



We create chemistry

BASF India Limited, Mumbai - 400 051, India

July 8, 2024

The Market Operations Department
BSE Limited,
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai 400 001

Name of the Company : **BASF India Limited**
Security Code : **500042**

Dear Sir/Madam,

Sub: Submission of Business Responsibility & Sustainability Report (BRSR) for the financial year ended 31st March, 2024

We enclose herewith the Business Responsibility & Sustainability Report (BRSR) for the financial year ended 31st March, 2024, forming part of the Annual Report 2023-24 for your reference and record.

Kindly take the same on record.

Thanking you.

Yours faithfully,
For BASF India Limited

Manohar Kamath
Director – Legal, General Counsel (India)
& Company Secretary

Pankaj Bahl
Senior Manager- Legal & Secretarial

Encl: a.a.

Cc: Listing Compliance,
The National Stock Exchange of India Limited,
Exchange Plaza, C-1, Block-G,
Bandra Kurla Complex, Bandra –(East).
Mumbai-400051.

Registered Office
BASF India Limited
The Capital, 'A' Wing, 1204-C, 12th Floor,
Plot No. C-70, 'G' Block,
Bandra-Kurla Complex, Bandra (East),
Mumbai - 400 051, India

Tel +91 22 6278 5600

CIN - L33112MH1943FLC003972

www.basf.com/in

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars / Activities	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L33112MH1943FLC003972
2.	Name of the Listed Entity	BASF India Limited
3.	Year of incorporation	1943
4.	Registered office address	The Capital, 'A' Wing, 1204-C, 12 th Floor, Plot No. C-70, 'G'-Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051
5.	Corporate address	Plot No. 12, TTC Industrial Area, Thane Belapur Road, MIDC, Turbhe, Navi Mumbai – 400 705
6.	E-mail	investor-grievance-india@basf.com
7.	Website	www.basf.com/in
8.	Telephone	+ 91 22 62785600 / 67243700 / 67243800
9.	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd and The National Stock Exchange of India Ltd
11.	Paid-up Capital	43,285,640 Equity Shares of Rs. 10 each aggregating to Rs. 432.9 million
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. Manohar Kamath, Director – Legal, General Counsel (India) & Company Secretary manohar.kamath@basf.com + 91 22 62384024
13.	Reporting boundary	The Business Responsibility & Sustainability Report has been prepared on standalone basis.

II. Products / services

14. 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 & Trading of Chemicals & Chemical Products	Chapter 20	100%

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

Sr. No.	Product / Service	NIC Code	% of Total Turnover contributed
1.	Polyurethanes Systems	20131	13%
2.	Dispersions	-	9%
3.	Aroma Ingredients	-	7%
4.	MDI and Precursors	-	6%
5.	Herbicides	20211	5%
6.	Fungicides	20211	5%
7.	Ultramid (Engineering Plastics)	20131	4%

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
8.	Insecticides	20211	4%
9.	Acrylics	-	3%
10.	Amines	-	3%
11.	Automotive OEM Coatings	20224	3%
12.	Home Care, I&I and Ind. Formulators	-	3%
13.	Pharma Solutions	-	3%
14.	Oleo Surfactants & Alcohols	-	3%
15.	Chemical Catalysts	-	2%
16.	Vitamins & Carotenoids	-	2%
17.	Additives	-	2%
18.	C3-based Oxo Alcohol	-	2%
19.	Microcellular Polyurethanes	-	2%
20.	Acids and Polyalcohols	-	2%
21.	Personal Care Specialties	-	2%
22.	Ultrason	-	2%
23.	Antioxidants and Process stabilizers	-	1%
24.	Acetylenics and Carbonyl Derivatives	-	1%
25.	Automotive Fluids	-	1%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	16	20
International	NIL	NIL	NIL

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	19
International (No. of Countries)	35

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

The contribution of exports was 2.2% of the total turnover of the Company for the financial year ended March 31, 2024.

c. A brief on types of customers

As chemicals are a starting point for almost all industries, the products manufactured by the Company are used in agriculture, automotive, pharmaceuticals, construction, consumer durables, consumer care, paints and other varied end industries. The Company's customer portfolio numbers more than 5000 customers, ranging from major global customers and small and mid-sized companies to end-consumers like farmers. Your Company deals with business partners in the B2B segment wherein the chemicals produced by your Company act as raw materials / intermediates to various industries for making of their finished product and also in the B2C segment wherein the chemicals such as products of the Agricultural Solutions business are sold as finished products for being used by the farmers.

IV. Employees

18. Details as at the end of Financial Year: i.e., 2023-2024

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1264	1130	89%	134	11%
2.	Other than Permanent (E)	1875	1797	96%	78	4%
3.	Total employees (D + E)	3139	2927	93%	212	7%
WORKERS						
4.	Permanent (F)	137	135	99%	2	1%
5.	Other than Permanent (G)	1157	1090	94%	67	6%
6.	Total workers (F + G)	1294	1225	95%	69	5%

b. Differently abled Employees and Workers: -

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

19. Participation / Inclusion / Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (including Alternate Director)	9	2	22%
Key Management Personnel	4	Nil	NA

20. Turnover rate for Permanent Employees and Workers

	F.Y. 2023-24			F.Y. 2022-23			F.Y. 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5	11	6	8	12	9	10	13	10
Permanent Workers	0	0	0	4	0	4	2	0	2

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	BASF SE, Germany	Ultimate Holding Company	52.75%	No
2.	BASF Schweiz AG	Group Company	20.58%	No
3.	BASF India Coatings Private Limited (incorporated on December 11, 2023)	Wholly Owned Subsidiary	100%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in Rs.): **F.Y. 23-24 Rs. 137,674.8 million**

(iii) Net worth (in Rs.) **As on March 31, 2024: Rs. 32,235.8 million**

VII. Transparency and Disclosures Compliances

23. 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)	F.Y. 2023-24			F.Y. 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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Investors (other than Shareholders)	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Shareholders	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Employees and workers	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Customers	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Value Chain Partners	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other (please specify)	–	–	–	–	–	–	–

24. 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	Import restrictions like Anti-Dumping Duty & Safeguard duties	Risk	It will be increasingly difficult to import	Shortlist potential products and monitor pricing	Negative Implications
2	Registration of Products notified under Bureau of Indian Standards	Risk	It will not be possible to import without registration	Prepare for the registration of these products in advance and be part of the product specification committee	Negative Implications
3	Climate goals by the country and customers	Opportunity	New opportunities in new markets	Not Applicable	Positive Implications

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
Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Key policies are formulated at BASF Group level in Germany. The policies are then adopted & implemented by the Company in line with the local legislations & corporate guidelines. Policies / guidelines required under local laws are approved by the Board and signed by the relevant senior management personnel, including the Managing Director.								
c. Web Link of the Policies, if available	The Company's CSR Policy is available at https://bit.ly/BASFCSRPOLICY . Other policies are available on the Company's internal network and also on the Company's website www.basf.com/in .								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, wherever required.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
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.	Most of the principles are covered by our Code of Conduct which is in line with national and international standards and practices such as Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organisation (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. Further, the Company has also obtained ISO 14001 certification (Environment Management Certificate) for all its Manufacturing Sites.								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Protecting the climate is of central importance for BASF globally. By 2030, BASF wants to reduce its absolute CO2 emissions by 25% as compared with 2018 levels. By 2050, BASF aims to achieve net zero greenhouse gas emissions from its production sites and energy purchases. Further, BASF globally focuses on promoting diversity, inclusive leadership and continuous learning. Accordingly, BASF wants to increase the proportion of women in leadership positions with disciplinary responsibility to 30% by 2030.																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	–																	
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. The Company strives to adhere to the highest standards of integrity and behaviour and compliance with the law and internal policies through its compliance systems. The Company has zero tolerance for corruption and violation of the principles of fair competition. The Company has adopted BASF's Code of Conduct, which details the minimum applicable ethical and responsible business practices for its employees. Both new and existing suppliers are selected and evaluated not only based on economic criteria, but also on environmental, social and corporate governance standards. The Company's Supplier Code of Conduct is founded on internationally recognized guidelines, such as the principles of the United Nations' Global Compact, the International Labour Organization (ILO) conventions and the topics of the Responsible Care® Initiative. The Code of Conduct, inter alia, covers compliance with human rights, labour & social standards, anti-discrimination, conflict of interest and anti-corruption policies in addition to protecting the environment, health and safety.																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Alexander Gerding, Managing Director Tel No. + 91 22 67127600 alexander.gerding@basf.com																	
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 Company has a Committee for Corporate Social Responsibility. For other policies, the Company has put in place an internal framework / Committees to monitor their implementation from time to time.																	
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	The Board of Directors of the Company review the sustainability initiatives of the Company on an annual basis.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has been compliant with the statutory requirements and there have been no instances of non-compliances of NGRBCs.																	
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									
	The Company's policies / guidelines and procedures are audited by the Company's Internal as well as the BASF Group's Auditors.																	

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								
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.

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	1	Ethical Compliance	100%
Key Managerial Personnel	1	Standards including	100%
Employees other than BoD and KMPs	16	Company's Code of	32%
Workers	4	Conduct	50%

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					
	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	Not Applicable	Nil	Not Applicable	Not Applicable
Settlement	Nil	Not Applicable	Nil	Not Applicable	Not Applicable
Compounding fee	Nil	Not Applicable	Nil	Not Applicable	Not Applicable

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	Not Applicable	Not Applicable	Not Applicable
Punishment	Nil	Not Applicable	Not Applicable	Not Applicable

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

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

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes, the Company has anti-corruption / anti-bribery policy as a part of its Code of Conduct.

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

	F.Y. 2023-24	F.Y. 2022-23
Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	F.Y. 2023-24		F.Y. 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

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:

	F.Y. 2023-24	F.Y. 2022-23
Number of days of accounts payables	116	106

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	F.Y. 2023-24	F.Y. 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4%	5%
	b. Number of trading houses where purchases are made from	62	66
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	71%	65%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	34%	34%
	b. Number of dealers / distributors to whom sales are made	1877	1808
	c. Sales of top 10 dealers / distributors as % of total sales to dealers / distributors	28%	27%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	78%	77%
	b. Sales (Sales to related parties / Total Sales)	1%	1%
	c. Loans and advances* (Including ICD) (loans and advances given to related parties / Total loans & advances)	99%	99%
	d. Investments (Investments in related parties / Total Investments made)	100%	NA

Leadership Indicators

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

BASF pursues a holistic sustainability approach that covers the entire value chain i.e., starting with our suppliers covering our own activities and extending to our customers. BASF has formulated commitments for its conduct along the value chain and underpinned these with corresponding targets and measures.

The Company has conducted awareness programmes on its Code of Conduct, which includes various topics i.e., anti-corruption, trade control, competition law, protection of human rights, information protection, etc. for its Service Providers during the financial year 2023-2024. The Company has adopted "Train the Trainer" concept whereby the Company creates awareness on Human Rights amongst its Service Providers who in turn create awareness on such topics amongst their employees / colleagues.

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board?

BASF's Code of Conduct lays down the foundation for responsible conduct and trust based relationships with its stakeholders. Under BASF's Code of Conduct, personal relationships and interests of employees should never affect the Company's business activities or influence their decision-making. The employees including Senior Management and Board Members, are required to disclose situations where a potential conflict between private and professional interest may arise.

The Company has put in place a Policy for managing conflict of interest at the Board & Senior Management level. Further, the Company obtains annual Conflict of Interest declaration from the Board, Senior Management and all other employees of the Company.

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

Essential Indicators

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

	F.Y. 2023-2024	F.Y. 2022-2023	Details of improvements in environmental and social impacts
R&D	—	—	—
Capex	—	11.06%	Safe work environment, emergency preparedness, installation of monitoring systems, renewable energy (solar panels), reduction of electricity consumption, etc.

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

The Company has put in place necessary procedures viz., sustainability assessments and periodical audits of Suppliers for sustainable sourcing.

The Company had conducted EHS (Environment, Health and Safety) audits for several years. Currently, the Company is focusing on TfS (Together for Sustainability) assessments and audits conducted by third party. Through these audits, it is ensured that the supplier implements and follows sustainability practices (Environmental, Safety and Governance Guidelines – ESG Guidelines). The Company provides recommendations to Suppliers, wherever improvements are needed and monitors their implementation.

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

The Company has sourced approximately 59% of its raw materials sustainably (Previous Year: Approximately 66% of the raw materials were sourced sustainably).

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.

- (a) Plastics (including packaging)

The plastic waste generated at the manufacturing site falls under hazardous waste and is disposed of to parties approved by the State Pollution Control Boards.

(b) E-waste

The E-waste generated at the manufacturing sites is disposed of to parties approved by the State Pollution Control Boards.

(c) Hazardous waste

At Mangalore and Dahej sites, Sludge, a kind of hazardous waste mainly generated at the wastewater treatment plants is sent to cement companies as co-fuel in cement manufacture thereby eliminating landfilling. Installation of the storage tank at the Mangalore site has reduced the generation of empty raw material containers. The toxic metallic containers are crushed and disposed of through Pollution Control Board authorized waste disposal service providers.

(d) Other waste

The Company's manufacturing sites possess Consents to Operate and authorisation under the Hazardous Waste Management Rules. Under these Rules / Regulations, the Company has declared all its waste, including plastic packaging. All the wastes generated are handed over to State Pollution Control Board authorised waste disposal service providers. This ensures that the waste is properly disposed of. As a part of our Responsible Care® initiative, plastic containers are shredded and given to the processors for recycling. Further, the Company also intends to buy plastic packaging from registered vendors and seek confirmation from such vendors regarding fulfilment of their obligations under Extended Producer Responsibility.

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.

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

The Company is registered with the Central Pollution Control Board as Brand Owner under the Plastic Waste Management Rules for its Agricultural Solutions products and some the other products, which are in the B2C Segment and is discharging the Extended Producer Responsibility. Further, the Company has registered itself as an Importer under the Plastic Waste Management Rules.

Further, each of the Company's manufacturing sites possess Consents to Operate and Hazardous Waste authorizations issued by the relevant State Pollution Control Board. The plastic waste generated at the Company's manufacturing sites is disposed of as per the directions for disposal of Hazardous Waste issued by the State Pollution Control Board.

Leadership Indicators

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

Life Cycle Perspective / Assessments are conducted for the products by BASF globally. Eco-Efficiency analysis is carried out by BASF globally and the Company manufactures products at its manufacturing sites which are aligned with BASF's global strategy. The purpose of such Eco-Efficiency analysis is to harmonize economy and ecology. This involves carrying out an overall study of alternative solutions to include a total cost determination and the calculation of ecological impact over the entire life cycle.

The Eco-Efficiency analysis follows ISO 14040:2006 and 14044:2006 for environmental life cycle assessments. The assessment of life cycle costs and aggregation to an overall Eco-Efficiency is based on ISO 14045:2012

BASF's global digital solutions enables calculation of the carbon footprint of approximately 45,000 products – from raw materials extraction to the factory gate ("cradle-to-gate"). This creates transparency around the carbon intensity of our products and at the same time provides important starting points for reducing greenhouse gas emissions along our value chains.

Further, the Company is in the process of discussing the conduct of a Life Cycle Assessment of its products through the value chain with some of its key customers and is providing the requisite data on Product Carbon Footprint of its products to its customers on the basis of cradle-to-gate concept.

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

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

Approximately, 76% of the solvent used in cleaning operations of the Coatings business aggregating to Rs. 73.5 lakhs has been re-cycled during the financial year 2023-2024.

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

	F.Y. 2023-24				F.Y. 2022-23			
	Re-Used	Recycled	Recovered	Safely Disposed	Re-Used	Recovered	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	11.33	Nil	Nil	Nil	11.29
Hazardous waste	Nil	Nil	2291.64	1811.98	Nil	1911.38	Nil	1753.07

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

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

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	1130	1130	100%	1130	100%	0	0.00	1130	100%	0	0.00
Female	134	134	100%	134	100%	134	100%	0	0.00	0	0.00
Total	1264	1264	100%	1264	100%	134	100%	1130	100%	0	0.00
Other than Permanent employees											
Male	1797	1797	100%	1797	100%	0	0.00	1797	100%	0	0.00
Female	78	78	100%	78	100%	78	100%	0	0.00	0	0.00
Total	1875	1875	100%	1875	100%	78	100%	1797	100%	0	0.00

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

% of workers 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	135	135	100%	135	100%	0	100%	135	100%	0	0.00
Female	2	2	100%	2	100%	2	100%	0	0.00	0	0.00
Total	137	137	100%	2	100%	2	100%	135	100%	0	0.00
Other than Permanent workers											
Male	1090	343	31%	1090	100%	0	0.00	343	31%	0	0.00
Female	67	12	18%	67	100%	67	100%	0	0.00	0	0.00
Total	1157	355	31%	1157	100%	67	100%	343	30%	0	0.00

* In case of other than permanent workers, remaining workers i.e. 802, are covered under Employees State Insurance

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

	F.Y. 2023-24	F.Y. 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.20	0.24

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

Benefits	F.Y. 2023-24			F.Y. 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.)
Provident Fund	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
Employees State Insurance	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Others – please specify	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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, the Company's Registered Office at Bandra-Kurla Complex and Corporate offices at Navi Mumbai i.e. Turbhe and Juinagar are accessible to differently abled employees.

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.

The Company provides persons with disabilities with equal opportunities.

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	100%	94%	100%	100%
Female	100%	80%	0	0
Total	100%	93%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

	Yes/No
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

Category	F.Y. 2023-24			F.Y. 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	1264	0	0.00	1219	0	0.00
– Male	1130	0	0.00	1092	0	0.00
– Female	134	0	0.00	127	0	0.00
– Others	0	0	0.00	0	0	0.00
Total Permanent Workers	137	119	87%	144	121	84.03%
– Male	135	119	88%	142	121	85.21%
– Female	2	0	0.00	2	0	0.00
– Others	0	0	0.00	0	0	0.00

8. Details of training given to employees and workers:

Category	F.Y. 2023-24					F.Y. 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)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1130	591	52%	1130	100%	1092	535	48.99%	1092	100%
Female	134	33	25%	134	100%	127	27	21.26%	127	100%
Total	1264	624	49%	1264	100%	1219	562	46.10%	1219	100%
Workers										
Male	135	135	100%	135	100%	142	142	100%	142	100%
Female	2	2	100%	2	100%	2	2	100%	0	0.00
Total	137	137	100%	137	100%	144	144	100%	142	98.61%

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

Category	F.Y. 2023-24			F.Y. 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1130	1130	100%	1092	1092	100%
Female	134	134	100%	127	127	100%
Total	1264	1264	100%	1219	1219	100%
Workers						
Male	135	135	100%	142	142	100%
Female	2	2	100%	2	2	100%
Total	137	137	100%	144	144	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes, the Company has implemented occupational health & safety management system as defined and required by Responsible Care Management System, which is implemented across the organization.

Responsible Care® (RC) is the global initiative of the chemical industry, designed to continuously improve the EHS performance of chemical companies. At BASF, the guiding principle of Responsible Care® is embodied in its business strategy. It defines BASF's basic policy of being an environmentally conscious, energy efficient as well as a health and safety oriented global company. These principles are specified in requirements and goals, enabling the continuous improvement of the EHS performance and business practices.

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

Leadership in all areas of the BASF organization is required to create a culture of making Environment, Health and Safety (EHS) a priority and communicate it as a priority, reinforce awareness of it and act as a role model.

EHS performance is reported regularly at all levels of the BASF organization to enable an effective management review for the adequacy and effectiveness of the EHS Management Systems. Improvement needs are identified and adequately addressed.

As a responsible enterprise, BASF is determined in defining standards of state-of-the-art principles and methods of occupational safety to provide a safe and healthy working environment for all who work within BASF's area of responsibility, no matter whether they are employees, contractor staff or guests.

Hazard identification is a process of recognizing that a hazard exists and defining its characteristics followed by a process of evaluating the risk arising from a hazard, taking into account the adequacy of any existing controls, and deciding whether or not the risk is acceptable (OHSAS 18001). For all routine tasks and workplaces, a systematic set up is established which includes a risk classification of "low", "medium" or "high" for the dedicated work task / workplace. In order to analyze what might harm people and to take reasonable actions to prevent them from exposure, the following process is followed:

- Hazard identification
- Hazard analysis
- Risk assessment
- Documentation of existing and new control measures
- Verifying the implementation of new control measures

The work permit process sets the minimum requirements and responsibilities to assess the hazards and control the risks of non-routine work activities conducted in a defined location, during a specific time period. A work permit is required for any non-routine work activity where a hazard identification and risk assessment and a standard operating procedure is not available, such as: Non-routine work activities within maintenance, testing, turnarounds, construction and demolition, Non-routine work activities involving special hazard(s), including, but not limited to: confined space, hot work, line cutting, line breaking, excavation work, unprotected work at heights and special lifts etc.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. Yes, the Company's culture is built around the concept of LOOK OUT, SPEAK UP, LEAD ON and JOIN IN. This essentially means that each individual is expected to look for unsafe conditions and unsafe acts at workplace and thereafter report them. Everyone is expected to set examples with safe behaviours. All the manufacturing sites have Work Safety Committees with equal participation of workmen and management, wherein workmen can suggest safety improvement measures.

Employees are regularly informed of the EHS performance and are encouraged to actively raise concerns or seek consultation in relevant EHS matters and to contribute to continuously improving the Company's EHS performance. The Company has a safety culture development process to drive behavioral change. Safety culture building is essentially defined through SAFETY CHAMPION behaviours namely LOOK OUT, SPEAK UP, LEAD ON and JOIN IN:

- Look out means each of us is responsible. We behave in a safe manner and are responsible for our own safety and the safety of others. We comply with the applicable rules and regulations, act in a risk-conscious manner, respond to hazards and learn from mistakes.
- Speak up creates open dialogue. Management and employees speak openly about safety within a climate of trust across the organization. We promote learning processes, respecting knowledge and experience.
- Lead on needs visible leadership. Management demonstrates credible and visible commitment to safety. They set a good example, make safety a priority value and ensure clarity in all matters relating to safety.
- Join in involves everyone. Employees are involved in all safety-related processes, and they actively contribute with their knowledge and experience. This involvement is enforced by our management.

Respecting the promotion of diversity at the workplace, the Company encourages the appointment of female employees at workplace. The Company has implemented Reproductive Health Policy for its female workforce wherein a female employee is moved out to an office job during pregnancy and lactation.

Further, the Company also strives to keep its policies abreast with the evolving needs of its employees. Accordingly, the Company has rolled out the new Sabbatical Leave Policy and revised / updated Parental Leave Policy, Education Assistance Policy and Long Service Award Policy.

- d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services?

Yes, the Company's manufacturing sites and Corporate Office are provided with Occupational Health Centres. Occupational Health Physician is also available for consultation. Employees are covered under group medical insurance where in non-occupational medical and healthcare services are availed. Employees are also provided with a facility of self and family counselling, if required, through a program called Employee Assistance Program.

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

Safety Incident / Number	Category	F.Y. 2023-24	F.Y. 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.11
	Workers	0.32	0
Total recordable work-related injuries	Employees	1	0
	Workers	6	1
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.

The Company has implemented Responsible Care® Management System to ensure compliance of EHS standards across the organization. A well-defined and documented Hazard Identification and Risk assessment is practiced for routine activities and non-routine activities with a detailed Permit to Work system. Accident Incident Management System is in place and as per the system employees are expected to report all accidents, incidents, near miss and even unsafe conditions / unsafe acts at workplace. All such cases are investigated and preventive / corrective actions are implemented. Training of all categories of employees is an essential element of our safety system. Best practices like Risk assessment, Workplace exposure measurement, regular medical checkups, accident / incident reporting etc., along with process safety practices like Safety Health and Environment reviews and Pre Safety Start up Reviews (PSSR) always keep our employees safe and healthy at the workplace. Adequate emergency preparedness is also put in place to mitigate any unforeseen eventualities.

Under Responsible Care®, several best practices are defined and implemented to ensure that a safe work environment is always maintained, namely:

- Contractor Safety Management
- Trainings and Evaluation system
- Permit to work system
- Hazard Identification and Risk assessment
- Accident / Incident management system
- Process safety SHE reviews / HAZOP
- Management of change practices
- Emergency response system

Acting responsibly according to the guidelines of Responsible Care® is a long-term investment for the Company to continuously improve its environmental, health and safety performance and to monitor this progress, regular environmental, health and safety audits are conducted at all its manufacturing sites to help the Company to accomplish this objective.

Responsible Care audits are a key tool in the effort to make the Company's manufacturing sites and plants even safer. The SHE performance is evaluated against the potential hazard. These audits are conducted at periodic intervals. Experts in safety, environment, and occupational medicine monitor all our manufacturing sites and plants. Using clearly defined criteria, audits help to track how the Company's standards are implemented. Safety and environmental audits and occupational health audits are conducted separately at all manufacturing sites. The results of these audits are then tallied, giving a standardized and comprehensive performance profile for every site.

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

	F.Y. 2023-24			F.Y. 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	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Health & Safety	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

The Company has defined assessment requirement under Environment, Health and Safety practices. Working conditions inspection is a part of the defined practice. Moreover, the working conditions are required to be assessed by the Occupational Health Physician at least once in a year. In addition to internal assessments, statutory assessments by various authorities also takes place from time to time.

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 there were no significant risks or concerns arising from the assessment of health & safety practices and working conditions, no corrective action was taken or necessitated to address any safety related incidents

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).

The Company has extended term life insurance to its employees and workers in the event of death. The Company has a family support policy for deceased employees, including unionized employees, with a one time allowance of INR 25,000/- and a monthly financial support of INR 50,000/- for a period of 6 months from the death of the employee.

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 has put in place requisite processes to monitor that the statutory dues have been appropriately deducted & deposited by its Contractors.

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 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	
	F.Y. 2023-24	F.Y. 2022-23	F.Y. 2023-24	F.Y. 2022-23
Employees	Nil	Nil	Not Applicable	Not Applicable
Workers	Nil	Nil	Not Applicable	Not Applicable

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?

The Company does not provide such assistance programs.

5. Details on assessment of value chain partners:

In case of contract manufacturing, the Company's Environment, Health & Safety Quality requirements are also applied to the manufacturing activities performed by such contract manufacturers. It ensures that all operations by such contract manufacturers / value chain partners comply with Environment, Health & Safety standards of the Company.

The Company conducts periodic Contract Manufacturing Audits on health and safety aspects. Compliance with the Company's environmental, health and safety requirements and legal requirements is also periodically verified. The overall audit process is carried out by the Responsible Care® Audit Units or other competent persons within the organisation.

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.

As there were no significant risks or concerns arising from the assessment of health & safety practices and working conditions at such contract manufacturers, no corrective action was taken or necessitated to address safety related incidents.

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.

The Company identifies marginalized and disadvantaged groups through need assessment and engagement with local communities in and around the Company's manufacturing sites under its Corporate Social Responsibility (CSR) initiatives. The Company engages with students from low socio-economic backgrounds to enable quality education, and women and communities who are deprived of adequate water, hygiene and sanitation facilities, due to its focus on Sustainable Development Goals.

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	Frequency of engagement	Purpose & scope of engagement
Customers	No	Newsletters, Email, SMS, Advertisements, Website, Social Media platforms	Monthly and for critical topics on real time basis.	Collaboration and co-creation (event based engagements)
Employees	No	Townhalls, Emails, Video messages, Internal Communication platforms, Intranet, Notice Board	Real time as may be required. Quarterly townhalls are also conducted for regular sharing of information.	Creating a high performance organization, updating on employee safety, business performance and key initiatives from the Company
Shareholders, Local Stock Exchange	No	Email, Newspapers, Advertisement, Annual General Meeting, Postal Ballot, Website	Half-Yearly presentations to Analysts / Fund Managers. Timely dissemination of material information to the Stock Exchanges.	Business (financial) performance & environmental initiatives of the Company.
Suppliers	No	Email, SMS, Advertisement, Website	As and when required.	To ensure that the quality raw materials & services are procured at competitive prices.
Communities around our Manufacturing Sites	Yes	Community Meetings, Events, Advertisements, School / Local functions, Whatsapp, Social Media	Annual presentations by Manufacturing sites.	Community Development Initiatives and dissemination of Safety information.
Industry Associations	No	Meetings, Events, Advertisements, Social Media, Email	As and when required.	Business & environmental performance of the Company & regulatory issues.

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 communities around our manufacturing sites are assessed and identified for support and intervention. Need assessment surveys are conducted, based on which, topics for support are identified. Every year, the CSR activities, their implementation schedule and their impacts are presented to the Corporate Social Responsibility Committee and to the Board of Directors of the Company for their deliberation & feedback.

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.

Yes. For example, the Company's manufacturing site at Dahej, Gujarat has a Community Advisory Panel for stakeholder consultation.

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 Company's Agricultural Solutions business had proposed an intervention in the area of water conservation, based on need in the region. Based on the inputs received from various stakeholders, your Company has undertaken CSR projects in the area of water conservation. The Company's Coatings business had also proposed STimulate and revAMP the Paint Profession Program (STAAMP) initiative for inclusion of women in chemical industry, as the percentage of women in the refinish sector is negligible.

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

The Company is working on water conservation project to mitigate the challenge of water availability in Hingoli district (one of the aspirational districts in Maharashtra).

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	F.Y. 2023-24			F.Y. 2022-23		
	Total (A)	No. of / employees workers covered (B)	% (B / A)	Total (C)	No. of / employees workers covered (D)	% (D / C)
Employees						
Permanent	1264	1264	100%	1219	1080	88.60%
Other than permanent*	1875	0	0.00	1838	0	0.00
Total Employees	3139	1264	40%	3057	1080	35.33%
Workers						
Permanent	137	59	43%	144	70	48.61%
Other than permanent*	1157	0	0.00	1154	0	0.00
Total Workers	1294	59	5%	1298	70	5.39%

- * The Company has conducted awareness programmes on its Code of Conduct, which includes protection of human rights for its Contractors & Service Providers. The Company has adopted "Train the Trainer" concept whereby the Company creates awareness on Human Rights amongst its Service Providers who, in turn, create awareness on this topic amongst their employees / colleagues.

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

Category	F.Y. 2023-24					F.Y. 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	1264	0	0.00	1264	100%	1219	0	0.00	1219	100%
Male	1130	0	0.00	1130	100%	1092	0	0.00	1092	100%
Female	134	0	0.00	134	100%	127	0	0.00	127	100%
Other than permanent	1875	0	0.00	1875	100%	1838	0	0.00	1838	100%
Male	1797	0	0.00	1797	100%	1781	0	0.00	1781	100%
Female	78	0	0.00	78	100%	57	0	0.00	57	100%
Workers										
Permanent	137	0	0.00	137	100%	144	0	0.00	144	100%
Male	135	0	0.00	135	100%	142	0	0.00	142	100%
Female	2	0	0.00	2	100%	2	0	0.00	2	100%
Other than Permanent	1157	0	0.00	1157	100%	1154	0	0.00	1154	100%
Male	1090	0	0.00	1090	100%	1103	0	0.00	1103	100%
Female	67	0	0.00	67	100%	51	0	0.00	51	100%

3. a. Details of remuneration / salary / wages (per annum), in the following format:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	–	–	–	–
Key Managerial Personnel	4	27,434,040	–	–
Employees other than BoD and KMP	1126	1,766,856	134	2,103,450
Workers	135	914,592	2	326, 532

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

	F.Y. 2023-24	F.Y. 2022-23
Gross wages paid to females as % of total wages	10.58%	10.14%

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 has put in place Compliance Management System (Navex – Ethics Point, which is a 3rd party web-based compliance tool <https://secure.ethicspoint.com/>) to report complaints / grievances related to violation of BASF's Code of Conduct including grievances related to human rights issues.**
6. Number of Complaints on the following made by employees and workers:

	F.Y. 2023-24			F.Y. 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	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour / Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

	F.Y. 2023-24	F.Y. 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Not Applicable	Not Applicable
Complaints on POSH upheld	Not Applicable	Not Applicable

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

The Company gives prime importance to the dignity and respect of its employees irrespective of their gender or hierarchy and expects responsible conduct and behaviour on the part of employees at all levels. Providing a safe and congenial work environment for all employees is an integral part of the Company's Code of Conduct. In order to prevent adverse consequences to the complainants, the Company prohibits victimization of the complainants in any form and also facilitates the filing of such complaints anonymously. The Company has put a governance structure in place to address complaints related to discrimination or harassment of any kind. The Code of Conduct of the Company guides its employees. There is an Internal Committee constituted by the Company to address complaints relating to sexual harassment.

9. Do human rights requirements form part of your business agreements and contracts?

The Company acknowledges its responsibility to respect internationally recognized human rights. BASF is a founding member of the U.N. Global Compact and a member of the Global Business Initiative on Human Rights (GBI).

BASF has embedded its responsibility towards human rights into its Code of Conduct and set this out in BASF Policy Statement on Human Rights. BASF also requires its Value Chain Partners to act in accordance with its Code of Conduct and Policy Statement on Human Rights. BASF is committed to complying with international labor and social standards.

In line with the global requirements, the Company has included compliance with human rights requirements as a part of its standard terms and conditions of its Purchase Order, Agreements / Contracts entered into with the Suppliers and also as a part of its Supplier Code of Conduct.

The Company considers human rights due diligence as an important, all-encompassing task that it can only perform by working together with its value chain partners. Further, BASF has globally optimised the existing processes for business partner due diligence and has rolled out a new IT application i.e. Trust Base. It checks business partners world wide for indications of corrupt behaviour, human rights violation or non-compliance with internationally recognised ESG standards before the start of the business relationship and then on a regular basis.

In order to strengthen due diligence in the supply chain, the Company has also enhanced and refined a range of measures, including supplier risk analysis as well as preventive measures such as the systematic business partner due diligence for new suppliers, Supplier Code of Conduct, and the requirements to be embedded in suppliers' contracts.

The Company expects its suppliers to enforce its standards at their suppliers and sub-contractors, too. Furthermore, the rights of third-party workers in high-risk countries is also proposed to be protected in the future through additional due diligence steps. These include risk-based controls and measures that promote transparency and awareness of human rights issues.

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. – Not Applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints. – Not Applicable as there have been no grievances / complaints of human rights violation received by the Company.

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

The Company has actively adopted initiatives such as Together for Sustainability (TfS) and Responsible Care®, which promote sustainability in the supply chain. The measures and criteria for monitoring and respecting human rights are integrated into supplier assessment processes and monitoring systems for environmental protection, safety and security, health protection and product stewardship.

They are also part of the evaluation of investment, acquisition and divestiture projects, assessments along the entire product life cycle, and systems to monitor labor and social standards. In addition, aspects of human rights topics are part of the qualification requirements for security personnel and are incorporated into standard agreements with contractors.

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

The Company's Registered office at Bandra-Kurla Complex and Corporate offices at Navi Mumbai are accessible to differently abled visitors, in line with the requirements under the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour / Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

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	Please specify unit	F.Y. 2023-24	F.Y. 2022-23
From renewable sources			
Total electricity consumption (A)	GJ	124120.8	1173.6
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C) – Briquettes for bio-boiler	GJ	74523.6	54547.2
Total energy consumed from renewable sources (A+B+C)	GJ	198644.4	55720.8
From non-renewable sources			
Total electricity consumption (D)	GJ	69794.6	185119.9
Total fuel consumption (E)	GJ	41246.7	39144.2
Energy consumption through other sources (F)	GJ	226672.8	211587.9
Total energy consumed from non-renewable sources (D+E+F)	GJ	337714.2	435852.0
Total energy consumed (A+B+C+D+E+F)	GJ	536364.3	491572.8

Parameter	Please specify unit	F.Y. 2023-24	F.Y. 2022-23
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	MJ	0.0039	0.0036
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Joules or multiples	Since, exports only constitute 2.2% of our total turnover, the revenues earned are mainly in INR and hence PPP adjustments have not been provided.	
Energy intensity in terms of physical output	GJ/MT	1.5324914	1.5141574
Energy intensity (optional) the relevant metric may be selected by the entity	Joules or multiples	Not Applicable	Not Applicable

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

As part of ISO 14001, production plants are required to undertake annual targets to reduce emissions, reduce consumption of resources and improve efficiency of production process as a commitment to sustainable development.

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.

– Not Applicable

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

Parameter	Please specify unit	F.Y. 2023-24	F.Y. 2022-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	484183	338921
(ii) Groundwater	kilolitres	0	0
(iii) Third party water	kilolitres	31511	353826
(iv) Seawater / desalinated water	kilolitres	160718	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	676412	692747
Total volume of water consumption (in kilolitres)	kilolitres	676412	692747
Water intensity per rupee of turnover (Water consumed / turnover)	kilolitres	0.004886219	0.005060903
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres	Since, exports only constitute 2.2% of our total turnover, the revenues earned are mainly in INR and hence PPP adjustments have not been provided.	
Water intensity in terms of physical output	kilolitres	1.932633323	2.133814053
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	Not Applicable	Not Applicable

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

4. Provide the following details related to water discharged:

Water discharge by destination and level of treatment (in kilolitres)			
		F.Y. 2023-24	F.Y. 2022-23
(i) To Surface water	kilolitres	0	0
– No treatment	kilolitres	0	0
– With treatment – please specify level of treatment	kilolitres	0	0
(ii) To Groundwater	kilolitres	0	0
– No treatment	kilolitres	0	0
– With treatment – please specify level of treatment	kilolitres	0	0
(iii) To Seawater	Kilolitres	353580	371623
– No treatment	Kilolitres	0	0
– With treatment – (Post secondary treatment)	kilolitres	353580	371623
(iv) Sent to third-parties	kilolitres	23454	24708
– No treatment	kilolitres	0	0
– With treatment – (Post secondary treatment)	kilolitres	23454	24708
(v) Others	kilolitres	0.00	0.00
– No treatment	kilolitres	0	0
– With treatment - (Post secondary treatment)	kilolitres	0	0
Total water discharged (in kilolitres)	kilolitres	377034	396331

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:

The Company has not conducted any independent assessment / evaluation by an external agency.

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

The Company's manufacturing site at Panoli, Gujarat is a Zero Liquid Discharge Site. Effluent generated from the operations is sent to Gujarat Pollution Control Board (GPCB) approved third party for co-processing. The Company's manufacturing site at Panoli has a Sewage Treatment Plant for treating domestic water treatment. The treated water is used for gardening purpose as per CCA condition.

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

Parameter	Please specify unit	F.Y. 2023-24	F.Y. 2022-23
NOx	Kg	8091.1	8147.88
SOx	Kg	9560.71	10948.1
Particulate matter (PM)	Kg	9225.93	10072.92
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)	Kg	72385.66	81823
Hazardous air pollutants (HAP)		–	–
Others	Kg	–	–

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

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

Parameter	Unit	F.Y. 2023-24	F.Y. 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO₂ equivalent	17270	16781.7
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO₂ equivalent	13407	35321
Total Scope 1 and Scope 2 emissions per rupee of turnover	Kg	0.00022	0.00038
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	–	–	–

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

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

Globally BASF is setting itself even more ambitious goals on its journey to climate neutrality and aims to achieve net zero emissions by 2050. Based on the most recent progress in developing low-emission and CO₂-free technologies, the Company is also significantly raising its medium-term 2030 target for reduction in greenhouse gas emissions worldwide by 25% as compared with 2018 levels.

Through the Responsible Care Management System, which is practiced across all functions, BASF commits to the following Responsible Care® guiding principles:

- Enable a corporate leadership culture that proactively supports safe chemicals management.
- Safeguard people and the environment by continuously improving our environmental, health and safety performance, facility security, and the safety of our products.
- Strengthen Chemical Management Systems around the globe.
- Work with business partners to promote safe chemicals management within their own operations.
- Engage with stakeholders, respond to their concerns and communicate openly on our performance and products.
- Contribute to sustainability through development of innovative technologies and other solutions to societal challenges.

More than 60% of the power used at the Company's Mangalore Site is solar power sourced from grid. Reduced CO₂ emissions aggregated to approx. 10,000 TPA. Biofuel is used to generate around 90% of Mangalore site steam requirement. Furnace oil fired boiler is used only during the annual inspection and breakdown maintenance of bio boiler. This alternate fuel generates 3,000 tons of less CO₂ as compared to conventional fuel. 100% of the sludge generated at wastewater treatment plant is used as co-fuel in cement manufacture, which otherwise would have been incinerated, thereby reducing greenhouse gas emissions by around 400 tons / year.

At the Company's Dahej manufacturing site, initial phase of roof top solar panel installation work was completed during F.Y. 2022-23. Dahej site has executed Power Purchase agreement for hybrid (Solar+Wind) power and this arrangement will take the power sourced from renewable energy to 44%. The steam condensate is used for heat recovery and water recycle. The off gas from process plant is incinerated in the Thermal oxidizer to protect the environment. The Waste heat recovery boiler was installed at Care Chemicals Process Plant in October 2023 to reduce the steam consumption thereby reducing Scope-1 emission.

At the heart of the long-term transition towards Net Zero CO₂ emissions by 2050 is the use of new technologies, which will replace fossil fuels such as natural gas with electricity from renewable sources. Most of these technologies are being pioneered by BASF in collaboration with partners and are currently in a pilot stage. Broad scale-up of these technologies will only be fully realizable after 2030. In order to accelerate the avoidance of CO₂ emissions prior to that date, the Company continues to systematically implement improvement processes for existing production plants.

In addition, the Company will progressively switch to renewable sources to meet its electricity requirements. the Company's innovative products are also helping to protect the climate. The Company has used sustainable raw materials in many processes for a long time now and has a continuous program of research into new applications.

Further, a collaborative effort of companies, governmental and non-governmental organizations as well as civil society is necessary to address the global challenge of mismanaged plastic waste. BASF globally has joined a consortium of 30 global companies as a co-founding member to form the Alliance to End Plastic Waste. The members have committed with the goal of developing, deploying and bringing to scale solutions that will minimize and manage plastic waste and promote post-use solutions. These can be re-cycling, re-use and re-purposing of plastic to keep it out of the environment.

At the Company's Thane manufacturing site, initial phase of roof top solar panel installation work was completed during F.Y. 2023-24.

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

Parameter	F.Y. 2023-24	F.Y. 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)*	0	0
E-waste (B)	11.33	11.29
Bio-medical waste (C)	3.0	2.5
Construction and demolition waste (D)	144	160
Battery waste (E)	8.46	2.79
Radioactive waste (F)	0	0
Other Hazardous waste. Category 33.1,35.3,33.2,5.1,35.3 (G)	4103.8	3664
Other Non-hazardous waste generated (H). Paper packaging, wooden packing materials, wooden pallets planks, non- hazardous process lumps. (Break-up by composition i.e. by materials relevant to the sector)	1626.06	1559
Total (A+B+C+D+E+F+G+H)	5960	5399
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000038	0.000041
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Since, exports only constitute 2.2% of our total turnover, the revenues earned are mainly in INR and hence PPP adjustments have not been provided.	
Waste intensity in terms of physical output MT (Total waste generated / Total production)	0.016	0.016
Waste intensity (optional) the relevant metric may be selected by the entity	Not Applicable	Not Applicable

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Non hazardous		2023-24	2022-23
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	18	20
((iii) Other disposal operations	metric tonnes	870.06	760.37
Total	metric tonnes	888.06	780.37
e-waste		2023-24	2022-23
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	0	0

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
e-waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	0	0
((iii) Other disposal operations	metric tonnes	11.33	11.29
Total	metric tonnes	11.33	11.29
Bio medical waste			
		2023-24	2022-23
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Bio medical waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	0	0
((iii) Other disposal operations	metric tonnes	3.0	2.5
Total	metric tonnes	3.0	2.5
Battery waste			
		2023-24	2022-23
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Battery waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	0	0
((iii) Other disposal operations	metric tonnes	8.46	2.79
Total	metric tonnes	8.46	2.79
Construction waste			
		2023-24	2022-23
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Construction waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	144	160
((iii) Other disposal operations	metric tonnes	0	0
Total	metric tonnes	144	160

* The Company's manufacturing sites do not dispose of anything as plastic waste. As plastic materials are contaminated with chemicals, the said waste are disposed as per the categories mentioned in Hazardous waste authorisation.

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

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.

All the Company's manufacturing sites manage their wastes in a legally compliant and sustainable way. All the waste is handled as required by Consent to Operate / Hazardous Waste authorization. The external waste handling facility is inspected regularly to check the adequacy of safety and environment practices. The manufacturing sites adopt the strategy of "Reduce, Reuse, Recycle, Recover and Dispose" by optimizing and modifying the process from time to time. Continuous improvements in manufacturing process and technology are the key to reduce the generation of hazardous waste at all our manufacturing sites. Substitution with less hazardous chemicals also contribute positively. High calorific value waste is sent for incineration or co-processing for use as co-fuel.

At Mangalore site, the sludge generated during wastewater treatment is used as co-fuel in cement manufacture thereby eliminating incineration and subsequent landfill of ash. Conversion to bulk storage of chemicals reduced the generation of hazardous packing materials (drums). The toxic metallic containers are crushed and disposed off. Cleaned plastic IBCs are used for product packing. This contributes to around 35% of total IBC's used in the Dispersions plant for domestic use. This activity considerably reduces the plastic waste generation and disposal.

The polymer sludge and spent organic waste from Dahej site is processed at a preprocessor facility before it is used in cement industry. Switching over the packing of our product from drums to bulk has reduced the use of electricity for freezing the product drums and reduced electricity consumption for heating the drums at customer's end. In addition, this has reduced the quantity of hazardous waste generation at the customer's end.

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:

Although none of the Company's operations / offices are falling in or around ecologically sensitive areas, your Company has obtained environment clearance for its manufacturing sites as mentioned below: -

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.
1	Bala, Surathkal, Mangalore, Karnataka	Manufacturing	Yes
2	Dahej	Manufacturing	Yes
3	Navi Mumbai	Manufacturing	The manufacturing site at Navi Mumbai has been operating prior to the requirement of obtaining Environmental Clearances coming into force.
4	Panoli	Manufacturing	Environmental clearances are not required for Company's manufacturing site at Panoli, Gujarat.

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

The Company has not undertaken any environmental impact assessments during the current financial year.

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, the Company has complied with the applicable environmental laws, regulations, guidelines in India viz., Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder

Sr. 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
Not Applicable				

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:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Please specify unit	F.Y. 2023-24	F.Y. 2022-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	484183	338921
(ii) Groundwater	kilolitres	0	0
(iii) Third party water	kilolitres	31511	353826
(iv) Seawater / desalinated water	kilolitres	160718	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	676412	692747
Total volume of water consumption (in kilolitres)	kilolitres	676412	692747
Water intensity per rupee of turnover (Water consumed / turnover)	kilolitres	0.004886219	0.005060903
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres	Since, exports only constitute 2.2% of our total turnover, the revenues earned are mainly in INR and hence PPP adjustments have not been provided.	
Water intensity in terms of physical output	kilolitres	1.932633323	2.133814053
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	Not Applicable	Not Applicable

Water discharge by destination and level of treatment (in kilolitres)			
		F.Y. 2023-24	F.Y. 2022-23
(i) To Surface water	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(ii) To Groundwater	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(iii) To Seawater	kilolitres	353580	371623
- No treatment	kilolitres	0	0
- With treatment - (Post secondary treatment)	kilolitres	353580	371623
(iv) Sent to third-parties	kilolitres	23454	24708
- No treatment	kilolitres	0	0
- With treatment - (Post secondary treatment)	kilolitres	23454	24708
(v) Others	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - (Post secondary treatment)	kilolitres	0	0
Total water discharged (in kilolitres)	kilolitres	377034	396331

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:

The Company has not conducted any independent assessment / evaluation by an external agency.

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

The Company does not calculate Scope 3 emissions & its intensity at legal entity level.

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

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:

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.

Although the Company does not operate in any of the ecologically sensitive areas, your Company is sensitive to the needs of all its stakeholders. The discharge parameters are independently monitored by an agency appointed by the Ministry of Environment, Forest & Climate Change, Government of India. The report of the monitoring is regularly shared by the agency with all stake holders.

Further, being a Responsible Care Company, wastewater is treated and then discharged without affecting the environment. The treated water from the wastewater plant is disposed off as defined in the Consent to Operate of the respective site. The Company's Panoli manufacturing site is a zero-discharge facility. The treated water from Thane and Dahej site is discharged into the sea through the local collection center.

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	Outcome of the initiative
1.	Elimination of waste incineration	ETP sludge is sent for co-incineration in cement manufacturing as alternate fuel energy recovery (Pre-processing).	Reduction in greenhouse gas emission by 800 T/year.
2.	Reduction in hazardous waste disposal	Reduction of plastic waste. Solvent recovery unit at Mangalore.	Around 35% IBC's are re-used in Dispersions plant. Re-use of 250KL of recovered solvent and waste generation as well.
3.	Rainwater harvesting	Rainwater harvesting is done at two locations of our site.	To increase the ground water table. Around 2600KL of water is harvested annually.
4.	Ground water monitoring	Monthly ground water quality monitoring done at site.	To establish baseline data and to check the ground water quality.
5.	Change to eco-friendly production	Change of product category which has less baking window at automotive customers.	Reduction of energy consumption / Greenhouse gas emissions at customer end.
6.	Reuse of treated effluent	Quality of treated effluent has been improvised by implementation of tertiary and hence 85% of treated effluent is being reused for vessel washing, floor washing, gardening, and similar other purposes.	Total treated effluent water recycled - 11440 m3 in the current year.
7.	Measures been taken for energy conservations	Obtain power from solar source	Reduction of 7000TPA of CO2 emissions.
8.	Reduction in generation of Hazardous waste® Thane site	Recycling of raw material drums for packing of products.	8400 drums of 200 litre capacity reused for the year 2023.
9.	Reduction in effluent generation	Modified procedure for HP cleaning in Mangalore site.	Effluent quantity reduction by 10m3/day.

5. Does the entity have a business continuity and disaster management plan?

The Company has a well-defined crisis management system. The Incident and Crisis Management system of the Company defines organizational structures and provides guidance to the Management to enable the efficient management of incidents or crises, with the objective of minimizing the overall negative impact of a given situation and enabling a return to normalcy in the shortest possible timeframe.

The Incident and Crisis Management system takes care of any event, which has a potential to impact business unit operation and credibility, or which poses economic, environment, safety, health, security, or legal liability or which may or will require significant regional / global level resources to manage.

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.

Not Applicable, as the Company has not conducted any independent assessment / evaluation for its value chain partners.

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

The Company has not conducted any environmental assessment / evaluation of its value chain partners.

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

Essential Indicators

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

The Company has affiliations with 13 trade and industry chambers / associations.

- 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.

Sr. No.	Name of the trade and industry chamber / association	Reach of trade and industry chamber / association (State / National)
1	Confederation of Indian Industry	National
2	Federation of Indian Chambers of Commerce & Industry	National
3	Global Compact Network, India	National
4	Bombay Chamber of Commerce & Industry	State
5	Indian Chemical Council	National
6	Indo German Chamber of Commerce	National
7	CropLife India	National
8	IESA (India Energy Storage Alliance)	National
9	Alliance for Agri-innovations	National
10	Indian Polyurethane Association	National

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.

- Not Applicable. As there was no anti-competitive conduct by the Company, no adverse orders were passed by regulatory authorities against the Company.

Leadership Indicators

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

Sr. 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
1.	Registration of Chemicals by Bureau of Indian Standards (BIS)	through FICCI / CII / ICC	No	Monthly review by impacted businesses	–
2.	Facilitating environment approvals for the chemical industry	through FICCI / CII / ICC	No	–	–
3.	Foreign trade agreement with UK / EU	through FICCI / CII / ICC	No	Monthly review by relevant businesses	–

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. – **NIL**
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: – **NIL**
3. Describe the mechanisms to receive and redress grievances of the community. – **Not Applicable**
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	F.Y. 2023-24	F.Y. 2022-23
Directly sourced from MSMEs / small producers	15%	15%
Sourced directly from within the district and neighbouring districts	43%	32%

The Company is promoting localization by which imported raw materials are sought to be substituted with locally manufactured raw materials, wherever possible, subject to their meeting required specifications, quality & cost. With this initiative, the Company has been helping local suppliers in the Indian chemical industry to compete in the global market. Also, many of the Company's packaging and service suppliers are in MSME (Micro, Small and Medium Enterprise) category. The number of active MSME vendors associated with the Company has now increased to more than 500 in number.

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	F.Y. 2023-24	F.Y. 2022-23
Rural	2%	2%
Semi-urban	10%	9%
Urban	21%	20%
Metropolitan	67%	69%

(Locations have been 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): **Not Applicable**
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: -

Based on the need assessment done around the manufacturing sites, the Company has undertaken CSR projects / activities in and around its Manufacturing Sites at Navi Mumbai, Dahej, Mangalore and Panoli. The initiatives are mainly focused on WASH and quality education. Further, the Company has also undertaken projects in the aspirational districts in Maharashtra.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? **No, the Company does not have a preferential procurement policy.**
(b) From which marginalized / 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: – **NIL**
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 persons benefitted / proposed to be benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Smart Classrooms (To provide 48 smart classrooms across Navi Mumbai, Panoli, Mangalore and Dahej near our sites (schools) to promote digitalization in education)	~10443	100%
2.	WASH facility to Navi Mumbai Municipal Corporation (Thane site)	~700 per day	50%
3.	Kids Lab (Organize Kids lab for under privileged community kids and make kids understand and learn Chemistry in fun way. Plan to engage with more than 6000 kids in 3 years.)	~6000	100%
4.	Menstruation Hygiene project with Sulabh (Dahej)	~100	100%
5.	Water ATM for safe drinking water (Dahej)	~8000	100%
6.	We-Chemie (Inclusion of women in Chemical Industry)	~250	100%
7.	Women in Refinish (Inclusion of women in Chemical Industry)	~50	100%
8.	Water Access - Rejuvenation of existing water bodies	~9250	80%
9.	WASH - Water supply project (Panoli)	~200	100%
10.	WASH and Educational Initiative (Mangalore)	~7000	100%

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

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The Company has rolled out NPS (Net Promoter System) to seek feedback and suggestions from customers. The feedback is obtained from the customers on the product quality and services. This feedback is evaluated internally, and appropriate actions are taken in order to meet the customer's expectations.
Further, the Company also has Non-Conformance Management (NCM) system in place to register and address customer complaints. These complaints are handled in a SAP based system, which provides feedback to the customer about the root cause analysis, corrective actions, and measures undertaken by the business to prevent its recurrence.
- 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	100%
Safe and responsible usage	100%
Recycling and / or safe disposal	100%

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

	F.Y. 2023-24		Remarks	F.Y. 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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not Applicable

5. Does the entity have a framework / policy on cyber security and risks related to data privacy?

The Company has a Data Privacy Policy.

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

Not Applicable, as there were no issues or concerns related to advertising, delivery of essential services, cyber security, penalties or actions initiated by regulatory authorities for safety of Company's products.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact
- Percentage of data breaches involving personally identifiable information of customers

There were no instances of data breaches.

Leadership Indicators

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

Although there is no central platform for accessing information about all the products and services of the Company, each business unit has developed its own platform where information related to their products is available. For e.g. information about the Company's Agricultural Solutions business can be accessed at Website: <http://crop-protection.basf.in/en> AgGenie App: <https://basf.link/AgGenie>. Similarly, other business units of the Company have also independently developed their platforms, depending upon their requirements, where information on their products is available.

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

The Company's Agricultural Solutions business has dedicated 'Suraksha Hamesha' meetings focused exclusively on promoting responsible use of crop protection products and usage of personal protection measures. During such meetings, there is emphasis on important stewardship topics viz. safe handling, usage, storage, and disposal of crop protection products. Usage of personal protection equipment is also emphasized in all interactions with the farmers. The Company also provides Sanrakshan Kits to its channel partners for further distribution and sale to farmers.

The Company has also adopted digital initiatives via Facebook, Digital Meetings, YouTube, AgGenie app, SMS & WhatsApp to create awareness about safe farming practices. The Company has also developed an easy to understand, language neutral animation movie showcasing 9 steps of responsible use of crop protection products, which has been actively promoted on digital platforms and has reached more than 97 lakh stakeholders in the farming community.

Similarly, a material safety and data sheet is provided to the buyer of each product of the Company informing them about the safe and responsible use of the product.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. The Company communicates with its customers through various media viz., emails, personal meetings, audio-visual means, etc., to inform customers of any such disruptions / discontinuation of essential services.
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)

The Company adheres to all applicable laws and regulations on product labelling. Apart from the mandatory declarations, additional declarations relating to the safe handling & use of the products are made on the labels.

On behalf of the Board of Directors
For BASF India Limited

PRADIP P. SHAH
Chairman
(DIN: 00066242)

ALEXANDER GERDING
Managing Director
(DIN: 09797186)

Mumbai

Dated : May 14, 2024



Your Company participated in the "State-level discussion: Promoting Sustainable Investments" session at the Indian Chemical Council (ICC) Council 5th Sustainability Conclave 2023 further solidifying its position as a frontrunner in sustainability.



Your Company has received certification for Responsible Care from Indian Chemical Council (ICC) for the period September 2023 to August 2026, as part of Responsible Care Re-certification Audit.