



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity : L24132MH1988PLC049387
2. Name of the Listed Entity : Balaji Amines Limited
3. Year of incorporation : 1988
4. Registered office address : Balaji Towers, No. 9/1A/1, Aasara Chowk, Hotgi Road, Solapur-413224, Maharashtra.
5. Corporate address : Balaji Bhawan, Plot No. 47, Kavuri Hills, Madhapur, Hyderabad -500033
6. E-mail : cs@balajiamines.com
7. Telephone : 0217-2310824
8. Website : www.balajiamines.com
9. Financial year for which reporting is being done : 01.04.2021 to 31.03.2022
10. Name of the Stock Exchange(s) where shares are listed : NSE & BSE
11. Paid-up Capital : ₹ 6,48,02,000/- (3,24,01,000 Equity shares of ₹ 2/- each)
As on 31st March, 2022

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Ms. Varsha Guntuk – Manager – Human Resource

E- Mail: hr@balajiamines.com

Tel. + 91 217 2451 500

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

➤ The disclosures under this report are made on a standalone basis, unless otherwise specified.

II. Products/services:

Speciality Chemicals, Aliphatic Amines and their Derivatives, Hotels, Restaurants and Hospitality Services -Hotels Star rated

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	Manufacturer	Our company is engaged in the activity of manufacture and sale of Aliphatic Amines, Speciality Chemicals and its Derivatives. Engaged in the activity of manufacture and sale of Aliphatic Amines, Speciality Chemicals and its Derivatives.	99.16%
2	Service Sector	Hotels, Restaurants and Hospitality Services -Hotels Star rated	0.84%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Aliphatic Amines	20119	25.46%
2	Speciality Chemicals	20119	36.68%
3	Derivatives	20119	37.02%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**III. Operations****16. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants/ Operations	Number of offices	Total
National	6	2	8
International	Not Applicable	Not Applicable	Not Applicable

17 Markets served by the entity:

a. Number of location

Locations	Number
National (No. of States)	26 States (including Union Territories)
International (No. of Countries)	50 Countries

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

Contribution of Exports 19.49% of the total turnover of the entity

c. A brief on types of customers :

1. Pharma
2. Agrochem
3. Paints & Resins
4. Animal Feed
5. Oil & Gas
6. Rubber Cleaning Chemicals
7. Dye & Textiles
8. Water Treatment Chemicals.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	394	375	95%	19	5%
2.	Other than Permanent (E)	8	6	75%	2	25%
3.	Total employees (D + E)	402	381	95%	21	5%
WORKERS						
4.	Permanent (F)	625	625	100%	0	0
5.	Other than Permanent (G)	145	145	100%	0	0
6.	Total workers (F + G)	770	770	100%	0	0

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****b. Differently abled Employees and workers**

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	27	6	23%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	3%	0.20%	3%	4%	0	4%	3%	0
Permanent Workers	4%	0	4%	5%	0	5%	7%	0	7%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

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

VI. CSR Details

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

(ii) Turnover (in ₹) **19,18,05,19,253.00**(iii) Net worth (in ₹) **11,92,38,78,628.00**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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) (If Yes, then provide web-link for grievance redress policy)	FY Current Financial Year			FY Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes http://www.balajiamines.com/investor-relations	0	0	NA	0	0	NA
Shareholders	Yes http://www.balajiamines.com/investor-relations	0	0	NA	0	0	NA
Employees and workers	Yes*	0	0	NA	0	0	NA
Customers	Yes*	0	0	NA	0	0	NA
Value Chain Partners	Yes*	0	0	NA	0	0	NA

*BAL's stakeholders include our investors, clients, employees, vendors / partners, government, and the community. A whistleblower policy and non-retaliation clause is available to all our stakeholders. Our whistle blower policy is available at http://www.balajiamines.com/pdf/1644382399whistle_blower_policy_balajiamines_final.pdf

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	Low Boiling point or High Vapour Pressure Chemicals storages at ambient conditions	Risk	Storage Tanks may get pressurised at higher ambient Temperatures and will lead to vapour/gases emissions involves environment and fire hazard.	All such associated risks are identified and classified for suitable storage and preservation criterias in consultation with Experts of the field and the infrastructure provided is inline with API and ASME International codes and standards. All such Tanks are equipped with Refrigeration systems with redundancy to maintain the Temperature below the Risk criterias. In some cases suitably designed scrubbers are installed. Best Instrumentation and accessories are provided for monitoring and Control.	Negative



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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)
2	Process Residue formations and its disposal	Opportunity	At present the Process Residues are sent for Incineration to CHWTSDF Facility. Due to limitations of logistic some times the residue storages are limitations and this can lead to plant stoppages. Can result in economic penalties and reputation damage.	1. Indegineous incineration provision with suitable water scrubbers to take care of residue generated in the process and Waste Heat is utilised for concentrating the Inorganic Water Effluent inplace of Multiple Effect Evaporators leading to low carbon foot print. 2. Continual efforts in optimising Distillation processes to reduce the Process Residues and improve the overall Yield.	Positive
3	Liquid Effluent generation and Higher Carbon Foot print operation by use of Steam Ejectors and Water Ring vaccum Pumps success.	Opportunity	Ejectors requires motive steam and the condensate contains organic leading to addition in Liquid Effluent ,same case is with Water Ring vaccum Pumps.	Most of Vaccum systems are being upgraded by use of Dry Vaccum pumps to minimise the Liquid Effluent Generation and the Condensible is recycled back to Process. The Ejectors and Water Ring vaccump pumps are being used as standby during any contingency.	Positive
4	Social Responsibility – Alignment with Local Communities for welfare activities as well the Expansions in current Buisness is creating New Jobs opportunity and allied Buisness and adding the Socio-economic value to society.	Opportunity	Most of the Manufacturing facilities and New expansions are taking in and around Solapur. It is necessary to built allied Buisness such as Transportation , Fabrication , warehouses , spares for Machinery etc in order to have best possible ways and means of Logistic . Also a Talent pool with minimum attrition rate is possible only when Local people are being employed having required qualification and skills can be further improved by means of Training.	Major allied Buisness creation has changed the socio -economic aspects of villages nearby. Also the workforce is recruited from the institutions and Colleges in and around manufacturing facilities and mainly from nearby villages and townships.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

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

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

P3 Businesses should promote the wellbeing of all employees

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

P5 Businesses should respect and promote human rights

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

P8 Businesses should support inclusive growth and equitable development

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NA	Y1	NA	NA	NA	NA	NA	NA	NA
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements
"Balaji Amines, since inception, has built its organization pillared on Environmental, Social and Governance. Every strategic decision is taken after it's successfully clears these three aspects. The Company is aspired to follow a good governance model in every aspect of business activities which is useful to attain sustainable development. This will be roadmap to the Company's ESG plans."

- **Mr. G. Hemanth Reddy**
Whole-time Director and CFO

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board oversees the Business Responsibility and progress on our ESG ambitions.												
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Stakeholders' Relationship Committee (SRC) of the Board of Directors is responsible for decision making on sustainability related issues.												
	<table border="1"> <thead> <tr> <th>DIN</th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>5182741</td> <td>Mr. M. Amarender Reddy</td> <td>Chairman</td> </tr> <tr> <td>00003967</td> <td>Mr. A. Prathap Reddy</td> <td>Member</td> </tr> <tr> <td>00003868</td> <td>Mr. G. Hemanth Reddy</td> <td>Member</td> </tr> </tbody> </table>	DIN	Name	Designation	5182741	Mr. M. Amarender Reddy	Chairman	00003967	Mr. A. Prathap Reddy	Member	00003868	Mr. G. Hemanth Reddy	Member
DIN	Name	Designation											
5182741	Mr. M. Amarender Reddy	Chairman											
00003967	Mr. A. Prathap Reddy	Member											
00003868	Mr. G. Hemanth Reddy	Member											

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

Notes:

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	H	Q	Q	Q	H	H	Q	Q
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	We comply with all applicable laws of the land we operate in									Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										Not Applicable								

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

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	4	All	100%
Key Managerial Personnel	12	All	85%
Employees other than BOD and KMPs	12	Principle 2,3 & 5,6,8,9	80%
Workers	12	Principle 2,3 & 5,6	75%

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

➤ None

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.

➤ None

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- Yes. Our Code of Conduct complies with the legal requirements of applicable laws and regulations, including anti-bribery, anti-corruption and ethical handling of conflicts of interest. The Policy on Code of Conduct available at <http://www.balajiamines.com/pdf/1553680298CODEOF%20CONDUCT%20FOR%20PREVENTION%20OF%20INSIDER%20TRADING.pdf>
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2021-22	FY 2020-21
Directors	NA	NA
KMPs	NA	NA
Employees	NA	NA
Workers	NA	NA

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

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.

	FY 2021-22 (₹ In Lakhs)	FY 2020-21 (₹ In Lakhs)	Details of improvements in environmental and social impacts
R & D	56.04	94.41	1) Catalyst development work for existing products in order to control side reactions & bi-products formation. 2) The intangible benefit is reduce wastages in the process in terms of gases emission & liquid effluent & residues.
Capex	-	-	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- Yes, BAL have procedures defined under ISO guidelines for sustainable sourcing
- b. If yes, what percentage of inputs were sourced sustainably?
- Approximately 45% suppliers of BAL are responsible under these guidelines.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
- The waste water generated from boiler and cooling tower is recovered through multi stage RO units and used for cooling tower and gardening purpose.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- The solids generated after MEE are sent to landfill through hazard waste management Companies.
- Recovered packing material are disposed through approved agencies
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
- 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:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity		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	375	375	100%	375	100%	0	0%	0	0	0	0
Female	19	19	100%	19	100%	19	100%	0	0	19	100%
Total	402	402	100%	402	100%	19	4%	0	0	19	4%
Other than Permanent employees											
Male	5	5	100%	5	100%	0	0%	0	0	0	0
Female	3	3	100%	3	100%	3	100%	0	0	3	100%
Total	8	8	100%	8	100%	3	38%	0	0	3	38%

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity		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	625	625	100%	625	100%	0	0	0	0	0	0
Female	0	0	0%	0	0%	0	0	0	0	0	0
Total	625	625	100%	625	100%	0	0	0	0	0	0
Other than Permanent employees											
Male	144	144	100%	144	100%	0	0	0	0	0	0
Female	0	0	0%	0	0%	0	0	0	0	0	0
Total	144	144	100%	144	100%	0	0	0	0	0	0

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**2. Details of retirement benefits, for Current FY and Previous Financial Year.**

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	19	57	Y	27	41	Y
Others – Mediciam / Hospitalisation Policy	81	43	Y	73	59	Y

3. Accessibility of workplaces

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

- Wherever possible provision for access to differently abled persons is provided

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

- Yes

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

Yes/No (If Yes, then give details of the mechanism in brief)

Permanent Workers	Yes, Grievance Redressal Committee has been constituted by the Company to redress the grievances & complaints of all categories of employees and workers of company
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2021-22			FY 2020-21		
	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						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
- Male	625	625	100%	579	579	100%
- Female	0	0	0	0	0	

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****8. Details of training given to employees and workers:**

Category	FY 2021-22					FY 2020-21				
	Total (A)	On and Measures Health Safety		On skill Upgradation		Total (D)	On and Measures Health Safety		On skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	375	300	80%	300	80%	263	184	70%	211	80%
Female	19	15	80%	18	95%	11	9	82%	11	100%
Total	394	315	80%	318	81%	274	193	70%	222	81%
Worker										
Male	625	468	75%	524	84%	579	443	77%	382	65%
Female	0	0	0	0	0	0	0	0	0	0
Total	625	468	75%	524	84%	579	443	77%	382	65%

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

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	375	89	23%	NA	NA	NA
Female	19	8	42%	NA	NA	NA
Total	394	97	25%	NA	NA	NA
Workers						
Male	625	120	20%	579	89	16%
Female	0	0	0%	20	0	0%
Total	625	120	20%	579	89	16%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
 - Yes, We have EHS department, EHS activity like different types of safety training, first aid training, medical check-up of employees, risk assessment, legal requirement etc, have been carried out.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
 - Work related hazards have been identified by following methods - conduct regular worksite inspections, interviews with workers and managers, critical safety observations are discussed in safety daily meetings and in safety committee meetings. Corrective actions are taken on critical issues,
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
 - Yes.
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
 - Yes.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health	Employees	Nil	Nil
	Workers	Nil	Nil

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

- Daily Inspection of workplace.
- Created a health and safety plan.
- Employees are trained in health and safety at workplace.
- Regular meetings are conducted.
- Maintaining periodical health and safety records.
- Employees are rewarded for safe behaviour.
- Housekeeping is maintained with utmost care.
- Mock drills are conducted with various teams periodically such that each worker and employee are fully trained to manage any eventuality.
- Conducted health checkup for 100% employees and workers every year.

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

	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

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

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

- We have taken some corrective actions wherever incidents happen, preventive actions are taken wherever risk assessment were made to minimize any safety issue.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.
 - Investors contributing capital are important stakeholders. We are privileged to share a strong relationship with investors based on a deep understanding of their expectations and our commitment to consistently fulfil them. Stakeholders' value creation is a reflection of our commitment to enhance. Employees enable us to create value for our stakeholders and organization. Suppliers are our key stakeholders who enable us to deliver business value. Our commitment to inclusive growth ensures our customers to get maximum value with sustainable business practices. Our stakeholders are our investors, clients, employees, suppliers, government / regulators and the community at large.
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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: In the process of establishing.

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other Than Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Employees	NIL	NIL	NIL	NIL	NIL	NIL
Workers						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other Than Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Employees	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	FY 2021-22				FY 2020-21					
	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	394	0	0	394	100%	274	0	0	274	100%
Male	375	0	0	375	100%	263	0	0	263	100%
Female	19	0	0	19	100%	11	0	0	11	100%
Other than Permanent	8	8	0	0	0	0	0	0	0	0
Male	5	5	100%	0	0	0	0	0	0	0
Female	3	3	100%	0	0	0	0	0	0	0
Workers										
Permanent	625	0	0	625	100%	579	0	0	579	100%
Male	625	0	0	625	100%	579	0	0	0	0
Female	0	0	0	0	0	0	0	0	579	100%
Other than Permanent	144	30	20%	114	80%	132	48	36%	84	64%
Male	144	30	20%	114	80%	132	48	36%	84	64%
Female	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages, 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	10	46,03,200	0	0
Key Managerial Personnel	16	14,11,734	9	7,22,000
Employees other than BOD	359	3,70,265	10	3,45,218
Workers	625	2,07,104	0	0

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

➤ Yes

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

➤ Reporting avenues have been provided for BAL employees, customers, suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of the Company Code, policies or law including human rights violation. Representations made in the reporting avenues are reviewed and appropriate action is taken on substantiated violations.

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

Filed during the year	FY 2021-22		FY 2020-21		Remarks
	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	
Sexual	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0
Child Labour	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0
Wages	0	0	0	0	0
Other human rights related issues	0	0	0	0	0

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

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

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

➤ Yes

9. Assessments for the years:

	% of your plants and offices that were assessed
Child labour	
Forced/involuntary labour	
Sexual harassment	BAL internally monitors compliances of all relevant laws and policies pertaining to these issues.
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 9 above.

➤ Not applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Essential Indicators

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

Parameter	FY 2021-22	FY2020-21
Total electricity consumption (A)	3,15,26,839	3,26,40,127
Total fuel consumption (B)	1,08,639.745	91,436.100
Energy consumption through other sources (C)	26,95,235	4,56,772
Total energy consumption (A+B+C)	3,43,30,713.745	3,31,88,335.100
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00179	0.00270
Energy 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. ➤ No

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.

➤ No

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

Parameter	FY2021-22	FY 2020-21
Water withdrawal by source (in kilolitres)		
(i) Surface water	315441	353421
(ii) Groundwater	187709	164383
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	503150	517804
Total volume of water consumption (in kilolitres)	503150	517804
Water intensity per rupee of turnover (Water consumed / turnover)	0.000026	0.000042
Water 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.

➤ No.

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

➤ Yes, all the BAL sites have implemented Zero Liquid Discharge facilities. The Coverage is for both Organic and Inorganic Effluents.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Parameter	Please specify unit	FY 2021-22	FY2020-21
NOx	mg/Nm3	0-500	0-500
SOx	mg/Nm3	0-600	0-600
Particulate matter (PM)	Ppm	0-150	0-150
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	Process Scrubbers / absorbers are provided wherever applicable		
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

➤ Yes. Savant Envitech Pvt. Ltd.

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

➤ Not Applicable

Parameter	Unit	FY 2021-22	FY 2020-21
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

➤ No.

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

➤ Since BAL site does not have any GHG emissions, no GHG project is being initiated.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**8. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2021-22	FY 2020-21
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	282.15	399.08
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Total : 7191 (MT/Annum) Ash MT/Annum- 7191 Solid Organic waste - Corn Cob MT/Annum - 0	Total : 5275 (MT/Annum) Ash MT/Annum- 5275 Solid Organic waste - Corn Cob MT/Annum - 0
Total (A+B + C + D + E + F + G + H)	7473.15	5974.08
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	No	No
(ii) Re-used	No	No
(iii) Other recovery operations	No	No
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration through CHWTSDF	Distillation Residue	Distillation Residue
(ii) Landfilling through CHWTSDF	ETP Sludge, Decontamination residue after treatment	ETP Sludge, Decontamination residue after treatment
(iii) Other disposal operations	Spent Catalyst and Spent Oil	Spent Catalyst and Spent Oil

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

9. 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.

➤ Present Waste Management Practices

- Incineration through CHWTSDF
- Land filling after treatment through CHWTSDF
- Some of the Waste e.g Spent Oil through Authorised Recycler.
- Own Incineration facility is in place.
- Membrane Technologies for the reduction of inorganic waste and further integrated with Multiple effect evaporators and ATFD units.
- Best Process plant Technologies whereby waste is controlled at source and provisions of recycles are in place.
 - Strategies adopted by the Company to reduce hazardous and Toxic chemicals in Products and Processes
 - a. Selection of Process Route and Technology using Chemicals which are Safe to handle, store, use and are Biodegradable.
 - b. Catalyst selection in most of the reactions controls the unwanted/undesired side reactions and bi-products.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Unit-1, Tamalwadi, Osmanabad	Chemical Manufacturing	Yes
2	Unit 2, Hyderabad	Chemical Manufacturing	Yes
3	Unit 3, MIDC Chincholi	Chemical Manufacturing	Yes
4	Unit 4, MIDC Chincholi	Chemical Manufacturing	Yes

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

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

12. 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, If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide 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
Company is meeting all Compliances with applicable environment law/regulations /guidelines in India such as Water Act, Air act, Environment protection act and rules thereunder and is being demonstrated in Six monthly MOEF Compliance documents and also the new projects are being under taken as and when New /revised law/regulations/guidelines are being communicated by respective Authorities/ agency.				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
From renewable sources (in Joules/Annum)		
Total electricity consumption (A)	3,15,26,839	3,26,40,127
Total fuel consumption (B)	1,08,639.745	91,436.100
Energy consumption through other sources (C)	26,95,235	4,56,772
Total energy consumed from renewable sources (A+B+C)	3,43,30,713.745	3,31,88,335.100
From non-renewable sources		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	-	-

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? (Y/N) If yes, name of the external agency : No.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

2. Provide the following details related to water discharged:

BAL all sites being ZLD Manufacturing facilities, the water discharge criteria is not applicable to us.

Parameter	FY 2021-22	FY 2020-21
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

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

Parameter	FY 2021-22	FY 2020-21
Water withdrawal by source (in kilolitres)		
(i) Surface water	315441	353421
(ii) Groundwater	187709	164383
(iii) Third party water	0	0
(iv) Seawater / desalinated water	Not applicable	Not applicable
(v) Others	Not applicable	Not applicable
Total volume of water withdrawal (in kilolitres)	503150	517804
Total volume of water consumption (in kilolitres)	503150	517804
Water intensity per rupee of turnover (Water consumed / turnover)	0.000026	0.000042
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

(i) Into Surface water

- No treatment
- With treatment – please specify level of treatment

(ii) Into Groundwater

- No treatment
- With treatment – please specify level of treatment

(iii) Into Seawater

- No treatment
- With treatment – please specify level of treatment

(iv) Sent to third-parties

- No treatment
- With treatment – please specify level of treatment

(v) Others

- No treatment
- With treatment – please specify level of treatment

Total water discharged (in kilolitres)

Not Applicable as all sites are “ ZLD ” Zero Liquid Discharge Manufacturing Facilities

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

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

Parameter	Unit	FY 2021-22	FY 2020-21
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

5. 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.

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)			Outcome of the initiative
1	Unit-4 Expansion ,Installed Air Cooled Condensers in Process plant as a substitute to Conventional Induced Draft Cooling Towers . This has saved Water substantially for the entire site as major water Intensive operation was process Condensers.	Air Cooled Condenser Tag No.	HTA, M2	Heat Duty Kcal/hr	Saving of water, M3/hr
		EA-121	1133.2	310000	0.574074074074074
		EA-131	414.3	119000	0.22037037037037
		EA-221	3528.7	1613000	2.98703703703704
		EA-231	3360.75	2675000	4.9537037037037
		EA-241	1737.3	1014000	1.87777777777778
		EA-251	276.2	244000	0.451851851851852
		EA-254	237.6	96000	0.177777777777778
		EA-261	282.16	236000	0.437037037037037
		EA-263	193.06	25000	0.046296296296296
		EA-271	774.89	245000	0.453703703703704
		EA-281	2605.9	1302000	2.41111111111111
		EA-291	774.89	484000	0.896296296296296
		Total 12 Nos.		836300	15.487037037037
2	Use of Dry Vaccum Pumps in Distillation Columns	Use of Single stage Dry Vaccum Pumps with Boosters and use of Multistage Dry Vaccum Pump in all Distillation Columns enabling substitute for Steam Ejectors and Water Ring Vaccum Pumps			Reduction in carbon Foot print and liquid effluents
		16 Nos.			1628 Kg/hr Reduction in Liquid Effluent

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
- There is no significant impact arising from value chain ,though continual efforts are being put in identifying various risks associated and mitigation measures are taken to avoid any adversity.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- The credentials of all value chain partners are verified and is being part of evaluation and contracts, endorsed by getting details pertaining to relevant certifications and standards.

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

Essential Indicators

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

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

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
 - Not applicable – we have no SIA notification
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
 - Not Applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

- The Balaji Foundation works closely with the community in identified areas of contribution in the domains of education, healthcare, destitute care, rural development, art and culture, and disaster relief. Within its areas of work, the Foundation has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms range from one-on-one and group discussions with beneficiaries to independent external assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries

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

	FY 2021-22	FY 2020-21
Directly sourced from MSMEs/ small producers	17.28%	16.83%
Sourced directly from within the district and neighboring districts	2.76%	3.90%

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

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

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

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

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

3. Number of consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, and unfair trade practices

- We do not have any consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices

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

- Not Applicable

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

- Yes. The web link of the policy at www.balajiamines.com/investorrelations/

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.

- None

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****Leadership Indicators**

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

- www.balajiamines.com

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

Each and every consignment goes with our MSDS which will enable our consumers how to handle and dispose of in any situation

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

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

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

- Yes.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

- In fiscal 2022, there were no substantiated complaints received concerning breaches of customer privacy from outside parties and regulatory authorities. There was only one breach identified during the reporting period, outside the organization and where users were notified of the breach

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

- 0%