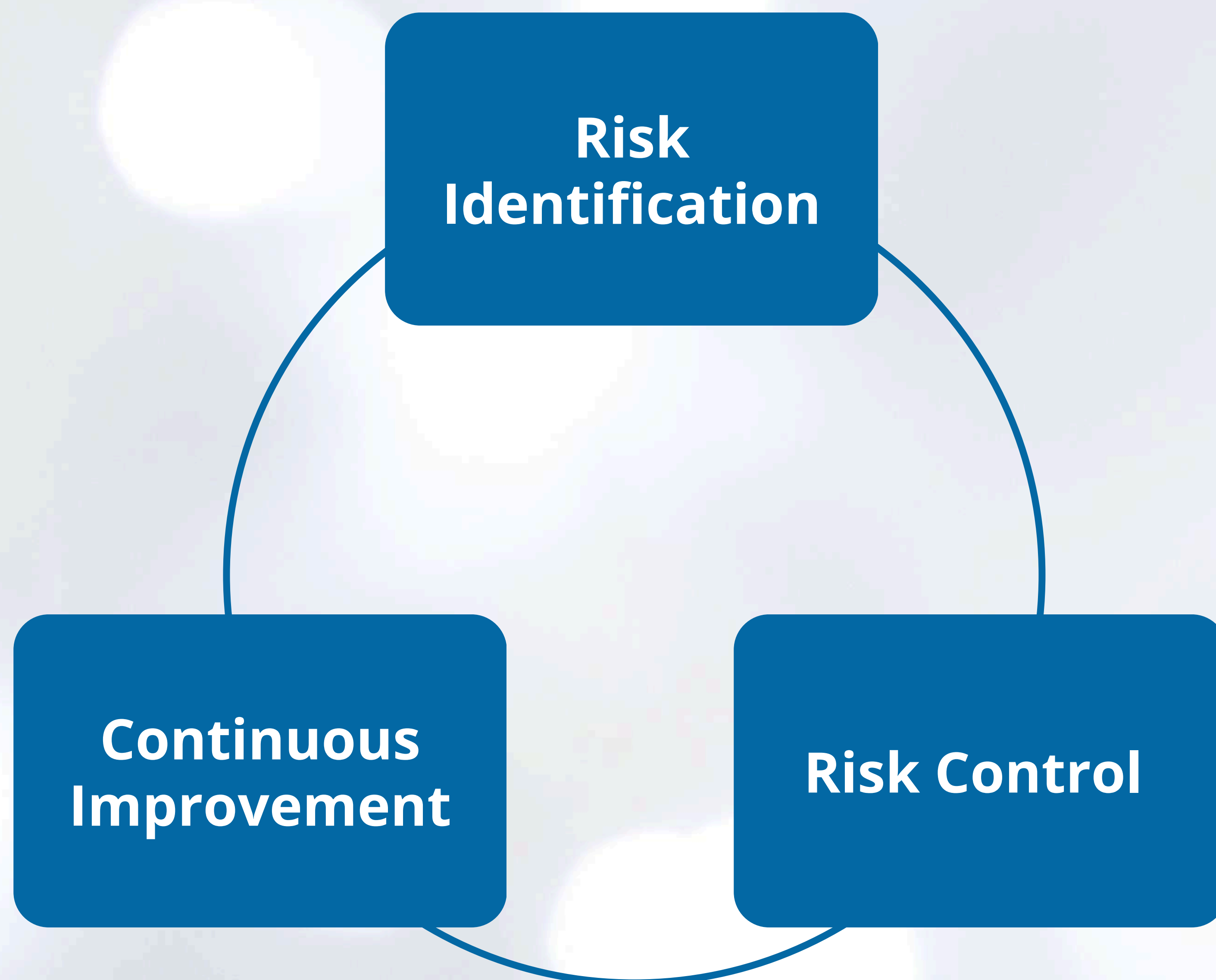
We are committed to ensuring workplace safety for our workforce, contractual staff, visitors or any other stakeholder coming to our office premises. We have established a comprehensive Occupational Health and Safety (OHS) framework that meets and exceeds legal requirements. Our 100% locations are ISO 45001. Our OHS practices are aligned with legislation and continual improvement.

Hazard identification and Risk assessment

We have a systematic approach to risk assessment; we follow the **Hazard Identification and Risk Assessment (HIRA)** process to comprehensively evaluate the potential impact of operational tasks and conditions on employee safety. This approach covers all systems and processes, ensuring the robustness of our safety management framework. Our 100% of the sites are covered under EHS risk assessment. Our EHS committee reviews and updates the risk assessment annually, or whenever a new hazard is identified. Through this process, we continuously seek opportunities for improvement and implement appropriate control measures to minimize risks and enhance process safety.

Key Components of Our Risk Management System

Our risk management system focuses on three main components to identify, control, and continuously improve our safety practices:



Incident Reporting and Emergency Preparedness

Our incident reporting and investigation system empowers all the stakeholders to report any work-related hazards or hazardous situations. All employees, contractors, and visitors are encouraged to report unsafe conditions, incidents, or accidents. Our dedicated and competent teams conduct thorough investigations to identify root causes, recommend corrective actions, and prevent recurrence.

Across all our sites, we maintain a team of passionate and trained first responders, ready to act in the event of an emergency. First-aid boxes are strategically placed throughout our facilities to assist employees during minor incidents. In addition, each of our four units is equipped with an Occupational Health Centre (OHC) capable of handling minor injuries and providing medical support. We are well-prepared for major emergencies, with ambulances available on-site and partnerships with nearby hospitals to ensure prompt care in critical situations.



Our Emergency Response Team is always prepared to manage emergencies. One of the most critical situations we face is fire, and we make sure to have the essential tools and knowledge to address these incidents effectively.

We conduct fire safety training at all our locations every quarter



We take pride in having an occupational health centre at all our locations, equipped with essential medical services. These centres are designed to support our employees during times of illness or sickness, ensuring they receive timely care and attention.

Our safety performance

	Unit	Permanent Employees	Permanent Workers	Employees & Workers who are not employees
Man-Hour Worked	Hr.	1511571	1949457	3461028
Total Injury	No.	1	14	15
Near Miss	No.	38	42	80
Fatal Injury	No.	0	0	0
Lost time injury frequency rate (LTIFR) ⁶	-	0.66	7.18	4
Employees covered by Health & Safety training	%	100	100	100

Worker participation and Consultation

We have safety committees at all locations, formed jointly by employees and workers to share ideas and feedback on improving the existing OHS management system. These committees meet monthly to review progress and explore new avenues for enhancement. We encourage 100% participation from all committee members, and after each meeting, the minutes are recorded and shared with all stakeholders.

To further promote safety, we conduct daily safety toolbox talks on the shop floor, allowing workers to discuss risks and hazards related to their tasks. Additionally, suggestion boxes are available for employees and workers to anonymously submit their recommendations. Our HR team reviews these suggestions, which are then discussed during safety committee meetings to ensure continuous improvement.

Our Healthy Workforce

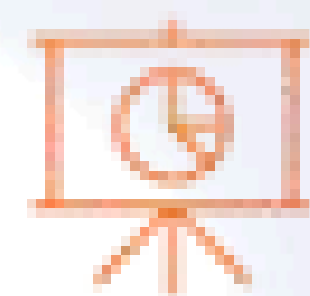
We recognize the importance of our employees' health and well-being. To support this, we offer health benefits in line with government regulations, including ESIC coverage for eligible employees and Mediclaim policies for those who do not qualify for ESIC. Additionally, we provide accidental coverage and conduct regular medical check-ups for our staff. We actively promote mental health awareness and organize cultural activities to foster a stress-free work environment.

Supply Chain Management



Targets

- 80% of our raw material spend be assessed for ESG criteria by 2028 compared to 2023.
- 80% of our raw material spend responds to EcoVadis disclosures by 2030 compared with 2023.
- 50% of our raw material spend responded to CDP disclosures by 2030 compared with 2023.
- Reduce GHG (Scope 3) intensity by 30% compared to 2023 by 2030.



Key Highlights

- 100% of procurement staff received training on Sustainable Procurement.
- 87% of RM and PM suppliers are from domestic business.

In Benzo Chem's ESG journey, supply chain management stands as a cornerstone of our commitment to responsible and sustainable business practices. We recognize the critical role our supply chain plays in achieving our sustainability objectives and take rigorous measures to ensure it aligns with our core values. Benzo Chem is dedicated to responsibly sourcing materials and services from a diverse range of suppliers, reinforcing our belief in ethical, transparent, and sustainable procurement.

Key Procurement Practices

To ensure a resilient, ethical, and sustainable supply chain, Benzo Chem has developed a robust framework of procurement practices. These include:

1. Acceptance of Supplier Code of Conduct (COC)
2. Compliance with Benzo Chem Sustainable Procurement Policy
3. Performing Self-Assessment based on a self-assessment checklist
4. Performing On-site assessment
5. Regular supplier meets are organized to foster collaboration, share best practices, and address challenges in achieving mutual sustainability goals.

Our procurement policy aligns with the Sustainable Development Goals (SDGs) and the UN Global Compact (UNGC) Principles. We provide training to the procurement team on Sustainable Procurement, we ensure the buyers understand the social and environmental issues to be integrated into the procurement process. During the FY2023-24, 100% of procurement staff received training on Sustainable Procurement

Supplier Diversity

As part of our commitment to sustainability and local economic development, we prioritize sourcing from local suppliers within our supply chain. In the fiscal year 2024, we are proud to report that 53% of our materials, including raw materials (RM) and packaging materials (PM), were procured from local suppliers across various states Maharashtra, Gujarat, Uttar Pradesh, Andhra Pradesh, Goa, Telangana and Daman in India.

By partnering with domestic suppliers, we not only support local economies but also reduce transportation emissions, contributing to our overall environmental goals. Our focus on local procurement enables us to foster strong

relationships within our communities, ensuring a more resilient supply chain that aligns with our sustainability objectives. We believe that investing in local suppliers not only enhances our operational efficiency but also strengthens the economic fabric of the regions we operate.

	Active suppliers	New Suppliers
Import	15	1
Domestic	101	2

Supplier Engagement and Selection

While selecting our suppliers we ensure that every supplier adheres to our sustainability standards. We have a robust system in place to assess our suppliers, with a selection process that includes both environmental and social criteria.

The supplier evaluations are done by assessing their compliance with ISO 14001 and ISO 45001 certifications. This process includes a thorough evaluation of environmental, health, and safety (EHS) practices. Key criteria for assessment encompass the availability of a proper scrap yard with effective segregation and storage facilities, the display of safety slogans and

posters, and either existing EMS ISO 14001 and OHSMS ISO 45001 certifications or a clear plan to achieve them.

We also evaluate the proper storage of hazardous chemicals, the provision of EHS-related training, and the availability of emergency evacuation and on-site emergency plans. Additionally, we ensure that appropriate personal protective equipment (PPE) is provided

In line with our commitment to social responsibility, Benzo plans to incorporate social criteria into our evaluations, such as prohibiting forced labour, complying with child labour laws, promoting gender and religious equality, adhering to workplace health and safety regulations, and ensuring fair competition.

To address supplier non-conformities, we implement a Corrective Action Request (CAR) and Corrective and Preventive Action (CAPA) process. We provide support to bridge any gaps identified in their sustainability practices. By doing so, we ensure that our supply chain partners grow with us in terms of environmental and social responsibility.

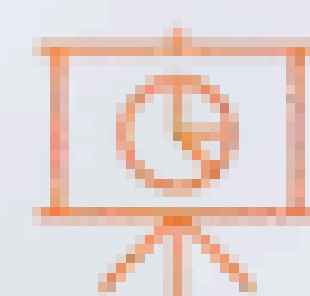
Furthermore, we uphold a 'No Gift' policy as a vital part of our supplier code of conduct, reinforcing our commitment to ethical business practices. We maintain healthy, transparent relationships with our suppliers by holding regular meetings to foster collaboration and resolve challenges.

Customer satisfaction



Targets

- 80% of customers based on sales volume covered in customer survey



Key Highlights

- Currently, we have achieved 40% of customer feedback in FY2024.

- Approx. 75 number of products and services were offered in FY 2024.
- Approx. 20 products were divided into agrochemical intermediates, pharma intermediates, speciality chemicals, and chemicals in Flavors and fragrances.
- 28 new customers were screened using social criteria in FY 2024.
- Approx. 15 main products in the pharma intermediate and agro category were categorized for which health and safety impacts were assessed for improvement.

In FY 2024, we onboarded 28 new customers, all of whom were thoroughly screened for social and environmental criteria, ensuring alignment with our commitment to responsible business practices.

We take great pride in maintaining the highest standards of health and safety across all our product categories, and we are pleased to report zero compliance issues or incidents related to the safety of our products during this period

Recognizing the growing importance of customer privacy and data security, we have implemented robust and rigorous data protection mechanisms. As a result, we have recorded zero substantiated complaints related to breaches of customer privacy or loss of data, underscoring our dedication to safeguarding the trust our clients place in us.



GRI Content Index

GRI Standard	Disclosure	Page Number Or Direct Response
2-GRI 2: General Disclosures 2021	2-1 Organizational details	About Benzo Chem
	2-2 Entities included in the organization's sustainability reporting	About Benzo Chem
	2-3 Reporting period, frequency and contact point	About Benzo Chem
	2-4 Restatements of information	No Restatement (first sustainability report)
	2-5 External assurance	About the Report
	2-6 Activities, value chain and other business relationships	About the Report
	2-7 Employees	Our People
	2-8 Workers who are not employees	Our People
	2-9 Governance structure and composition	Composition of the board
	2-10 Nomination and selection of the highest governance body	No data available
	2-11 Chair of the highest governance body	Composition of the board
	2-12 Role of the highest governance body in overseeing the management of impacts	Composition of the board
	2-13 Delegation of responsibility for managing impacts	Composition of the board
	2-14 Role of the highest governance body in sustainability reporting	Composition of the board
	2-15 Conflicts of interest	Sustainable Development Strategy
	2-16 Communication of critical concerns	Sustainable Development Strategy
	2-17 Collective knowledge of the highest governance body	Data not available for the reporting period
	2-18 Evaluation of the performance of the highest governance body	Data not available for the reporting period
	2-19 Remuneration policies	Not available for the reporting period
	2-20 Process to determine remuneration	Not available for the reporting period
	2-21 Annual total compensation ratio	Data not available for the reporting period
	2-22 Statement on sustainable development strategy	Sustainable Development Strategy
	2-23 Policy commitments	Sustainable Development Strategy
	2-24 Embedding policy commitments	Sustainable Development Strategy

GRI Standard	Disclosure	Page Number Or Direct Response
2-GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Sustainable Development Strategy
	2-26 Mechanisms for seeking advice and raising concerns	Sustainable Development Strategy
	2-27 Compliance with laws and regulations	Sustainable Development Strategy
	2-28 Membership associations	Awards and Recognition
	2-29 Approach to stakeholder engagement	Stakeholder engagement
	2-30 Collective bargaining agreements	Trade Union and collective bargaining
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis
	3-2 List of material topics	Materiality Analysis
GRI 201: Economic Performance 2016		Not a material topic and has not been reported
GRI 202: Market Presence 2016		Not a material topic and has not been reported
GRI 203: Indirect Economic Impacts 2016		Not a material topic and has not been reported
GRI 204: Procurement Practices 2016	3-3 Management of material topics	Materiality Analysis
	204-1 Proportion of spending on local suppliers	Supply chain management
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Materiality Analysis
	205-1 Operations assessed for risks related to corruption	Business Ethics
	205-2 Communication and training about anticorruption policies and procedures	Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics
GRI 206: Anti-competitive Behaviour 2016		Not a material topic and has not been reported
GRI 207: Tax 2019		Not a material topic and has not been reported
GRI 301: Materials 2016		Not a material topic and has not been reported
GRI 302: Energy 2016	3-3 Management of material topics	Materiality Analysis
	302-1 Energy consumption within the organization	Energy Consumption
	302-2 Energy consumption outside of the organization	Not Applicable

GRI Standard	Disclosure	Page Number Or Direct Response
	2-25 Processes to remediate negative impacts	Energy Consumption
	302-4 Reduction of energy consumption	Energy Consumption
	302-5 Reductions in energy requirements of products and services	Sustainable Development Strategy
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Materiality Analysis
	303-1 Interactions with water as a shared resource	Water Management
	303-2 Management of water discharge-related impacts	Water Management
	303-3 Water withdrawal	Water Management
	303-4 Water discharge	Water Management
	303-5 Water consumption	Water Management
GRI 304: Biodiversity 2016		Not a Material topic and not reported
GRI 305: Emissions 2016	3-3 Management of material topics	Materiality Analysis
	305-1 Direct (Scope 1) GHG emissions	Climate change
	305-2 Energy indirect (Scope 2) GHG emissions	Climate change
	305-3 Other indirect (Scope 3) GHG emissions	Climate change
	305-4 GHG emissions intensity	Climate change
	305-4 GHG emissions intensity	Climate change
	305-6 Emissions of ozone-depleting substances (ODS)	Data not available
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Data not available
GRI 306: Waste 2020	3-3 Management of material topics	Materiality Analysis
	306-1 Waste generation and significant wasterelated impacts	Waste Management
	306-2 Management of significant waste-related impacts	Waste Management
	306-3 Waste generated	Materiality Analysis
	306-4 Waste diverted from disposal	Materiality Analysis
	306-5 Waste directed to disposal	Materiality Analysis
	3-3 Management of material topics	Materiality Analysis

GRI Standard	Disclosure	Page Number Or Direct Response
GRI 308: Supplier Environmental 1 Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management
GRI 401: Employment 2016	3-3 Management of material topics	Our people
	401-1 New employee hires and employee turnover	Our people
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our healthy workforce
	401-3 Parental leave	Not reported as not material topic
GRI 402: Labor/ Management Relations 2016		Not a Material topic and not reported
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Occupational Health and Safety
	403-1 Occupational health and safety management system	Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3 Occupational health services	Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Occupational Health and Safety
	403-3 Occupational health services	Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our healthy workforce
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety
	403-9 Work-related injuries	Occupational Health and Safety



GRI Standard	Disclosure	Page Number Or Direct Response
	403-10 Work-related ill health	Occupational Health and Safety
GRI 404: Training and Education 2016	3-3 Management of material topics	Training and Skilling
	404-1 Average hours of training per year per employee	Training and Skilling
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Skilling
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Skilling
GRI 405: Diversity and Equal Opportunity 2016		Not a Material topic and not reported
GRI 406: Non-discrimination 2016		Not a Material topic and not reported
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	No material topic was reported voluntarily
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Trade Union and Collective Bargaining
GRI 408: Child Labor 2016	3-3 Management of material topics	Business Ethics
	408-1 Operations and suppliers at significant risk for incidents of child labour	Business Ethics
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Business Ethics
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Business Ethics
GRI 410: Security Practices 2016		Not a Material topic and not reported
GRI 411: Rights of Indigenous Peoples 2016		Not a Material topic and not reported
GRI 411: Rights of Indigenous Peoples 2016		Not a Material topic and not reported
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	Supply Chain Management
	414-1 New suppliers that were screened using social criteria	Supply Chain Management
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management
GRI 415: Public Policy 2016		Not a Material topic and not reported

GRI Standard	Disclosure	Page Number Or Direct Response
	GRI 416: Customer Health and Safety 2016	Not a Material topic and not reported
	GRI 417: Marketing and Labeling 2016	Not a Material topic and not reported
	GRI 418: Customer Privacy 2016	Not a Material topic and not reported

