

**“ANNEXURE – 10”**

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**

**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity**

1.	Corporate Identity Number (CIN) of the Listed Entity	L24100MH2004PLC144295
2.	Name of the Listed Entity	Fineotex Chemical Limited
3.	Year of incorporation	2004
4.	Registered office address	42/43 Manorama Chambers 4th Floor S V ROAD, Bandra (W), Mumbai, Maharashtra India – 400050
5.	Corporate address	42/43 Manorama Chambers 4th Floor S V ROAD, Bandra (W), Mumbai, Maharashtra India – 400050
6.	E-mail	investor.relations@fineotex.com
7.	Telephone	+91 22 26559174/75/76
8.	Website	www.fineotex.com
9.	Financial year for which reporting is being done	April 01, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) The National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	Rs. 2215.30 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sunny Parmar Company Secretary & Compliance Officer Telephone Number: 022-26559175 E- mail ID: cs@fineotex.com
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)	Standalone Basis
14.	Name of assurance provider	-
15.	Type of assurance obtained	-

**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	Manufacturing and Selling of Chemicals	Manufacturing, Distribution, Sales & Marketing	90%

Note: The details of business activities as given in MGT- 7 for Fineotex Chemical Limited

**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.	Specialty Chemicals for Textiles Processing	20	100

**III. Operations**

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

Location	Number of plants	Number of offices	Total
National	9	1	10
International	1	2	3

Fineotex Chemical having a diversified business. A summary of Fineotex's geographical footprint is provided in its Annual Report for the FY2023-24.

**19. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of States)	10
International (No. of Countries)	70

**b. What is the contribution of exports as a percentage of the total turnover of the entity- 12.40%**

**c. A brief on types of customers: B2B, B2C- Corporates/Non-Corporate users, Public Institution, International users, Dealers and Trader.**

**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)
<b><u>EMPLOYEES</u></b>						
1.	Permanent (D)	107	80	74.76	27	25.24
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>107</b>	<b>80</b>	<b>74.76</b>	<b>27</b>	<b>25.24</b>
<b><u>WORKERS</u></b>						
4.	Permanent (F)	98	85	86.73	13	13.27
5.	Other than Permanent (G)	69	68	98.55	1	1.45
6.	<b>Total workers (F + G)</b>	<b>167</b>	<b>153</b>	<b>91.62</b>	<b>14</b>	<b>8.38</b>

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

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

**21. Participation / Inclusion / Representation of women:**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57
Key Management Personnel	1	0	0

**22. Turnover rate for permanent employees and workers:**

*(Disclose trends for the past 3 years)*

	FY 2024 (Turnover rate)			FY 2023 (Turnover rate)			FY 2022 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	2	1	3	3	0	3	3	1	4
<b>Permanent Workers</b>	2	0	2	2	1	3	0	1	1

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

### 23. (a) 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.	FSPL Specialities Pvt. Ltd*	Subsidiary	100	No
2.	Manya Manufacturing India Private Limited	Subsidiary	100	No
3.	Fineotex Malaysia Limited	Subsidiary	100	No
4.	Fineotex Biotex HealthGuard FZE	Subsidiary	100	No
5.	Finoclean Specialities Pvt. Ltd**	Subsidiary	100	No

\*During the year name of the Wholly Owned Subsidiary changed from Fineotex Specialities Private Limited to FSPL Specialities private Limited.

\*\*During the year company has incorporated the Wholly Owned Subsidiary i.e. Finoclean Specialities Private Limited.

## VI. CSR Details

24.	(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	Yes
	a. Turnover (In ₹)	418.93 Crore
	b. Net worth (In ₹)	358.14 Crore

## 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)	FY 2023-24			FY 2022-23		
		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. www.fineotex.com	0	0	0	0	0	-
Investors (other than shareholders)		0	0	0	0	0	-
Shareholders		0	0	0	0	0	-
Employees and Workers		0	0	0	0	0	-
Customers		0	0	0	0	0	-
Value Chain Partners		0	0	0	0	0	-
Others (Please Specify)		0	0	0	0	0	-

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

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	Non Hazardous	Opportunity	GHS classification as per GHS Symbol	-	Positive
2	Sustainable Supply Chain	Opportunity	In today's era of growing environmental awareness, companies are adopting more ethical and sustainable purchasing practices. By procuring goods that are environmentally and socially responsible, companies can not only reduce their impact on the environment but also create a positive brand image.	-	Positive
3	Community Relation and Engagement	Opportunity	Chemical firms are significant economic contributors, offering employment opportunities and fostering community development through taxes and capital generation. Building strong relationships with communities can help chemicals companies mitigate potential operational disruption, reduce regulatory risk, retain top employees, lower the risk of litigation expenses in the event of process safety incidents, and ensure a strong social license to operate.	-	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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
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	www.fineotex.com								
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.	Y	Y	Y	Y	Y	Y	Y	Y	Y
	a) ISO14001 Environmental Management System b) ISO 9001 Quality Management System c) ISO 45001 Occupational Health and Safety Management Systems d) ISO 14505 and ISO 20000 (obtained in 2020-21) e) ISO 14064-1:2018 Greenhouse Gas (GHG) f) Global Organic Textile Standard (GOTS) certified g) Hazard Analysis Critical Control Point (HACCP) Certification h) Indian Green Building Council i) SA8000-Social Accountability Certification j) Star Export House k) WHO Good Manufacturing Practice certified l) Zero Discharge Hazardous Chemicals (ZDHC) Gateway certified								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NIL								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements  Our Company is committed for conservation of environment, health and safety for the benefit of the its employees and all direct and indirect stakeholders and the future generation. Our teams regularly conduct awareness programs and impart training to all employees on sustainability practices. Our philosophy for sustainability stems from individual action and collective responsibility.  Our approach involves prioritizing ESG aspects most relevant to stakeholders, promoting responsible practices throughout our operations, and upholding high governance standards.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Administrative Committee looking all Business Reasonability and Sustainable related matters.								
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.	Administrative Committee (The administrative committee is constituted with the Executive Directors who are actively plunge into the era of sustainability and making their decisions accordingly)								

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Occasionally								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	As and when required								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable as all principles are covered by respective policies								
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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

**Essential Indicators**

- Percentage coverage by training and awareness programs 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	5	Business performance/operations, business strategy including risk involved and mitigation plans, economic/ industry outlook, financial/ capital management, expansion projects, budgets, research & development, regulatory updates, litigations, corporate governance and other relevant subject matters	100%
Key Managerial Personnel	5	Leadership & Change Management, Self-Development, Time Management, Feedback	100%
Employees other than BoD and KMPs	1	Accountability and Performance Improvement, Awareness Session on National Pension System, Health and Safety, Communication Skills, Friday Knowledge sharing session, ISO Awareness, POSH & Gender Sensitization, Etc.	100%
Workers	78	Health and safety training, Work functional trainings	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been agencies/ judicial institutions
Penalty/ Fine	NA	NA	-	NA	NA
Settlement	NA	NA	-	NA	NA
Compounding fee	NA	NA	-	NA	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	NA	NA	NA	NA	
Punishment	NA	NA	NA	NA	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

- 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, Fineotex Chemicals has an Anti-Bribery and Anti-Corruption Policy which is available on the company's website. The Company is committed to the prevention and detection of bribery and other corrupt business practices and has set the responsibility for the directors and employees to maintain the highest standard of business practices and comply with all anti-corruption laws applicable in all the geographies which we operate. The web link of Anti-Bribery and Anti-Corruption Policy of the company is <https://fineotex.com/wp-content/uploads/2023/08/Anti-Bribery-and-Anti-Corruption-Policy.pdf>

The objective of this Policy is to ensure that neither Fineotex nor any of its employees (whether fulltime contractual employees and including trainees and interns), directors, agents, associates, vendors, consultants, advisors, representatives or intermediaries indulge in any acts of 'Bribery' or 'Corruption' in discharge of their official duties towards the Company, either in their own name or in the name of the Company.

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

Particularsa	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

Company has Code of Conduct for the Board of Directors and senior management personnel 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 and senior management personnel regarding the entities in which they are interested, and ensures requisite approvals as required under the applicable laws are taken prior to entering transactions with those entities.

**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 – No Corrective Action required**

**8. Number of days of accounts payables in the following format**

Particularsa	FY 2023-24	FY 2022-23
Number of days of accounts payables	67	76

**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	2.44	3.28
	b. Number of trading houses where purchases are made from	13	16
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99%	97%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	87%	73%
	b. Number of dealers / distributors to whom sales are made	459	401
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	55%	30%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.93%	8.32%
	b. Sales (Sales to related parties / Total Sales)	0.73%	0.78%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	24.64%
	d. Investments	7.66%	13.61%

## Leadership Indicators

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

Covered under all quality management processes. The company has obtained the certification of ISO 14001, 9001 and SA 8000.

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
8	Environment, Social and Governance	20%

### 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-

The Company has established a code of conduct for its board of directors and key managerial personnel (KMP), mandating them to abstain from any business, relationship, or activity that could potentially conflict with the Company's interests. To ensure transparency, the Company collects declarations from its board members and senior management annually or upon any change, disclosing their concerns or interests in other companies, bodies corporate, firms, or associations of individuals, including changes in shareholding.

Furthermore, during board and/or committee meetings, directors abstain from participating in discussions or decisions related to matters in which they have a vested interest or concern. To manage and monitor conflicts of interest involving directors and KMPs effectively, the Company Affairs team maintains a comprehensive database listing the directors and their affiliations.

## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

## Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	32.04	13.28	The cost includes overall expenditure including the expenditure made on environmental and sustainable related projects.
Capex	3.28	0	Includes investments in CO2 and other Air Emission (SOx, NOx and dust) reduction, water conservation and effluent treatment, solid waste utilisation, improvement of safety, employee welfare initiatives and Installation/Commissioning of Solar Panel

### 2. a. Does the entity have procedures in place for sustainable sourcing: Yes

b. If yes, what percentage of inputs were sourced sustainably: – 100%

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

The company dispose-off its packaging material solid waste in the manner agreed by the Pollution Control Board.

a. **Plastics (including packaging)** - Disposed-off to authorized resellers and resend in own product.

b. **E-waste** - Not Applicable

c. **Hazardous waste** - Not Applicable

d. **Other waste** - Solid waste packaging material scrap is disposed-off to the authorized resellers.

### 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- - Yes



## Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? - Not Applicable

NIC Code	Name of Product/ Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain (Yes/No) If yes, provide the web link
Not Applicable					

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same - Not applicable

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Drums & Packaging Materials	1.27	0

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Solid waste packaging material scrap is disposed-off to the authorized resellers.

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	22.57 MT	0	55.58 MT	Nil	Nil	15 MT
E-waste	0	0	0	Nil	Nil	Nil
Hazardous waste	0	0	0	Nil	Nil	Nil
Other waste	0	0	0	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

## PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

## Essential Indicators

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

	% of employees covered by									
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities
Category		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F) % (F / A)
Permanent employees										
Male	80	80	100	80	100	0	0	0	0	0
Female	27	27	100	27	100	0	0	0	0	0
Total	107	107	100	107	100	0	0	0	0	0

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

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

	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
Category		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	85	85	100	85	100	0	0	0	0	0	0
Female	13	13	100	13	100	0	0	0	0	0	0
Total	98	98	100	98	100	0	0	0	0	0	0
<b>Other than Permanent workers</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	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	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	4.35%	5.29%

\*Cost incurred on wellbeing includes spending on Group accidental accident, natural death, Group Mediciclaim, Maternity Benefits etc.

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

	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	54.21	22.16	Yes	51	37	Yes
Gratuity	100	100	Yes	80	56	Yes
ESI	0	9.58	Yes	1	32	Yes
Others – please specify	0	0	NA	0	0	NA

**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, our offices are fully accessible to employees and workers with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy- Yes, the company has aligned with these requirement in their Human Rights Policy.

Fineotex is firmly committed to fostering a diverse and inclusive workplace environment. We believe in providing equal employment opportunities to all qualified applicants and employees, regardless of race, caste, religion, color, ancestry, marital status, sex, age, nationality, disability, or veteran status. This commitment extends to all aspects of employment, encompassing recruitment, hiring, promotions, transfers, compensation, benefits, and termination. We strive to ensure that every employee is treated with dignity and respect, and we have established policies that promote a work environment free from discrimination, harassment, and intimidation.

The web link of the policy: <https://fineotex.com/wp-content/uploads/2023/08/Human-Rights-Policy.pdf>

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief - Feedback mechanism through suggestion boxes.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>At Fineotex, we prioritize a safe and respectful work environment where all employees feel empowered to voice concerns or report issues. To achieve this, we've implemented a comprehensive Grievance Redressal Policy and Whistle Blower Policy.</p> <p>Channels for Reporting: This system offers flexibility to ensure everyone has a comfortable avenue for communication. Employees can:</p> <ol style="list-style-type: none"> <li>Discuss concerns directly with relevant personnel.</li> <li>Report concerns electronically via email.</li> <li>By dripping grievances in suggestion drop box</li> </ol>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Employee's feedback are received on an anonymous basis directly by the certifying authorities and later the feedback is updated by the certifying authority to management.

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

Category	FY 2023-24			FY 2022-23		
	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 employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent employees	NIL	NIL	NIL	NIL	NIL	NIL
- Male	NIL	NIL	NIL	NIL	NIL	NIL
- Female	NIL	NIL	NIL	NIL	NIL	NIL
Total Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL
- Male	NIL	NIL	NIL	NIL	NIL	NIL
- Female	NIL	NIL	NIL	NIL	NIL	NIL

**8. Details of training given to employees and workers**

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Male	80	80	100	80	100	79	79	100	79	100
Female	27	27	100	27	100	24	24	100	24	100
Total	107	107	100	107	100	103	103	100	103	100
Workers										
Male	85	85	100	85	100	87	87	100	87	100
Female	13	13	100	13	100	11	11	100	11	100
Total	98	98	100	98	100	98	98	100	98	100

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
- Male	80	80	100	79	79	100
- Female	27	27	100	24	24	100
<b>Total</b>	<b>107</b>	<b>107</b>	<b>100</b>	<b>103</b>	<b>103</b>	<b>100</b>
<b>Workers</b>						
- Male	85	85	100	87	87	100
- Female	13	13	100	11	11	100
<b>Total</b>	<b>98</b>	<b>98</b>	<b>100</b>	<b>98</b>	<b>98</b>	<b>100</b>

**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 places the safety and well-being of its employees at the forefront of its operations. This commitment is reflected in the implementation of a robust Occupational Health and Safety Management System (OHSMS) that is seamlessly integrated into all business processes.

By implementing an OHSMS, we are not only meeting legal and regulatory requirements but also demonstrating our commitment to prioritizing the well-being of our workforce and the communities in which we operate. Health and safety are integral parts of our organizational values and we strive to uphold these principles in everything we do.

It leverages a holistic framework that incorporates best practices from established standards like ISO 45001 (Occupational Health and Safety Management Systems) and ISO 14001 (Environmental Management Systems). Additionally, process safety management and responsible care management systems are woven into the framework.

We are continuously ensuring that all the work areas are designed, maintained and operated in a manner that minimizes risks to health and safety of employees and to implement the same the company has installed the Water Sprinkler, Fire Hydrant, Fire Extinguisher, Fire Sand Bucket, Fire Hosiery, Foam Monitor, Smoke detector and Heat detector etc.

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

Ensuring the safety and well-being of employees is a top priority in any workplace. To achieve this, a proactive approach to identifying and mitigating potential hazards and risks is essential. Several effective processes can be utilized to safeguard employee well-being. Therefore, the company is having a process of Hazard Identification and Risk Assessment (“HIRA”) training to identify work-related hazards and assess risks on a routine and non-routine basis.

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

Yes, At Fineotex, we prioritize employee safety with a robust program. We empower workers across all locations to report hazards through various channels. Regular audits and inspections identify potential issues. Standardized processes of HIRA assess the risks for routine and maintenance tasks, with regular training for HIRA.

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

Yes, the employees/worker have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**12. Describe the measures taken by the entity to ensure a safe and healthy work place- As per the compliance require under the Factories Act, 1948.**

The Compliances are in terms of standards of Directorate of Industrial Safety & Health (“DISH”) norms and Safety Audit conducted by certified engineers under DISH panel.

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

	FY 2023-24			FY 2022-23		
	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

**14. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
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-**

As per the reviews, under the EHS Team suggestions.

**Leadership Indicators**

- 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, covered personal accident policy.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners-** NIL

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:

Particulars	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	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

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

5. Details on assessment of value chain partners-

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	70%
Working Conditions	70%

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- NIL

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

**Essential Indicators**

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

Fineotex Chemical's leadership team under the guidance of the Board of Directors has identified key external and internal stakeholders based on their material influence on the Company and the degree to which the Company's corporate decisions can have a direct material impact on them.

The key stakeholder for the organization includes employees, Investors, shareholders, Government, customers, bank and financial institution, and the community. The company acknowledges all stakeholders for their support in helping the company to deliver its strategies and achieve its targets. The company values the input and feedback provided by stakeholders and seeks to maintain strong relationships with them.

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
Service Provider & Supplier	No	Email, Telephone, SMS and Meetings	As and when required	<ul style="list-style-type: none"> <li>Build long-lasting relationships with capable suppliers</li> <li>Ensure supplier competency and compliance</li> </ul>
Customers	No	Email, Letters, Representation and Survey	As and when required	<ul style="list-style-type: none"> <li>To make aware the customers about the new developments in techniques and products</li> <li>Build long-lasting relationships with suppliers</li> <li>To receive feedback from customers</li> </ul>

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
Investors and Shareholders	No	Email, Newspaper, Advertisement, Media Releases, Website, Annual Report, Disclosures To Stock Exchanges And Investor Meetings / Calls / Conferences	As and when required	<ul style="list-style-type: none"> <li>• Transparent and effective communication of business performance</li> <li>• Addressing investor queries and concerns</li> <li>• Sound corporate governance mechanisms.</li> <li>• Providing insights into the Company's corporate strategy and business environment</li> </ul>
Employees and Workers	No	Email, Telephone, SMS and Meetings	As and when required	<ul style="list-style-type: none"> <li>• Caring and empowering work environment</li> <li>• Personal development and growth</li> <li>• Health and safety</li> <li>• Grievance resolution</li> <li>• Competitive compensation</li> </ul>
Financial Institution	Yes	Email	As and when required	<ul style="list-style-type: none"> <li>• Meet the financial needs</li> </ul>

## Leadership Indicators

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

The ESG processes and procedures focus on non-financial performance indicators that address a company's approach towards responsible investment, sustainability, its impact on society and the environment, as well as other ethical and corporate governance considerations. The management representatives engage in consultations with relevant stakeholders through conferences and meetings and subsequently present the feedback or representations from these stakeholders to the Board's committees itself.

The company has adopted the ESG Policy which is available on the website of the company at <https://fineotex.com/wp-content/uploads/2023/08/ESG-Policy.pdf>

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

The Process is existing on ESG compliances. However, there were no such instances during the year.

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

No Instance of concern raised by vulnerable and marginalised group.

## PRINCIPLE 5 : Businesses should respect and promote human rights

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

**Essential Indicators**

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	107	107	100	103	103	100
Other than permanent	0	0		0	0	0
<b>Total Employees</b>	<b>107</b>	<b>107</b>	<b>100</b>	<b>103</b>	<b>103</b>	<b>100</b>
<b>Workers</b>						
Permanent	98	98	100	98	98	100
Other than permanent	69	69	100	0	0	0
<b>Total Employees</b>	<b>167</b>	<b>167</b>	<b>100</b>	<b>98</b>	<b>98</b>	<b>100</b>

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24					FY 2022-23				
	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	107	0	0	107	100	103	0	0	103	100
Male	80	0	0	80	100	79	0	0	79	100
Female	27	0	0	27	100	24	0	0	24	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	98	0	0	98	100	98	0	0	98	100
Male	85	0	0	85	100	87	0	0	87	100
Female	13	0	0	13	100	11	0	0	11	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

a. Median of Remuneration / Wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	2	119.40	1	71.40
Key Managerial Personnel**	1	7.45	0	0
Employees other than BoD and KMP	162	4.56	39	4.70
Workers***	68	3.76	1	3.76

\*Remuneration paid to only Executive Directors are considered, as Non-Executive Independent Directors (3 Male & 1 Female) are paid Sitting Fees only.



\*\*KMP does not include Chairman & Managing Director and Executive Director as they are already covered in BoD.

\*\*\*The reported workers are contractual workers. We firmly believe in compensating our workers adequately for the valuable skills and services they bring to our company. All contractual workers are paid above the minimum wage at all times.

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	15.18	15.45

**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**

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

The company is dedicated to fostering a safe and respectful work environment for all employees. We achieve this by providing effective channels for reporting grievances and ensuring transparency and accountability in addressing potential violations. The company has established the Internal Complaints Committee (ICC) specifically to address claims of sexual harassment and other gender-based grievances. This dedicated committee operates with sensitivity, confidentiality, and efficiency to ensure prompt and fair resolution for all complaints. We strive to ensure that all employees feel empowered to voice concerns and valued as members of our workplace community.

Further, the company has adopted the Human Rights Policy which is available on the website of the company at <https://fineotex.com/wp-content/uploads/2023/08/Human-Rights-Policy.pdf>

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

	FY 2023-24			FY 2022-23		
	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 Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2023-24	FY 2022-23
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.**

At Fineotex, we are committed to fostering a workplace free from discrimination and harassment. To ensure a safe space for reporting concerns, we have implemented several mechanisms to protect complainants from retaliation and all the genuine complaints, in good faith, can be made without fear of reprisals, punishment, intimidation, coercive action, dismissal, or victimization.

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

Yes, as per letter of appointment. Additional compliances as per SA 8000 and ESG process.

**10. Assessments for the year: 2023-2024**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	100

- 11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above -** No significant risk or concerns were identified in our operations.

**Leadership Indicators**

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

No. Processes already existing under SA 8000 certification.

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

The Company covers as per SA 8000 and under ESG processes all its stakeholders associated with the organization directly/indirectly i.e. employees, vendors, customers, investors and every citizens.

- 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?- Yes**

- 4. Details on assessment of value chain partners – NIL**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

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

Nil, no significant risk or concerns were identified in our operations.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

**Essential Indicators**

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

Parameter	FY 2023-24	FY 2022-23
<b>From Renewable Sources</b>		
Total electricity consumption (A)	4925973	5406640
Total fuel consumption (B)	284204	588943
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	5210177	5995583

Parameter	FY 2023-24	FY 2022-23
<b>From Non-Renewable Sources</b>		
Total electricity consumption (D)	4925973	54,06,640
Total fuel consumption (E)	284204	5,88,943
Energy consumption through other sources (F)		
<b>Total energy consumption (D+E+F)</b>	5210177	59,95,583
<b>Total energy consumed (A+B+C+D+E+F)</b>		
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0012	0.0020
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumption/ revenue from operations adjusted for PPP)	0.0012	0
<b>Energy intensity in terms of physical output</b>	0.00000011	0
Energy 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

- 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- No
- Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	56159	53050
<b>Total volume of water withdrawal (in kilolitres)</b> <b>(i + ii + iii + iv + v)</b>	56159	53050
<b>Total volume of water consumption (in kilolitres)</b>	56159	53050
<b>Water intensity per rupee of turnover (Total water consumption / revenue from operations)</b>	0.00067	0.00083
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) –</b> (Total water consumption / revenue from operations adjusted for PPP)	0.00067	0
<b>Water intensity in terms of physical output</b>	0.00000001	0
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	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

- Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2023-24	FY 2022-23
<b>(iv) Sent to third-parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	0	0

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 100%**
6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	µg/m3	24.54	Not Applicable
SOx	µg/m3	22.10	
Particulate matter (PM)	µg/m3	21.97	
Persistent organic pollutants (POP)	Nil	Nil	
Volatile organic compounds (VOC)	Nil	Nil	
Hazardous Air Pollutants (HAP)			
- Amonia	µg/m3	10.91	
- Carbon	µg/m3	0.9	
Others – please specify	µg/m3	Nil	

**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, we have undertaken the assessment though the Independent Monitoring Agency i.e. Green Envirosafe Engineer and Consultant Pvt. Ltd.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	Not Applicable	
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>		
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total scope 1 and scope 2 GHG emission / revenue from operations)			
<b>Total Scope 1 and Scope 2 emission intensity per rupes of turnover adjusted for Purchasing Power Parity (PPP)</b> – (Total scope 1 and scope 2 GHG emission / revenue from operations)			
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity</b>			

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? – No.**

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details- Yes, during the year company has installed and commissioned the Solar Panel Operation.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	22.57 MT	15.88 MT
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>22.57 MT</b>	<b>15.88 MT</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.20	
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.001522	0
<b>Waste intensity in terms of physical output</b>	0.00000001	0
<b>Water Intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>	<b>0</b>	<b>0</b>
(i) Recycled	0	0
(ii) Re-used	22 MT	10.93 MT
(iii) Other recovery operations	0	0
<b>Total</b>	<b>22.57 MT</b>	<b>15.88 MT</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>	<b>0</b>	<b>0</b>
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	22 MT	15.88 MT
<b>Total</b>	<b>22 MT</b>	<b>15.88 MT</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? – No, not required

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- Development of sustainable products.

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:

Sr. 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.
We do not have office/operations in ecological sensitive areas.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable

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

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Compliance in terms of consent to operate by Pollution Control Board				

#### Leadership Indicators

#### 1. Water Withdrawal, consumption and discharge in area of water stress (in kiloliters):

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format

Parameter	FY 2023-24	FY 2022-23
<b>Water Withdrawal by source (in kiloliters)</b>		
i) Surface Water	0	0
ii) Ground Water	0	0
iii) Third Party Water	0	0
iv) Seawater, desalinated water	0	0
v) Others	56159	53050
<b>Total volume of water withdrawal (in kilolitres)</b>	56159	53050
<b>Total volume of water consumption (in kilolitres)</b>	56159	53050
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.000634	0.00083
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	<b>Not Applicable</b>	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity			

3. With respect to the ecologically sensitive areas reported at Question 10 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- Not Applicable

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: During the year, the company has installed and commissioned the Solar Panel Operations.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NIL			

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link- Disaster Management Plan available in terms of Emergency Preparation at site.

The same has been outlined in our Risk Management Policy i.e. <https://fineotex.com/wp-content/uploads/2023/04/Policy-for-Risk-Management.pdf>

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- Development of sustainable products

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts- 30%

**PRINCIPLE 7 : Businesses should promote inclusive growth and equitable development.**

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations: 9

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such 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 (State/National)
1	TTC MIDC Industries Association	State
2	Chemexcil	National
3	The Synthetic & Art Silk Mills Research Association	State
4	Thane Belapur Industrial Association	State
5	Indian Speciality Chemical Manufacturing Association	State
6	Federation of Industries of India-TMA	State
7	Additional Ambernath Manufacturing Association	State
8	Bharat Chamber of Commerce	State
9	The Chemical and Alkali Merchants' Association	State

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- Nil

Name of Authority	Brief of the Case	Corrective action taken
There were no incidents of anti-competitive behaviour involving the Company during the reporting period (2023-24)		

### Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
None					

### PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development.

Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

### Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

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

The company registered itself with the with the SCORES portal of the Securities and Exchange Board of India, where the Stakeholders can lodge their complaint. Further the company has dedicated investor grievances mail id where the stakeholders can raise their concern i.e. investor.relations@fineotex.com

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

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	14.36%	0
Sourced directly from within the district and neighboring districts	47.64%	65%

**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	FY 2022-23
Rural	25.85	22.19
Semi-urban	54.61	58.15
Urban	0	0
Metropolitan	19.54	19.66

(Place to be 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): NIL

Details of negative social impact identified	Corrective action taken
NA	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Not applicable

S. No.	State	Aspirational District	Amount spent (In INR)
NA			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? - No  
(b) From which marginalized /vulnerable groups do you procure - NA  
(c) What percentage of total procurement (by value) does it constitute? - NA

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: NIL

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA				

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 - NIL

Name of authority	Brief of the Case	Corrective action
NA		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promoting health care including preventive healthcare and sanitation	Public at large consisting of socially backward group, orphans, differently abled etc.	These have not been identified as vulnerable/ marginalized groups
2.	Eradicating hunger, poverty and malnutrition		
3.	Promoting education, including special education and livelihood enhancement projects.		
4.	Setting up homes and hostels for women and orphans, setting up old age homes, day care centers		

## PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

## Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback - Consumers complaints are attended by technical person. Within 2 days of receipt of complaints and materials is decided to be taken back if not as per standard.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: The company is manufacturers of Industrial goods & all the packages cover GHS Symbol.

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	5	Packaging issue due to damage in transit

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy -** We have installed firewall for cyber security and quick heal for data security. The web-link of the policy is <https://fineotex.com/wp-content/uploads/2023/08/Information-Security-Policy.pdf>

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

During the reporting period, there were no complaints or issues related to advertising and delivery of essential services, as well as cyber security and data privacy of customers. Additionally, no products were recalled in the current reporting year, and no fines or penalties were imposed, nor any regulatory actions taken regarding the safety of products or services.

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	-

**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 of the Company can be accessed from the website of the Company at [www.fineotex.com](http://www.fineotex.com)

**Our Social Media Channel;**

**Linkedin:** <https://www.linkedin.com/company/fineotexchemical/mycompany/>

**Instagram:** <https://instagram.com/fineotexchemical>

**Facebook:** <https://www.facebook.com/Fineotexchemical/>

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services-** Product of industrial use and end users are well qualified technical manpower and are also educated during the trial runs

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services-** Information related to any risk of disruption/discontinuation of essential services is communicated to consumers through e-mails, if such situation arises or likely to emerge.

**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, the Company ensures that all the information as required to be displayed on the product labels as per the applicable rules and regulations are properly displayed.**