

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L24132MH1988PLC049387
2. Name of the Listed Entity	Balaji Amines Limited
3. Year of incorporation	1988
4. Registered office address	Balaji Towers, No. 9/1A/1, Aasara Chowk, Hotgi Road, Solapur-413224, Maharashtra.
5. Corporate address	Plot No. 47, Balaji Bhawan, Kavuri Hills, Madhapur, Hyderabad -500033, Telangana
6. E-mail	cs@balajiamines.com
7. Telephone	+91 217 2451500
8. Website	www.balajiamines.com
9. Financial year for which reporting is being done	2023-24 (As at 31 st March, 2024)
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital	₹6,48,02,000/- (3,24,01,000 Equity shares of ₹2/- each) as on 31 st March, 2024
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Varsha Guntuk, Manager-Human Resource, E-mail Address: hr@balajiamines.com Tel. No.: +91 217 2451500
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis, unless otherwise specified.
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer	Our company is engaged in the activity of manufacture and sale of Aliphatic Amines, Speciality Chemicals and its Derivatives.	97.80%
2	Service Sector	Hotels, Restaurants and Hospitality Services -Hotels Star rated	2.20%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Aliphatic Amines	20119	33.26%
2	Speciality Chemicals	20119	34.54%
3	Derivatives	20119	32.20%

III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	6	2	8
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23 States (including Union Territories)
International (No. of Countries)	50 Countries

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

- Contribution of Exports 14.28% of the total turnover of the entity.

c. A brief on types of customers

1. Pharmaceuticals/Bulk Drugs
2. Agrochemicals
3. Paints & Resins
4. Animal Feed
5. Oil & Gas
6. Rubber Cleaning Chemicals
7. Dye & Textiles
8. Pesticides and Insecticides
9. Water Treatment Chemicals
10. Optical Brightners
11. Corrosion Inhibitors
12. Cosmetics
13. Explosives
14. Foundry Chemicals

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	452	419	93%	33	7%
2.	Other than Permanent (E)	93	93	100%	0	0%
3.	Total Employees (D+E)	545	512	94%	33	6%
WORKERS						
4.	Permanent (F)	632	632	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total Workers (F+G)	632	632	100%	0	0%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	8	2	25%
Key Managerial Personnel	1	0	0%

*includes Managing Director and CFO

22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2%	0%	2%	3.1%	0.3%	3.4%	3%	0%	3%
Permanent Workers	4%	0%	4%	1%	0%	1%	4%	0%	4%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Balaji Speciality Chemicals Limited	Subsidiary	55%	Yes

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

➤ Yes

(ii) **Turnover** (₹ in Lakhs) : 1,35,873.99 Lakhs

(iii) **Net worth** (₹ in Lakhs) : 1,53,438.94 Lakhs

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes. https://www.balajiamines.com/investor-relations.php	0	0	NA	0	0	NA
Shareholders	Yes. https://scores.sebi.gov.in/	0	0	NA	5	0	NA
Employees and workers	Yes*	0	0	NA	0	0	NA
Customers	Yes*	0	0	NA	0	0	NA
Value Chain Partners	Yes*	0	0	NA	0	0	NA

* BAL's stakeholders include our investors, clients, employees, vendors/partners, government, and the community. A whistle blower policy and non-retaliation clause is available to all our stakeholders. Any divergence from the rules against this policy must be reported by all parties involved with the organisation. We have a grievance redressal mechanism which is accessible to all our stakeholders. All the complaints are looked into by designated compliance personnel and appropriate measures are taken against individuals who are found to be at fault. During the entire investigation process, BAL provides protection to the complainant as well as the person against whom the complaint is made. Our whistle blower policy is available at <http://www.balajiamines.com/pdf/1701953176WhistleBlowerPolicy.pdf>.

26. Overview of the entity's material responsible business conduct issues

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Process Residue formations and its disposal	Opportunity	At present, the Process Residues are sent for Incineration to CHWTSD Facility. Sometimes due to limitations of logistics the residue storages are full and this can lead to plant stoppages.	1. Indigenous incineration provision with suitable water scrubbers to take care of residue generated in the process and Waste Heat is utilised for concentrating the Inorganic Water Effluent in place of Multiple Effect Evaporators leading to low carbon foot print. 2. Continual efforts in optimising Distillation processes to reduce the Process Residues and improve the overall Yield.	Positive
2	Product Carbon footprint (Focus Area: Reducing Carbon)	Opportunity	BAL's commitment to lowering product carbon footprint is delivered through technology incorporation in plant design to minimize waste generation and utilizing resources by various prevention methods during manufacturing of the products.	BAL products contribute to saving energy and driving efficiency in use, however there are carbon emissions associated with their life cycle. The aim is to reduce emissions by improving operational efficiency, promoting decarbonization within supply chain, sourcing low carbon raw materials and collaborating with value chain partners who are committed to influence the environmental performance of products during use and post use phases.	Positive
3	Social Responsibility – Alignment with Local Communities for welfare activities as well the Expansions in current Business, creating New Jobs opportunity and allied Business and adding the Socio-economic value to society.	Opportunity	Most of the Manufacturing facilities and New expansions are taking place in and around Solapur. It is necessary to built allied Businesses such as Transportation, Fabrication, warehouses, spares for Machinery etc. in order to have best possible ways and means of Logistic. Also attract Talent pool with minimum attrition rate is possible only when Local people are being employed having required qualification and skill sets can be further improved by means of Training.	Major allied Business creation has changed the socio-economic aspects of villages nearby. Also the workforce is recruited from the institutions and Colleges in and around manufacturing facilities and mainly from nearby villages and townships which has been improving the overall social and environmental aspects.	Positive
4	Learning and Development	Opportunity	Training is one of the key factors in equipping employees to contribute sustainable operation in all spheres of our business.	Consistent efforts towards training in the areas of Quality, Environment, health and safety (EHS) equip the workforce to meet a surge in demand for the business.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Employee Health, safety and working condition	Risk and Opportunity	Company's commitment to create and maintain a safe & healthy work environment for all employees which is free of injuries, fatalities and illness, and ensuring fair employment opportunities and practices within the organisation	Implementation of a Periodic training programme to all the employees and workers on safe working practices and several other topics. Ensuring of conducting surveys, internal audits on a periodic basis. Investigation of reported cases and taking adequate actions to avoid reoccurrence of events.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability;

P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle;

P3 Businesses should promote the wellbeing of all employees;

P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized;

P5 Businesses should respect and promote human rights;

P6 Business should respect, protect, and make efforts to restore the environment;

P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner;

P8 Businesses should support inclusive growth and equitable development;

P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	-	-	-	-	-	-	-	-	-
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications /labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NA	Y ¹	NA	NA	NA	NA	NA	NA	NA
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements Balaji Amines, since inception, has built its organization pillared on Environmental, Social and Governance. Every strategic decision is taken after it's successfully clears these three aspects. The Company aspires to follow a good governance model in every aspect of business activities which is useful to attain sustainable development. This will be a roadmap to the Company's ESG plans.									

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ram Reddy Dundurapu, Managing Director (DIN: 00003864) under the guidance of the Board of Directors and its Committees oversees the Business Responsibility and progress on our ESG ambitions.		
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Stakeholders' Relationship Committee of the Board of Directors is responsible for decision making on sustainability related issues.		
		DIN	Name	Designation
		02168705	Dr. Suhasini Yatin Shah	Chairperson
		10096017	Dr. Uma Rajiv Pradhan	Member
		00003864	Mr. Dundurapu Ram Reddy	Member

Y¹ the Company believes in benchmarking practices and global standards to the best possible extent. The Company has ISO 9001:2015 certification.

Notes:

- All the policies are formulated with detailed analysis and benchmarking across industry. The policies are in compliance with all applicable laws.
- As per the Company's practice, all the mandatory policies under the Indian laws and regulations have been approved by the Board. Other policies are approved by the concerned Functional Head or Managing Director /Whole-time Directors of the Company depending upon the nature of policy.
- All the policies have a policy owner and the respective policy owners are responsible for implementation of the policy.
- Except Code of Conduct and Corporate Social Responsibility Policy, all other policy documents being in-house and internal documents of the Company are accessible to all the employees of the Company and thus are not available on the website of the Company. The Code of Conduct and Corporate Social Responsibility Policy can be accessed on the website of the Company at: <https://www.balajiamines.com/investor-relations.php>.
- Any grievance relating to any of the policy can be escalated to the policy owner/ Managing Director / Whole-time Director.
- Implementation of policies is evaluated as a part of internal governance by policy owners.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency [Annually (A) / Half yearly (H)/ Quarterly (Q)/ Any other – please specify]								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Yes													Periodically / Need basis
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Yes, we comply with all applicable laws of the land we operate in.									Quarterly				
11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9									Not Applicable

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	5	The Board of Directors were reviewed periodically and familiarized on the issues pertaining to the industry, business, regulations, economy, ESG, risk management, their roles and responsibilities etc. These topics comprise insights on the said Principles.	100%
Employees other than BoD and KMPs	594	POSH, Code of Business Conduct & Ethics, Human Rights policy, Health & Well-being, Safety, Environment, Data Protection, Whistle Blower Policy, Enterprise Risk Management Policy and other Company Policies	95%
Workers	350	POSH, Code of Business Conduct & Ethics, Human Rights policy, Health & Well-being, Safety, Environment, Data Protection, Whistle Blower Policy, Company Policies	91%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

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

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

› Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

› Yes, our code of conduct complies with legal requirements of applicable laws and regulations, including Anti-bribery, anti-corruption and ethical handling of conflict of interest. We have implemented appropriate systems to identify and prevent bribery and corrupt business practices. The Policy on Code of conduct available at <https://www.balajiamines.com/pdf/1715840061SupplierCodeofConduct.pdf>.

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

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NA	NA
KMPs	NA	NA
Employees	NA	NA
Workers	NA	NA

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

Particulars	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NA	NA	NA	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NA	NA	NA	NA

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

➤ Not Applicable

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

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	37	12

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	48.25%	56.84%
	b. Number of trading houses where purchases are made from	54	68
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	76.57%	66.96%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	31.79%	31.88%
	b. Number of dealers / distributors to whom sales are made	72	85
	c. Sales to top 10 dealers /distributors as % of total sales to dealers /distributors	78.73%	77.19%

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.24%	1.51%
	b. Sales (Sales to related parties / Total Sales)	5.38%	12.46%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	100.00%	51.44%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Non-discrimination, grievance processes	100%
1	Compliance with the laws	100%
1	Health, Safety, Security and Environment	100%
1	Bribery and corruption, money laundering, conflict of interests and anti-competitive conduct	100%

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

- Yes, the Company has a Code of Conduct for Board of Directors, Key Managerial Personnel and Senior Management which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors, Key Managerial Personnel and Senior Management Personnel confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The said policy is available on Company's website at <http://www.balajiamines.com/pdf/1709545145CodeofConductforDirectorsandSeniorManagement.pdf>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	FY 2023-24 (Current Financial Year) %	FY 2022-23 (Previous Financial Year) %	Details of improvements in environmental and social impacts
R & D	84.78%	81%	Reduction of Carbon Footprint and Distillation Residue which is part of Hazardous waste.
Capex	4.82%	5%	Installed Equipment to reduce in Coal Consumption to achieve a lower carbon footprint, Usage of equipment to improve Dissolved Oxygen Level for Bio Culture, Recycling water results in reduction in Steam Consumption and carbon foot print. Installed a waste heat recovery system, which results in power generation at free cost from waste heat.

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

- Yes, BAL has procedures defined under ISO guidelines for sustainable sourcing.

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

- Approximately, 95% of Suppliers of BAL are responsible under these guidelines.

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

- Waste Heat being recovered through Waste Heat Recovery System for steam which is generating power at free of cost.

The wastewater generated from boilers and cooling towers is recovered through multi stage RO units and used for cooling tower make up. The Solid generated after MEE are sent to landfill through hazard waste management companies. Recovered packing materials are disposed of through approved agencies.

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

- The Company is in the process of reviewing the EPR Act with concerned regulatory agencies.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	452	452	100%	452	100%	NA	0%	NA	0%	NA	0%
Female	33	33	100%	33	100%	33	100%	NA	0%	NA	0%
Total	485	485	100%	485	100%	33	100%	NA	0%	NA	0%
Other than Permanent employees											
Male	93	93	100%	93	100%	NA	0%	NA	0%	NA	0%
Female	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%
Total	93	93	100%	93	100%	NA	0%	NA	0%	NA	0%

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	632	632	100%	632	100%	NA	0%	NA	0%	NA	0%
Female	0	0	0	0	0	NA	0%	NA	0%	NA	0%
Total	632	632	100%	632	100%	NA	0%	NA	0%	NA	0%
Other than Permanent workers											
Male	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%
Female	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%
Total	0	0	0%	0	0%	NA	0%	NA	0%	NA	0%

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.082%	0.047%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	33%	63%	Y	11%	62%	Y
Others – Mediclaim/Hospitalization Policy	67%	37%	Y	89%	38%	Y

3. Accessibility of workplaces

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

› Yes, wherever possible provision for access to differently abled persons is provided.

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

› Yes. The policy is available on the Company's website at <http://www.balajiamines.com/pdf/1686925902Human%20Rights%20Policy.pdf>.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievance Redressal Committee has been constituted by the Company to redress the grievances & complaints of all categories of employees and workers of the company. For facilities where unions are not functional / available, employees are free to reach out line managers or welfare officers or HR personnel.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employee / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
- Male	632	632	100%	636	636	100%
- Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On and Measures Health Safety		On Skill Upgradation		Total (D)	On and Measures Health Safety		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees									
Male	452	393	87%	442	98%	451	382	85%	408	90%
Female	33	29	88%	32	97%	24	20	83%	24	100%
Total	485	422	87%	474	98%	475	402	85%	432	91%
	Worker									
Male	632	616	97%	518	82%	636	585	92%	615	97%
Female	0	0	0%	0	0%	0	0	0	0	0
Total	632	616	97%	518	82%	636	585	92%	615	97%

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

- We have periodical performance reviews of all the employees and workers with designated head of departments. This will enable the HR function to review with top management for effective performance of each worker and employee on an ongoing basis. The company has a once in two years increment cycle for employees. Based on the performance review the employees are given promotion/ career progression opportunities. Workers are linked to Union cadre – for this category the increment cycle, promotions and career development is applicable for every year.

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	452	452	100%	NA	NA	NA
Female	33	33	100%	NA	NA	NA
Total	485	485	100%	NA	NA	NA
Workers						
Male	632	632	100%	636	636	100%
Female	0	0	100%	0	0	0
Total	632	632	100%	636	636	100%

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

- The company is committed to 'no accidents, no injuries to the people and no damage to the environment' and expects every employee to be a part of this mission. The OHS (Occupational Health and Safety) management system encompasses 100% of the company's employees, workers, contractors and service providers working in manufacturing facilities. We are implementing ISO 14001 and 45001 to improve the effectiveness of our existing safety & Environment systems and procedures. We have appointed a Medical Officer at all factory sites, in order to strengthen the medical and wellness campaign throughout the organization.

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

- Work related hazards have been identified by following methods -
 - a) Conduct regular worksite inspections;
 - b) Interaction with workers and managers;
 - c) Incidence & Near Miss Records evaluation;
 - d) Critical safety observations are discussed in safety meetings and in safety committee meetings. Corrective and preventive actions are taken;
 - e) Similarly Potential Risk areas are reviewed Time to Time for Gap analysis & corrective measures are taken;
 - f) During issuance of permits, the Risk areas are identified & mitigated.

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

- Yes, we have the process of all workforce being empowered to report work related hazards and remove themselves from such risk. We have a system in place for workers to report near misses and safety observations, which includes unsafe acts or conditions in and around the workplace. Once the report has been made, corrective and preventive actions (CAPA) are undertaken with specified timelines. The same will be reviewed by the respective unit head frequently. This helps us ensure that the workplace is safe for all workers and any potential hazards are identified and addressed promptly.

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

- Yes, all employees /workers of the company have access to non-occupational medical and healthcare centers. Each unit has a First aid Centre that is manned by certified First Aid staff. This ensures that employees / workers have access to basic medical care and attention when needed, which can help prevent minor injuries and illness from becoming more severe.

Periodical Health Checkups are carried out to all our employees and workers.

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

Safety Incident/Number	Category*	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-	Employees	0.205	Nil
	Workers	0.720	1.057
Total recordable work-related injuries	Employees	2	Nil
	Workers	7	17
No. of fatalities	Employees	Nil	Nil
	Workers	1	1
High consequence work-related injury or ill-health	Employees	Nil	Nil
	Workers	Nil	Nil

*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

- The health, safety and well-being of our employees is our top priority. Following measures are taken to ensure a safe and healthy workplace.
 - a) Daily Inspection of workplace and enforcing Safety Permits system
 - b) Health and safety awareness programs & training.
 - c) Regular Safety Review meetings.
 - d) Maintained health, safety records and reviewed.
 - e) Employees are rewarded for safe behavior and reporting.
 - f) Housekeeping is maintained.
 - g) Mock drills are conducted with various teams periodically such that each worker and employee are fully trained to manage any eventuality.
 - h) Conducted health checkup for 100 % employees and workers every year.
 - i) Safety proxy Team is made by nominating operation persons from each plant & each shift to take care of any emergency in an odd hour. This Team is imparted both fire & safety training.
 - j) All sites have a hydrant station, network, fire Alarm system & detectors for flammable chemicals.
 - k) Design & Technology credible Licensors taken care of Process Safety, emissions & volatile organic compounds(VOCs)

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

	% of your plants and offices that were assessed
Health and safety practices	100%
Working Conditions	100%

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

- Following corrective actions taken to address safety-related incidents :
 - 1. Automation with field instrument redundancy and interlocks.
 - 2. Lighting protection, movable earthing for floating Roof (Variable volume) Tanks.
 - 3. Water seal pots for flammable gas/vapors release etc.

Leadership Indicators

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

- Yes. BAL has a scheme in place to provide Financial Assistance to the legal dependents of the permanent employees/workers in case of death while in service. In addition to this, the employees/workers are covered under the Group Personal Accident (GPA) Policy. The GPA Policy is also being extended to the contract employees working in manufacturing units and offices.

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

- The Company monitors and tracks the compliance related to statutory dues internally as a part of regular checks while processing the invoices. Monthly Internal audits are also conducted to ensure compliance.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	1	0	1

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

- Yes, subject to requirement, the Company provides opportunities for engagement on specific projects /assignments across the company.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NIL
Working Conditions	NIL

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

- Not Applicable

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

- Investors contributing capital are important stakeholders. We are privileged to share a strong relationship with investors based on a deep understanding of their expectations and our commitment to consistently fulfill them. Stakeholders' value creation is a reflection of our commitment to enhance. Employees enable us to create value for our stakeholders and organization. Suppliers are our key stakeholders who enable us to deliver business value. Our commitment to inclusive growth ensures our customers get maximum value with sustainable business practices. Our stakeholders are our investors, clients, employees, suppliers, government / regulators and the community at large.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	Press releases and Conferences, Annual General Meeting, Emails, Advertisement in Newspapers, facility of Visits, Investor Conferences and calls	Annually, Half Yearly, Quarterly and Need Basis	<ul style="list-style-type: none"> › Helping investors voice their concerns regarding the company's policies, strategy, etc. › Educating the investor community › Understanding shareholder expectations
Clients/ Customers	No	Discussion, Meetings, Calls and Conferences, Office, Visits on Projects, Management reviews, Relationship meetings and briefings, sponsored events, Newsletters, brochures etc.	Continuous as needed. Annually, Half yearly & Quarterly	<ul style="list-style-type: none"> › Understanding client, industry › Business Challenges › Identifying opportunities to improve products and services › Deciding on investments and capabilities required to fulfill demand › Understanding client's data privacy and security requirements
Employees	No	Conference Calls, Video Conferencing, Group Discussions, One to One Interactions, Review on Operations	Daily	<ul style="list-style-type: none"> › Career Management and Growth Prospects › Learning opportunities › Compensation structure › Building a safety culture and inculcating safe work practices among employees › Improving Diversity and Inclusion
Suppliers / Collaborators	No	Meetings/calls, visits, events	Monthly & Quarterly	<ul style="list-style-type: none"> › Demand Sustainability › Credit worthiness › Ethical Behavior › Fair Business Practices › Governance
Government / Regulators	No	Project meetings, reviews, calls, surveys, Circulars, consultative sessions, field visits, due diligence, press releases, press conferences, media interviews and quotes, sponsored events as needed	Continuous	<ul style="list-style-type: none"> › Understand areas for sustainable development › Discussions on performance and formulate strategy › Share and contribute to thought leadership and insight into public and business concerns › Work in partnership to develop solutions to global challenges › Ensure Compliance of all applicable laws, rules and regulations
All other stakeholders or community at large	No	Newspaper Advertisement, TV Interviews, Events, Surveys, Press Releases, Visits, Press conferences	As needed	<ul style="list-style-type: none"> › Knowledge-exchange collaboration › Job creation and other opportunities › Continuous Development

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**
 - The Company's management regularly interacts with the investors, customers, suppliers, employees etc. Stakeholders Relationship Committee updates the progress of actions to the Board and takes inputs on a periodic basis.
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**
 - Yes. As the Stakeholders are an essential part of the business, we regularly interact with them to ensure that our business operations are aligned with their interests in a sustainable manner. We have aligned our environmental management goals based on the discussions with the community periodically. Based on their review, we have updated our policies and internal systems.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**
 - The Company understands the needs of the society and undertakes several measures to improve the life of vulnerable and marginalized stakeholders through its CSR Initiatives. The Company ensures that the CSR Funds are utilized in an optimum manner that uplifts the weaker sections of the society.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	452	452	100%	475	475	100%
Other Than Permanent	93	93	100%	26	26	100%
Total Employees	545	545	100%	501	501	100%
Workers						
Permanent	632	632	100%	636	636	100%
Other Than Permanent	0	0	0%	104	104	100%
Total Workers	632	632	100%	740	740	100%

- Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees									
Permanent	452	0	0	452	100%	475	0	0	475	100%
Male	419	0	0	419	100%	451	0	0	451	100%
Female	33	0	0	33	100%	24	0	0	24	100%
Other than Permanent	93	0	0	93	100%	26	0	0	26	100%
Male	93	0	0	93	100%	21	0	0	21	100%
Female	0	0	0	0	0	5	0	0	5	100%

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Workers									
Permanent	632	0	0	632	100%	636	0	0	636	100%
Male	632	0	0	632	100%	636	0	0	636	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	104	38	37%	66	63%
Male	0	0	0	0	0	104	38	37%	66	63%
Female	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors*	6	63,76,000	2	Nil
Key Managerial Personnel	1	7,36,396	Nil	Nil
Employees other than BOD	452	3,20,004	33	2,74,800
Workers	632	2,51,568	Nil	Nil

*Excluded sitting fees paid to Independent Directors. Including remuneration paid to the Managing Director and CFO.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.97%	2.34%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

➤ Yes.

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

- Reporting avenues have been provided for BAL employees, customers, suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of the company code, policies or law including human rights violation. Representations made in the reporting avenues are reviewed and appropriate action is taken on substantiated violations. During the entire investigation process, BAL provides protection to the complainant as well as to the person against whom a complaint is done.

All locations of the Company have adopted the WhistleBlower Policies facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programs are conducted for the workforce of the company about the Whistle Blower Policy intimating the contact details of the Heads of Human Resource Departments, Legal Department. The Complainant under the policy is protected from victimization. Promoting awareness of human rights with all stakeholders at various levels of our operations through training and communication and protecting all the time.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

- Concerns on discrimination and harassment are dealt with confidentiality. BAL does not tolerate any form of retaliation against anyone reporting good faith concerns. Anyone involved in targeting such a person raising such complaints will be subject to disciplinary action.

The Company has formulated Internal Complaint Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and also adopted the Whistleblower Policy which condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers. The Company takes appropriate action on the reported matter and ensures that the complainant does not undergo adverse consequences.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

- Yes.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not assessed - as no child labour in employment
Forced/involuntary labour	Not assessed - as no Forced/involuntary labour in employment
Sexual harassment	100% by Internal Complaints Committee
Discrimination at workplace	100%
Wages	100% by internal audit

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

- There were no audit concerns in the above areas from assessments in FY 2023-24.

Leadership Indicators

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

- No complaints have been received during the Financial Year under review. Accordingly, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

- Not Applicable

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

- Our establishments are accessible to the differently abled, and we are continuously working towards improving infrastructure by providing accessibility to differently abled.

4. Details on assessment of value chain partners.

- Some of the areas identified for formal assessment of the value chain partners are at various CSR initiatives for Human Rights has been conducted. The Supplier Code of Conduct has been shared with our vendors.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	All these factors are part of Code of Conduct. The Company takes declarations from all value chain partners as a part of adherence to the Code of Conduct as part of their contract. The contracts are not renewed or they are terminated in case of non-adherence to the Code of Conduct agreed upon.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

- Not Applicable.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (Kilowatts /Annum or Giga joules/Annum)	5716202 Kw / 25058 Gj	3131491 Kw /21121 Gj
Total fuel consumption (B) (MT/Annum or Giga Joules/Annum)	0	0
Energy consumption through other sources (C) (MT/Annum of Hydrogen / methane off gas or Giga Joules/Annum)	85 mt / 12319 Gj	157mt /22771 Gj
Total energy consumed from renewable sources (A+B+C)	37377 Gj	43892 Gj
From non-renewable sources		
Total electricity consumption (D)	34921250 Kw /416666 Gj	36803982 Kw / 439124 Gj
Total fuel consumption (E)	97462 mt / 1744281 Gj	98053 mt / 1755036 Gj
Energy consumption through other sources (F)	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total energy consumed from non-renewable sources (D+E+F)	2160947 Gj	2194160 Gj
Total energy consumed (A+B+C+D+E+F)	2198324 Gj	2238052 Gj
Energy intensity per rupee of Turnover (Giga Joules/ INR Turnover) (Total energy consumption/ turnover in rupees)	0.0001643	0.0001271
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.003681	0.002969
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity MTOE/ Mt of product produced	0.3856 MTOE /Mt of product	0.4171 MTOE/Mt of product

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

› We are following the Bureau of Energy Efficiency (BEE) – Ministry of Power Guidelines for Evaluation.

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

- › Till date BAL - No site /facilities are identified as designated consumers (DC's) under PAT scheme. Even though BAL is not part of PAT Cycle, Management has Year on Year taken Energy reduction targets to reduce carbon footprint/ water footprint as a responsible Corporate. Following are the major activities undertaken.
- › By Product effluent Gas utilization as Clean Fuel for Manufacturing facilities of various process plants. This has reduced the Carbon footprint by 5448 Gcal/ annum or 1549t CO₂e is reduced and this is being pursued year on year by the Company as commitment towards the responsibility towards Environment aspects.
- › With Automation, Temperature profiles of Solid Fuel Fired Furnaces are monitored and Controlled to Optimize Fuel Consumption and Control NO_x emissions. The maximum Heat of Flue Gases are recovered in Air Preheaters, Economisers to enhance the Steam Generators Combined cycle Efficiency and Electrostatic Precipitators are installed to keep particulate matters in compliance with regulatory standards.
- › Continual engagement of Operation Team in-terms of Steam Trap audits to avoid Steam Leakages and Energy Losses. Steam Traps MIS is followed for Monitoring.
- › Thermography of Insulated Pipe lines and Steam Generation Equipment to minimize the Heat losses attributable to radiation.
- › Installation of AC Drives to majority Compressors to optimize Power based on RPM and capacity control.
- › Installation of High Efficiency Process Pumps and Motors with IE-4 category.
- › Maximizing Asset Utilisation and Heat Integration to reduce Specific Consumption Norms for Highly Energy Intensive process plants.
- › Implementation of CIP systems in Multiple Effect Evaporators to reduce Steam Consumption Norms from 1.2 T Steam /T of Inorganic Effluent to 0.6-0.65 T Steam/T of Inorganic Effluent (Falling Film Type Multiple Effect Evaporators). In New Expansions, Targeted Steam Consumption Norms to the Extent of 0.3-0.35 T/T of Inorganic Effluent using Forced Circulation MEE with CIP provision. This has resulted in 15.6 Gcal/Day Energy Reduction or in terms of Emissions, it is 6.8 t CO₂ e.
- › Installation of Solar Power panels equivalent to 2728 Kw /hr is under progress and will be effective from 2024-25 year.
- › Installation of Air Cooled condensers as a part of Water footprint reduction has been started and is in place, instead of methodical water cooled condensers- this reduces fresh water consumption by 80% -85%.
- › The waste 28% of Hydrogen gas was taken back into the system as fuel in the Thermic fluid heater.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,44,658	4,75,803
(ii) Groundwater	1,85,556	1,83,013
(iii) Third party water	4,810	1,631
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,35,024	6,60,447
Total volume of water consumption (in kilolitres)	7,35,024	6,60,447
Water intensity per rupee of Turnover (Total water consumption / Revenue from operations)	0.0000549	0.0000383
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.001231	0.000876
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note I - The increase in Consumption of water is primarily due to Green Field Expansion Construction activity and Tree plantation of 33% plot area at Unit-4 ~ 68855 m3 and Hotel Division water consumption is decreased by 6583 m3, total increment with respect to FY 2022-23 ~ 74577 m3. Discounting this incremental increase in water from overall Consumption, the Index of Water Intensity /Turnover in KL/Crore INR turnover will change from 382.81 KL/crore INR of FY22-23 to 549.41 KL/Crore INR for FY23-24.

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

- No, the company has taken Water Treatment, Technology and Bio ETP experts on Board mainly for conservation, optimisation and quality of water. Internal assessment for avenues of water reduction are constantly explored.

4. Provide the following details related to water discharged:

- All sites of BAL being Zero Liquid Discharge (ZLD) Manufacturing facilities, the water discharge criteria is not applicable to us.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : No

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

- Yes, all the sites of BAL have implemented a mechanism for Zero Liquid Discharge (ZLD).
 - a. The Coverage is for both Organic and Inorganic Effluents.
 - b. For Inorganic Effluents, it is a combination of Pretreatment plants including Clarifloculators, Ultra Filtration Units, High Pressure Reverse Osmosis plants followed by Multiple Effect Evaporators and ATFD.
 - c. For DM water generated Rejected effluent, BAL has installed a Polishing Reverse Osmosis unit which reduces effluent by 90-95%.
 - d. For Organic effluents, it is being treated in BIO- ETP followed by High Pressure Reverse osmosis.
 - e. Company is constantly engaging in new state of art technologies for Water recycle in terms of Reverse Osmosis Membranes, MVRE technology which will be online from 2024-25 year.
 - f. Company has taken onboard Experts for both Inorganic and Organic Effluent Treatment and recycle with continual improvements in terms of operational efficiencies.
 - g. Overall Inorganic Water handled for Zero Discharge is ~ 333 CMD.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	μ / cub	<18	<22
SOx	μ / cub	<17	<18
Particulate Matter(PM)	μ / cub	<52	<70
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others - please specify		NA	NA

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

- Yes, Deputed the NABL accredited Third Party Agencies as per Statutory Requirement.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	177850.5	176933.7
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	24094.76	27585.36
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Mt of CO ₂ per rupee of turnover	0.00001508	0.00001139
Total Scope 1 and Scope 2 emission intensity per rupee of turnover for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Mt of CO ₂ per rupee of PPP on turnover	0.000338	0.0002608
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Group is associated in manufacturing as well in Hospitality sections, hence physical output is not considered	Group is associated in manufacturing as well in Hospitality sections, hence physical output is not considered
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : No

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

- Yes, we are planning for following projects:
1. Replacement of Refrigerants in existing installations, in phased manner based on their GWP (Global Warming Potential) and equivalent Carbon footprint.
 2. Installation of Back Pressure Steam Turbine scheme in place of Pressure Reducing Stations for FY-2024-25.
 3. Renewable Power (Solar Power) installation is under installation which will be operational during FY 2024-25.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	304	272.73
Other Non-hazardous waste Generated (H). Please specify, if any (includes Boiler Ash, Corn Crub waste, Scrub material, Wooden Pallets, Woven Sack Bags etc.) In MT/Annum. (Break-up by composition i.e. by materials relevant to the sector)	5,282	4,637
Total (A+B+C+D+E+F+G+H)	5,586	4,909.73

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000004175	0.0000002844
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000009353	0.000006513
Waste intensity in terms of physical output	0.0411 kg/Kg of Physical Product output	0.0382 kg/Kg of Physical Product output
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration through CHWTSDf	126	113.06
(ii) Landfilling through CHWTSDf	178	159.67
(iii) Other disposal operations	5,282	4,637
Total	5,586	4,909.73

Note:

- Green Field project Expansion Construction debris are being recycled in Construction activity. The Excavated Soil is recycled for land filling and plantation.
- Company has disposed off the used drums (plastic and MS) to registered parties/ Registered recycler. Total no. of Drums (plastic and MS) disposed off during FY 2023-24 are 7853 no or appx 117.7 MT.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

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

➤ Following Waste Management Practices adopted by the Company:

- Incineration through CHWTSDf;
- Land filling after treatment through CHWTSDf;
- Some of the Waste e.g. Spent Oil through Authorised Recycler;
- Own Incineration facility with Steam Cogeneration is in place;
- Membrane Technologies for the reduction of inorganic waste and further integrated with Multiple effect evaporators and ATFD units;
- Best Process Plant Technologies whereby waste is controlled at source and provision of recovery of Waste Heat and generate power from the same.

Strategies adopted by the Company to reduce hazardous and Toxic chemicals in Products and Processes:

- Selection of Process Route and Technology using Chemicals which are Safe to handle, store, use and are Biodegradable.
- Catalyst selection in most of the reactions controls the unwanted/undesired side reactions, bi-products and Residue formation.

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

S. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable, since none of our units are located in ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

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

S. No.	Specify the law/ regulation /guidelines which was not complied with	Provide the details of non-compliance	Any fines/ penalties / action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
Not Applicable				

- The Company is meeting all compliances with applicable environment law/regulations /guidelines in India and rules made thereunder and is being demonstrated in Six monthly MOEF Compliance documents and also the new projects are being undertaken as and when new /revised law/regulations/guidelines are being communicated by respective Authorities/ agency.

Leadership Indicators
1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:

- Name of the area: : Solapur (New Expansions are being done in designated MIDC area)
- Nature of operations: : Manufacturing of Chemicals
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,44,658	4,75,803
(ii) Groundwater	1,85,556	1,83,013
(iii) Third party water	4,810	1,631
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	7,35,024	6,60,447
Total volume of water consumption (in kilolitres)	7,35,024	6,60,447

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity per rupee of Turnover (Water consumed / turnover)	0.0000549	0.0000383
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : No

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

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

- The sites and Expansions are being awarded Environment Clearances with due consideration that there are no Direct or Indirect impacts on Biodiversity as most of the sites and Expansion plans are located in Designated Industrial areas complying with EPA (Environment Protection Act) and with due assessments, appropriate Infrastructure is provided at all sites with required Environment considerations as per Guidelines.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
1	CIP of Multiple Effect Evaporators	Unit-3 and Unit-1 In-organic Effluent Treatment	Reduced steam to water ratio and saved energy + reduced CO2 emission
2	Investment in Solar power	Power Saving 2728 KW/Day	Overall improvement GHG emissions
3	Installed Air Cooled Condensers	Unit-4 Expansion, Installed Air Cooled Condensers in Process plant as a substitute to Conventional water based cooling condensers. This has saved water substantially for the entire site as a major water Intensive operation.	Saving of water

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

- BAL has an onsite Emergency plan for all sites. Though for any Emergency (Inside as well outside) there are trained teams consisting of Operation, Engineering, Safety and Fire crew available at all sites with required Tools and Tackles for identified Emergencies and preparedness is ensured through Risks mitigation. Also BAL team works in close coordination with Local authorities like Fire Dept, MIDC, Collector office, State Pollution Boards etc All the Hazardous chemical storages are equipped with Fire and Safety infrastructure, periodic testing and Inspection is done for ensuring Mechanical Integrity. Suitable Pressure Control systems and accessories are installed for Control and Monitoring. Certain tank farm areas are in compliance with PESO regulations and 100% compliance is ensured. Area Classification guidelines are ensured as per IS, ATEX and NFPA guidelines.
- BAL has prepared policy frameworks inside premises whereby major loading and Unloading activities are restricted in silent hours and accordingly infrastructure is created. All Raw material and Finished Good Tankers are in compliance with HAZCHEM, SMPV Guidelines ensuring during Transport the Risk associated in Public areas are taken care. All the Drums / containers are as per UN Code and with compatible Material of Construction.
- The risks associated in the value chain are identified and the mitigation measures are taken.

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

- There is no significant impact arising from the value chain, though continual efforts are being put in identifying various risks associated and mitigation measures are taken to avoid any adversity.

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

- The credentials of all value chain partners are verified and are part of evaluation and contracts, endorsed by getting details pertaining to relevant certifications and standards.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. **a. Number of affiliations with trade and industry chambers/ associations.**
 - › Ten (Refer the response below)
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Basic Chemicals Cosmetic & Dyes Export Promotion Council	Mumbai
2	Federation of Indian Export Organisations	Mumbai
3	Service Export Promotion Council	New Delhi
4	Indian Chemical Council	Mumbai
5	Solapur Chamber of Commerce, Industries & Agriculture	Solapur
6	Federation of Indian Chambers of Commerce & Industry	New Delhi
7	Chemexcil- Chemicals Export Promotion Council	Mumbai
8	Federation of Telangana Chambers of Commerce and Industry	Hyderabad
9	Bulk Drug Manufacturers Association	Hyderabad
10	Chemical Industries Association	Chennai

2. **Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.**
 - › None

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**
 - › Not applicable.
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**
 - › Not Applicable
3. **Describe the mechanisms to receive and redress grievances of the community.**
 - › The Balaji Foundation & Research Centre works closely with the community in identified areas of contribution in the domains of education, healthcare, destitute care, rural development, art and culture, and disaster relief. Within its areas of work, the Foundation has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms range from one-on-one and group discussions with beneficiaries to independent external assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	32.95%	24.52%
Sourced directly from within the district and neighbouring districts	17.00%	3.59%

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	52%	60%
Semi-urban	28%	30%
Urban	15%	8%
Metropolitan	5%	2%

(Places are categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

› None

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

› Not Applicable

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

› No. As per our policy, the contracts are awarded on merit and not on preference.

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

› Not Applicable

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

› Not Applicable

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

› Not Applicable

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

› Not Applicable.

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of Person benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalised groups
1.	Promoting Healthcare	25,02,014	100%
2.	Promoting Education	30,257	100%
3.	Rural Development	31,00,215	100%
4.	Promoting Sports	1,324	100%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

- › We categorise Customer Complaints in terms of Qualitative, Quantitative and Administrative aspects.

We are committed to surpassing client expectations consistently. We have robust mechanisms to track and respond to customer complaints and feedback in the delivery of our services. Our latest annual client survey indicates that a large set of clients are delighted with Balaji Amines, sustaining the healthy positive client sentiment attained over the years. Client sentiment around our resilience, agility, client centricity, excellence in execution, quality of deliverable, base delivery, tools, and methodologies, is extremely positive.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-Security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

- › Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

- › Yes. The web link of the policy at <https://www.balajiamines.com/investor-relations.php>.

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

- › Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

- › In fiscal 2024, there were no substantiated complaints received concerning breaches of customer privacy from outside parties and regulatory authorities.

b. Percentage of data breaches involving personally identifiable information of customers

› Not Applicable

c. Impact, if any, of the data breaches

› Not Applicable

Leadership Indicators

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

› The information on products and services of the Company can be accessed on the website of the company at www.balajiamines.com.

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

› Each and every consignment goes with our Material Safety Data Sheet (MSDS) which will enable our consumers how to handle and use in any situation.

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

› Each customer relationship in Balaji Amines has a business continuity mechanism to handle any disruption of services/ products and a suitable communication plan.

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

› No.