



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

BRSR OVERVIEW

SECTION A – General disclosures

SECTION B – Management and process disclosures

SECTION C – Principle-wise performance disclosure

| | |
|-------------|---|
| Principle 1 | Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable |
| Principle 2 | Businesses should provide goods and services in a manner that is sustainable and safe |
| Principle 3 | Businesses should respect and promote the well-being of all employees, including those in their value chains |
| Principle 4 | Businesses should respect the interests of and be responsive to all its stakeholders |
| Principle 5 | Businesses should respect and promote human rights |
| Principle 6 | Businesses should respect and make efforts to protect and restore the environment |
| Principle 7 | Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent |
| Principle 8 | Businesses should promote inclusive growth and equitable development |
| Principle 9 | Businesses should engage with and provide value to their consumers in a responsible manner |

Dear Shareholders,

In today's dynamic business landscape, Environmental, Social and Governance (ESG) principles have emerged as crucial pillars of sustainable and responsible corporate practices. In our company, we recognize the paramount importance of integrating ESG considerations into every facet of our operations. These principles not only align with our values but also contribute significantly to long-term value creation and resilience.

Environmental stewardship underscores our commitment to minimizing our ecological footprint, conserving resources, and mitigating environmental risks. Social responsibility drives us to foster inclusive workplace, prioritize employee well-being and engage meaningfully with communities. Governance excellence ensures transparency, ethical conduct, and accountability across all levels of our organization.

By embracing ESG principles, we not only fulfil our moral obligations but also unlock opportunities for innovation, growth and competitive advantage. Our dedication to ESG not only benefits our stakeholders but also contributes positively to the broader societal and environmental goals we aspire to achieve.

We are committed to integrating Environmental, Social, and Governance (ESG) principles into our operations. By enhancing the positive impact on our products on health, safety, and the environment throughout their life cycles, we adhere to the principles of product stewardship. Our goal is to enhance the quality of life in the communities where we operate. We prioritize addressing critical issues such as climate change, resource management, (including energy and water), waste management, and preserving nature and biodiversity.

To support our journey in addressing the ESG issues, we have implemented robust policies such as Business Responsibility and Sustainability Policy, Integrated Management System (IMS) policy, Code of Conduct etc. We conduct our business in a manner that benefits the community, our workforce, and human capital. We provide clean, safe, healthy, and fair working conditions to our employees and business partners.

Our aim is to be a trusted neighbour in the communities we serve, promoting inclusive and equitable growth. Through Corporate Social Responsibility (CSR) measures, we contribute to the development of these communities, striving to create a positive impact that extends beyond operations.

Our short-term vision (0-3 year) focuses on energy efficiency upgrades, waste reduction initiatives, and employee engagement programs. Our goal is to strengthen our dialogue with key stakeholders to understand their sustainability expectations and concerns and incorporate their feedback into actionable plans.

Moving into our medium-term vision (3-5 years), we are committed to integrate sustainability considerations into our core business processes and decision-making frameworks. This includes embedding sustainability principles throughout our organization, aligning with UN Sustainability Development Goals (UNSDGs), and developing action plans to achieve them. We will also prioritize strengthening partnerships with suppliers, customers, and other stakeholders to drive collective action on shared sustainability challenges, leveraging collective expertise and resources.

Looking further ahead, our long-term vision aims for transformative changes by reimagining our business models and value chains, with sustainable development as a core driver of our business strategy. This involves continuous investment in research and development to drive innovation in sustainable products, services, and business models, while actively exploring new opportunities aligned with our long-term sustainability goals and building resilience to emerging sustainability risks and opportunities such as climate change impacts, resource scarcity and social inequality through proactive risk management and adaptive strategies.

The integration of ESG principles into our business strategy is not just a commitment; it is a strategic imperative. We recognize that businesses with strong ESG practices are better positioned to navigate risks, capitalize the opportunities, and create long-term value for all stakeholders. As we embark on this journey towards sustainability and impact, we invite our partners, employees, customers, and communities to join us in shaping a brighter, more sustainable future for generation to come.



HIGHLIGHTS

| Principle 1: Ethical and Transparent Business | Principle 2: Product Stewardship | Principle 3: Employee Well-being |
|---|--|---|
| <ul style="list-style-type: none"> • 100% of the BoD, KMPs and employees have undergone training/awareness in the 9 NGRBC principles. • NIL monetary/non-monetary proceedings or actions by the regulatory enforcement agency/ judicial institutions • 90% of the Value Chain Partners attended awareness programs like Road Safety Week, World Environmental day etc. | <ul style="list-style-type: none"> • 100 % R&D & 8% CapEx utilized to improve Environmental and Social Impacts of products. • 80% Inputs are sustainably sourced. | <ul style="list-style-type: none"> • 100% employees covered under Health Insurance, Accident Insurance, Maternity and Paternity benefits. • 100% employees received Training on Health and Safety and Skill Upgradation. • NIL Safety related incidents reported. • Third Party Audits for Health & Safety and Working Condition assessment conducted every year. |
| Principle 4: Stakeholder Engagement | Principle 5: Human Rights | Principle 6: Environment |
| <ul style="list-style-type: none"> • Robust mechanisms for Stakeholder Identification and Engagement | <ul style="list-style-type: none"> • 100% training for employees on Human Rights issues and policies. • 100% employees paid more than minimum wages. • 0 incidents of Sexual Harassment, Forced Labour, Child Labour, Discrimination at Workplace, wages issue. | <ul style="list-style-type: none"> • 1361.19 Tera Joules of Energy utilized in FY 23-24 • 5,922,457 Kilo Litres of Water Consumed in the current reporting period. • Baselining of Scope 1 and Scope 2 Emissions done in FY23-24 • 128793 Mt CO2e of Scope 1 and 3596 Mt CO2e of Greenhouse gases emitted in FY24. |
| Principle 7: Public Policy Advocacy | Principle 8: CSR Initiatives | Principle 9: Customer Relations |
| <ul style="list-style-type: none"> • 0 cases filed against unfair trade practices and Anti-competitive behaviour. • 2 affiliations with trade and industry chambers/ associations | <ul style="list-style-type: none"> • 79.9% Input Materials directly sources from MSME/ Small Producers • 88.1% Input Materials sourced from within India. • 62% wages as % of total wage cost paid to employees from Rural locations. • Numerous CSR initiatives to support Marginalised and Vulnerable communities. | <ul style="list-style-type: none"> • 0 Customer complaints received with respect to Data privacy, Adverting, Cyber Security, Restrictive Trade Practices, Unfair Trade Practices etc. • 0 Forced or Voluntary Product Recalls. • 0 instances of Data Breach |

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|----|--|---|
| 1 | Corporate Identity Number (CIN) of the Listed Entity | L24298TN2009PLC072270 |
| 2 | Name of the company | Archean Chemical Industries Limited (Company / Archean Chemical) |
| 3 | Year of incorporation | 14.07.2009 |
| 4 | Registered office address | No.2, North Crescent Road, T Nagar, Chennai, Tamil Nadu 600017 |
| 5 | Corporate address | No.2, North Crescent Road, T Nagar, Chennai, Tamil Nadu 600017 |
| 6 | E-mail | secretarial@archeanchemicals.com |
| 7 | Telephone | 044-61099999 |
| 8 | Website | www.archeanchemicals.com |
| 9 | Financial year for which reporting is being done | 2023-24 |
| 10 | Name of the Stock Exchange(s) where shares are listed | BSE Limited and National Stock Exchange of India Limited |
| 11 | Paid-up Capital | Rs 24,67,93,938 |
| 12 | Name of contact details of the person who may be contacted in case of any queries on the BRSR Report | Mr. Balasundharam. S, Mobile : 91+ 98403 40416 Email : balasundharam.s@archeangroup.com |
| 13 | Reporting boundary | Disclosures made in this report are on a standalone basis and pertain only to Archean Chemical Industries Limited |
| 14 | Name of assurance provider | The report is not assured by an external assurance provider |
| 15 | Type of assurance obtained | Not applicable |



II. Products and Services

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

| S. No. | Description of Main Activity | Description of Business Activity | % Of Turnover of the entity |
|--------|--------------------------------|--|-----------------------------|
| 1 | Production of Marine Chemicals | Manufacturing, distribution, sales and marketing of Marine Chemicals | 99.90% |

* No single product sold by the company account for more than 90 percent of the Turnover.

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

| S. No. | Product/Service | NIC Code | % Of total Turnover contributed |
|--------|--------------------------------|--------------|---------------------------------|
| 1 | Production of Marine Chemicals | 08932, 08919 | 99.90% |

* No single product sold by the company account for more than 90 percent of the Turnover.

III. Operations

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

| Location | Number of Plants | Number of offices | Total |
|------------------------|------------------|-------------------|-------|
| National | | | |
| - Hajjipir (Gujarat) | 1 | - | 1 |
| - Chennai (Tamil Nadu) | - | 1 | 1 |
| - Bhuj (Gujarat) | - | 1 | 1 |
| - Gandhidham (Gujarat) | - | 1 | 1 |
| International | - | - | - |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|---------------------|
| National (No. of States) | 9 (Nine) |
| International (No. of Countries) | 8 (Eight) Countries |

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

For FY 2023-24, the exports contribution was 74%.

c. A brief on types of customers

All the customers of the company are industrial customers. Their end users are in agriculture, Pharmaceuticals, water treatment, flame retardant, Oil, gas & energy storage, Chloralkaline Chemicals, Food & Beverage, medical uses, aluminium, glass, and textile industry. The company is serving to 63 such customers in which 23 are global and 40 are in domestic market.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|------------|------------|------------|-----------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 288 | 284 | 99% | 4 | 1% |
| 2. | Other than Permanent (E) | 386 | 386 | 100% | - | - |
| 3. | Total employees (D + E) | 674 | 670 | 99% | 4 | 1% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | NA | NA | NA | NA | NA |
| 5. | Other than Permanent (G) | NA | NA | NA | NA | NA |
| 6. | Total workers (F + G) | NA | NA | NA | NA | NA |

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) | NA | NA | NA | NA | NA |
| 2. | Other than Permanent (E) | NA | NA | NA | NA | NA |
| 3. | Total differently abled employees (D + E) | NA | NA | NA | NA | NA |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | NA | NA | NA | NA | NA |
| 5. | Other than permanent (G) | NA | NA | NA | NA | NA |
| 6. | Total differently abled workers (F + G) | NA | NA | NA | NA | NA |



21. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|--------------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 1 | 16.67 |
| Key Management Personnel | 3* | - | - |

*KMP includes the Managing Director as per the Companies Act 2013

22. Turnover rate for permanent employees and workers

| | FY 2023-24 | | | FY 2022-23 | | | FY 2021-22 | | |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 30% | 1% | 31% | 33% | - | 33% | 31% | 1% | 32% |
| Permanent Workers | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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

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

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % Of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|--|
| 1. | Acume Chemicals Private Limited | Subsidiary | 100 | No |
| 2. | Idealis Chemicals Private Limited | Subsidiary | 100 | No |
| 3. | Neun Infra Private Limited | Subsidiary | 100 | No |
| 4. | SICSEM Private Limited | Step Down Subsidiary | 70 | No |

VI. CSR

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

(ii) Turnover (in ₹) – 13,295.8 Million

(iii) Net worth (in ₹) – 17,064.2 Million

VII. Transparency and Disclosure Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy) | FY 2023-24 | | FY 2022-23 | | Remarks |
|---|--|--|--|--|--|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | |
| Communities | Yes, External Grievance policy https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Mechanism%20Policy.pdf | Nil | Nil | Nil | Nil | Nil |
| Shareholders | https://scores.gov.in/admin/Chk_login.html | 11 | Nil | 9 | - | All complaints were duly addressed and closed |
| Employees & Workers | Yes, Internal Grievance policy https://www.archeanchemicals.com/investor-relations/admin/assets/products/Internal%20Grievance%20Policy.pdf | Nil | Nil | Nil | Nil | Nil |
| Customers | Yes, External Grievance Policy https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Mechanism%20Policy.pdf | Nil | Nil | Nil | Nil | Nil |
| Value Chain Partner | Yes, External Grievance Policy https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Mechanism%20Policy.pdf | Nil | Nil | Nil | Nil | Nil |



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

In this reporting period, FY2023-24, we conducted a desktop-based materiality assessment, and the process we followed in detailed below.

We began by identifying key ESG issues under leading standards such as SASB, DJSI, and MSCI, specially focussing on the speciality chemicals sector. This involved a thorough analysis of the ESG criteria outlines by these international standards, ensuring we captured the most relevant and pressing topics for our organization. Following this, we reviewed the ESG material topics of both local and global peers and we considered four local and three global peers for our analysis. The identified material topics were then classified into the pillars of Environment, Social and Governance.

Next, we mapped these material topics against both peers and Industry standards. This process involved listing the material topics across the ESG pillars to identify the most relevant and critical issues for the organization. We also considered additional selection and rating criteria by assessing the performance of our peers across various rating agencies. This helped us identify potential gaps and focus areas that could be important to us. Furthermore, we collated risks identified by our organization, general industry risks noted by rating agencies and national bodies, as well as sector-specific risks by geography. Based on this comprehensive assessment, we provided a final list of material topics for management's internal review and assessment. Following a detailed review and discussion, the management validated and firmed up the material topics, ensuring they accurately reflect the company's impact and objectives.

| 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. | Carbon Emission | R | Considering the global climate change and given the nature of our operations, carbon emissions is a material issue that could adversely impact the environment, and pose a risk to our business and ESG goals | Our mitigation plan involves a strategic shift towards energy efficient methods of operation and sustainable sources of energy. Towards this initiative we are currently exploring alternative low carbon resources and Solar power | Negative |
| 2. | Water Stewardship | O | Water stewardship presents a significant opportunity for our company through implementation of robust water management practices and embracing sustainable water usage strategies. We not only look to contribute to water conservation and protection but also enhance operational efficiency and cost effectiveness. This approach allows to minimize water-related risks, improve regulatory compliance, and strengthen our reputation as a responsible corporate citizen. | - | Positive |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--|--|--|--|--|
| 3 | Energy Efficiency | R | Higher dependency on coal and diesel poses a significant risk to higher operational costs. This also increases our carbon footprint and adversely affects the environment. Inefficient usage of energy resources results in wastage, which further impacts achieving the sustainability goals | Increased usage of more efficient forms of energy such as low carbon electricity and solar plants. The other initiatives which can be undertaken would be 1. Conducting regular energy audits 2. Investing in energy-efficient technologies 3. Implementing energy management systems | Positive |
| 4. | Health & Safety | R | Health and Safety risks are paramount in our industry due to the nature of chemical processes and substances involved. These risks include potential exposure to hazardous substances, accidents due to spills and leaks, fire and explosion hazards and ergonomic issues from manual handling or repetitive tasks. Additionally, inadequate safety protocols and trainings can lead to increased incidents and injuries amongst employees affecting productivity, morale and overall operational efficiency. | We conduct regular safety training sessions to enhance employee well-being and maintain a safe work environment. We also ensure robust health and safety measures, comprehensive training programs, regular risk assessment, and compliance to regulatory standards are essential to mitigate these risks and create a safe working environment. | Negative |
| 5 | Talent attraction, retention & development | O | Retaining skilled and experienced employees not only ensures continuity and stability but also fosters a positive work culture and enhances productivity. Attracting top talent enables us to bring fresh perspectives, diverse skills, and innovative ideas to drive our business forward. Moreover, investing in talent development through training mentorship programs, career advancement opportunities, and continuous learning initiatives not only empowers our employees but also strengthens our competitive advantage in the industry. By prioritizing talent retention, attraction, and development, we can build a strong and capable workforce that contributes to our long-term success and sustainability. | - | Positive |



| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|---|--|--|
| 6 | Corporate Governance | O | Ensures transparency, accountability, and ethical conduct. It establishes clear guidelines and processes for decision-making, risk management, and compliance with regulatory requirements. Effective corporate governance practices foster trust among stakeholders, enhancing our reputation and credibility in the market. By upholding principles of integrity, fairness, and responsibility at all levels of the organization, we can create a culture of good governance that supports long-term sustainability, value creation, and stakeholder confidence. | - | Positive |
| 7 | Innovation | O | Innovation is paramount for our organization as it drives growth, competitiveness, and relevance in a dynamic market landscape. By fostering a culture of innovation, we continuously explore new ideas, technologies, and approaches to solve challenges, improve processes, and deliver value to our customers. Innovation fuels our ability to adapt to changing trends, anticipate customer needs, and stay ahead of the competition. It also inspires creativity, empowers our teams and drives continuous improvement across all aspects of our business. Embracing innovation as a core value propels us towards sustainable success, differentiation, and leadership in our industry. | - | Positive |

SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

| 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 | https://www.archeanchemicals.com/investor-relations/annual-report.php?id=MTYx | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | Our facility has an ISO 9001:2015 certification. The business upholds Nicer Globe's IMS (Integrated Management System) standard (Safe transport of Chemicals) and we are an IBP member (India Bromine platform). We hold REACH certification in Europe. We intend to collaborate with the ICC (Indian Chemical Council) and CCPS (Centre for Chemical Process Safety). | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | <p>We have set out short, medium and long-term vision on various ESG initiatives. We are in the process of setting our goals and targets aligning to our ESG vision with a defined timeline. Our focus areas on E, S and G are as follows</p> <p>Environment</p> <ul style="list-style-type: none"> a. Greenhouse gas emissions reduction b. Implementation of 1.2 MW solar energy projects by FY 2025 and increase it to 3MW solar plant by FY 2026. c. Reduction in Water usage by improvement in water recycling and reuse practices by rainwater harvesting initiatives. d. Greenbelt development through plant sapling across the sites. e. Implementation of effective waste management | | | | | | | | |



| | |
|---|--|
| | <p>Social:</p> <ul style="list-style-type: none"> a. Community Engagement through CSR b. Promoting economic empowerment c. Employee diversity & inclusion d. Zero workplace accidents or incidents, improve occupational health and safety training, and enhance emergency response procedures. <p>Governance:</p> <ul style="list-style-type: none"> a. Improved transparency, accountability, and compliance with regulatory requirement. |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Performance against commitments and targets will be assessed and reviewed by the Board once the goals and targets are set. |
| Governance Leadership and Oversight | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements Refer page 73. | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Daxesh Mankad, Senior Management Personnel under the guidance of the Board of Directors and its Committees is responsible for implementation and oversee of the Business Responsibility policies. |
| 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. | Yes, Mr. Daxesh Mankad, Senior Management Personnel has been authorised for decision making on sustainability related issues. |

10. Details of Review of NGRBCs by the Company:

| | 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 | A | A | A | A | A | A | A | A | A |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Y | Y | Y | Y | Y | Y | Y | Y | Y | A | A | A | A | A | A | A | A | A |

| | 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 |
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. | We have not carried out independent assessment of the working of their policies by an external agency. | | | | | | | | | | | | | | | | | |

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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----------------|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | 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

Principle 1 – Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

We comply with the applicable laws and regulations, and we conduct our business in an ethical and transparent manner. We are guided by our Code of Conduct which is applicable to our Directors and Senior Management Personnel. Our Business Responsibility and Sustainability Policy provides guidance and help in recognizing and dealing with ethical issues, provide mechanisms to report unethical conduct, and to help foster a culture of honesty and accountability. We ensure ethical conduct in our business operations and across our value chains, and we undertake training programmes on a periodic basis to ensure that all our employees and value chain partners on ethics business conduct.

SDG Linkages



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 | % of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|---|
| Board of directors | 1 | Familiarisation Programs for Directors | 100% |
| Key managerial personnel | 1 | Familiarisation Programs for KMP's | 100% |
| Employees other than BoD and KMPs | 4 | <ul style="list-style-type: none"> • POSH Awareness Session: • Training session on Demystifying Diversity and Inclusion and breaking bias • Well ness program Online session-Laughter Therapy • Well-ness program on Managing Diabetes | 100% |
| Workers | Not applicable | | |

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):

| Monetary | | | | | |
|-----------------|-----------------|--|-----------------|-------------------|--|
| | NGRBC Principle | Name of the regulatory/ enforcement agency/judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | Nil | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |

| Non-Monetary | | | | |
|--------------|-----------------|---|-------------------|--|
| | NGRBC Principle | Name of the regulatory/ enforcement agency/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | Nil | | | |
| Punishment | | | | |

3. Of the instances/disclosed in Question 2 above, details of the Appeal/ Revision are 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? If yes, provide details in brief and if available, provide a web link to the policy.

The Company has adopted a comprehensive Anti-Bribery and Anti-Corruption Policy. The policy applies to all employees, directors, and associates of the company, as well as third parties acting on its behalf. The purpose of the policy is to safeguard and promote legitimate business throughout the organisation and to prevent and prohibit corruption, bribery and similar acts in connection with the organisation. Employees are strictly prohibited from offering, promising, or granting anything of value to government officials, individuals, or entities to influence their actions or engage in business with the company. Accepting gifts and entertainment from clients or other parties that could compromise business judgment is also prohibited. The policy emphasizes the responsibility of all stakeholders in enforcing and complying with the policy. Violations may result in criminal or civil liability, including potential prosecution and fines. The policy will be periodically reviewed and updated to incorporate



changes in relevant regulations. A designated channel is provided for individuals to report potential violations. Weblink of the Anti-Bribery and Anti-Corruption Policy is given below.

<https://www.archeanchemicals.com/investor-relations/admin/assets/products/Anti%20Bribery%20and%20Anti%20Corruption%20Policy.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 2023-24 | FY 2022-23 |
|-----------|------------|------------|
| Directors | Nil | |
| KMPs | | |
| Employees | | |
| Workers | | |

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

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

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:

| | FY 2023-24 | FY 2022-23 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 48 | 59 |

9. Open-ness of business

| Parameter | Metrics | FY 2023-24 | FY 2022-23 |
|----------------------------|---|--|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 15% | 15% |
| | b. Number of trading houses where purchases are made from | 13 | 13 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | Our purchases from Trading houses are made as needed and are not on a regular basis. | |

| | | | |
|------------------------|--|---|--------|
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | We don't have sale through Dealer/ Distributor - As per company policy our sale is directly to consumers. | |
| | b. Number of dealers / distributors to whom sales are made | N.A. | N.A. |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | N.A. | N.A. |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | Nil | Nil |
| | b. Sales (Sales to related parties / Total Sales) | 3.63% | 2.45% |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 95.92% | 73.06% |
| | d. Investments (Investments in related parties / Total Investments made) | 3.17% | 2.32% |

* A trading house is a business that specializes in facilitating transactions between a home country and foreign countries.

Leadership Indicators

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

| Total number of awareness programmes held | Topics / principles covered under the training | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|---|
| 4 | We conducted programmes such as Road Safety week, National Safety Week & World Environment Day celebrations. Trainings on Occupational Health and Hygiene awareness were conducted. | 90% |

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

Yes, each Director of the company is required to report their concerns or interests in the company, in other businesses or bodies - corporate, in firms or other associations of individuals, as well as any changes to such interests, including shareholding, on an annual basis or upon any change. In addition, the Directors must sign a declaration every year under the Code of Conduct affirming that they will always act in the best interests of the Company and that any other business or personal



affiliations they may have will not create a conflict of interest with the Company's operations or their respective roles within them. Additionally, the Senior Management certifies yearly that they haven't engaged in any significant financial or business transactions that can potentially conflict with the interests of the Company.

Principle 2 – Businesses should provide goods and services in a manner that is sustainable and safe

1. We have intertwined the principles of safety and sustainability into our processes and products throughout the lifecycle which covers various stages beginning from procurement of raw material, product design and manufacturing till the delivery to the customers. We ensure safe and optimal use of resources over the life cycle of the products and services, including recycling of resources wherever possible. We strongly believe in investing in R&D that helps us improve our processes to produce resource efficient and sustainable products. We undertake supplier assessment as a part of vendor registration to ensure sustainable sourcing practises.

SDG Linkages-



Essential Indicators

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

| | FY 2023-24 | FY 2022-23 | Details of improvements in environmental and social impacts |
|-------|------------|------------|--|
| R&D | 100% | 100% | Investment of INR 1.29 crore in developing battery technologies that can be sourced sustainably and contribute to the environmental betterment |
| Capex | 8% | 2% | Investment of INR 7.3 crore for reducing the carbon usage and emissions at site by installing Solar system. |

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

As a part of our procurement practise, we ensure that all new vendors are screened for compliance and commitment to environment, occupational health and safety, etc. Our Supplier Sustainability Code of Conduct outlines the key aspects of sustainable ways to conduct business with the suppliers. We ensure that all our suppliers we conduct business would adhere to legal requirements, ethical practices, human rights and environmental management. We expect that our partners abide to this sustainability practises in writing and in spirit.
- b. If yes, what percentage of inputs were sourced sustainably?

80%

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

The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during constructions and operations.

- i. Plastics (including packaging) – Sold to authorized recyclers.
- ii. E-waste –Sold to authorized recyclers.
- iii. Hazardous waste and other waste – Sold to authorized recyclers.

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.

EPR is not applicable to our business of manufacturing chemical compound. We do not manufacture any specific plastic, electrical and electronic product where EPR is applicable. We produce intermediate goods (input materials) for our clients, who then turn those input materials into completed products. As a result, when our customers recycle these products through authorized recyclers, the packaging materials for these products are turned into pre-consumer plastic trash. Plastic waste from packing materials used as input into products is recycled by authorized recyclers.

Leadership Indicators

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

No, we have not conducted any LCA study in the Financial Year 2023-24.

| NIC Code | Name of Product / Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency | Results communicated in public domain | If yes, provide the web-link. |
|----------|---------------------------|---------------------------------|--|--|---------------------------------------|-------------------------------|
| Nil | | | | | | |

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

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
| 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).

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|------------|
| | FY 2023-24 | FY 2022-23 |
| | Nil | |

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:

| | FY 2023-24 | | | FY 2022-23 | | |
|--------------------------------|----------------|----------|-----------------|------------|----------|-----------------|
| | Reused | Recycled | Safely disposed | Reused | Recycled | Safely disposed |
| Plastics (including packaging) | Not applicable | | | | | |
| E-waste | | | | | | |
| Hazardous waste | | | | | | |
| Other waste | | | | | | |

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 |
|---------------------------|---|
| | Nil |

Principle 3 – Businesses should respect and promote the well-being of all employees, including those in their value chains

Our employees play a vital role in the growth of our operations. As a responsible company, we are committed to professional development and growth of our employees through regular training, proper and safe workplace, continuous skill development and providing timely career development reviews. We aim to create an office environment where our employees love to work. We strongly adhere to laws and regulations, and we advocate against child labour, forced / bonded labour, any form of discrimination. We align our policies, procedures and practices to meet employees' well-being, diversity, safety and health so as to have a healthy, cordial and harmonious relationships at all levels. We also extend these initiatives to our value chain partners and ensure that we conduct with socially responsible partners.

SDG Linkages



Essential Indicators

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

| Category | % Of employees covered by | | | | | | | | | | |
|---|---------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | 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 | 284 | 284 | 100% | 284 | 100% | - | - | 284 | 100% | - | - |
| Female | 4 | 4 | 100% | 4 | 100% | 4 | 100% | - | - | - | - |
| Total | 288 | 288 | 100% | 288 | 100% | 4 | 100% | 284 | 100% | - | - |
| Other than Permanent employees * | | | | | | | | | | | |
| Male | 386 | - | - | 386 | 100% | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | 386 | - | - | 386 | 100% | - | - | - | - | - | - |

*Measures for the well-being of Other than Permanent employees are taken care by the Contractors and ensured by the Principle Employer

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

| Category | % Of employees covered by | | | | | | | | | | |
|---|---------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | 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 | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other than Permanent employees * | | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |



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

| | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.31% | 0.32% |

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

| Benefits | FY 2023-24 | | | FY 2022-23 | | |
|------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/NA) | 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/NA) |
| PF | 100% | NA | Y | 100% | NA | Y |
| Gratuity | 100% | NA | Y | 100% | NA | Y |
| ESI | NA | NA | NA | NA | NA | NA |
| Others –please specify | NA | NA | NA | NA | NA | NA |

3. Accessibility of workplaces

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

Yes, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, Equal Opportunity Policy for Persons with Disabilities (PwD) is adopted by the Company. The policy aims to provide fair and impartial opportunities for persons with disabilities in the recruitment process and create a barrier-free working environment. It seeks to protect and safeguard the rights and interests of persons with disabilities, eliminate unlawful discrimination, and promote inclusion and respect. Weblink of the policy is <https://www.archeanchemicals.com/investor-relations/admin/assets/products/Equal%20Opportunity%20Policy.pdf>

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

| Gender | Permanent employees | | Permanent workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 100% | 50% | NA | NA |
| Female | – # | 0% | NA | NA |
| Total | 100% | 33% | NA | NA |

None of the female employees availed Maternity leave during the current reporting period.

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

| | Yes / No (If yes, then give details of the mechanism in brief) |
|--------------------------------|--|
| Permanent Workers | Not applicable |
| Other than permanent workers | |
| Permanent Employees | <p>Yes, the internal grievance policy provides the employees an easy and smooth access for prompt disposal of their day-to-day grievances. The aggrieved employee shall submit either orally or in writing their grievance to the immediate supervisor and within 10 days shall get a response signed by the manager or HOD, communicating the action taken. If the employee is not satisfied with the response, then a request shall be sent to the manager or HOD to forward the complaint to the Grievance committee, who shall respond to the employee within 10 days of the action taken along with the minutes of the meeting discussed. Finally, if the employee is still not satisfied, a claim can be raised to a higher authority, i.e. Unit head and a decision will be responded to the employee within 15 days from the date of representation.</p> <p>Kindly refer to our Internal grievance policy for more details.</p> <p>https://www.archeanchemicals.com/investor-relations/admin/assets/products/Internal%20Grievance%20Policy.pdf</p> |
| Other than permanent employees | |



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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|----------------------------------|--|---|---------|--|---|---------|
| | Total employees / workers in respective category (A) | No. of employees/ workers in the respective category, who are part of the association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (C) | No. of employees/ workers in the respective category, who are part of the association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | | | | | | |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA |
| Total Permanent Workers | | | | | | |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA |

8. Details of training given to employees and workers:

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|------------------|------------|-------------------------------|-------------|----------------------|-------------|------------|-------------------------------|-------------|----------------------|-------------|
| | Total (A) | On health and safety measures | | On skill upgradation | | Total (D) | On health and safety measures | | On skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 284 | 284 | 100% | 284 | 100% | 259 | 259 | 100% | 259 | 100% |
| Female | 4 | 4 | 100% | 4 | 100% | 6 | 6 | 100% | 6 | 100% |
| Total | 288 | 288 | 100% | 288 | 100% | 265 | 265 | 100% | 265 | 100% |
| Workers | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|-----------|------------|---------|-----------|------------|---------|-----------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 284 | 284 | 100% | 259 | 259 | 100% |
| Female | 4 | 4 | 100% | 6 | 6 | 100% |
| Total | 288 | 288 | 100% | 265 | 265 | 100% |
| Workers | | | | | | |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA |

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?

Yes, The Safety & Health Management system includes all manufacturing facilities, offices, research labs, and supply chain partners, and it ensures the Environment's protection as well as the Health and Safety of its staff, contractors, guests, and other important stakeholders. Our Integrated Management System (IMS) Policy highlights our commitment to improve our occupational health and safety performance in our process.

Kindly refer to the IMS policy for more details: <https://www.archeanchemicals.com/investor-relations/admin/assets/products/IMS%20POLICY.pdf>

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

Processes related to identify work related hazards and risks are in pipeline and they will be adopted in the next fiscal year.

1. Hazard Identification of Various Routine and Non-Routine Activities

- i) Classifying work activities
- ii) Identifying hazards and describing hazardous events
- iii) Identify risk controls
- iv) Determine risk

2. Risk Assessment for Identified Hazard

- i) Estimation of the potential severity of consequence
- ii) Estimating the likelihood (degree of certainty/uncertainty)
- iii) Categorisation of Risks levels (Intolerable, Substantial and Moderate risk levels are unacceptable risk and Trivial and Tolerable levels are acceptable risks)



3. Actions & Time Scale

- i) Based on the Risk Level, Risk reduction/control measures implemented within defined timelines
- ii) Ensure controls are maintained
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes. The process is available at all the locations. We have established robust processes for workers to report work-related hazards and remove themselves from potentially hazardous situations. Employees are encouraged to promptly report any unsafe conditions or report directly to their supervisors, the Safety Officer, or the designated controller .Additionally, our suggestion box allows workers to voice safety concerns without the fear of reprisal. Workers can also approach the safety committee, which meets regularly to review and address reported hazards. This proactive approach ensures that safety concerns are swiftly addressed and resolved, fostering a culture of health and safety.

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

Yes, The Employees have access to Group Medclaim Policy, Group Personal Accident Policy & Employer Liability Policy.

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

| Safety incident/number | Category* | FY 2023-24 | FY 2022-23 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked) | 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 (excluding fatalities) | Employees | Nil | Nil |
| | Workers | Nil | Nil |

* Including in the contract workforce

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

To ensure the highest standards of Health, Safety and corporate responsibility, our company is committed to the following initiatives:

- Demonstrating the highest standards of corporate behaviour towards customers, workers, and the communities where we operate
- Developing, implementing, and maintaining comprehensive systems that meet corporate standards and legal requirements for environmental preservation and worker safety.
- Leveraging cutting edge technology to ensure health and safety.
- Celebrating Safety Week and organizing competitions to motivate safe working practices.
- Implementing ISO 45001 to establish advances safety structures.

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

| | FY 2023-24 | | | FY 2022-23 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working conditions | 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 (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 100 % -Third party safety audit –Once in a year |
| Working conditions | |

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.

No corrective actions were necessary as there were no concerns raised regarding Health & Safety practices and Working conditions.

Leadership Indicators

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

Yes, the Company has extended life insurance package for all its permanent employees.

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

The Company monitors remittance of statutory dues by value chain partners while processing their invoices on a regular basis.

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 | |
|-----------|--|------------|---|------------|
| | FY 2023-24 | FY 2022-23 | FY 2023-24 | FY 2022-23 |
| Employees | Nil | Nil | Nil | Nil |
| Workers | Nil | Nil | Nil | Nil |



4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)
 Yes. Financial Management (investment planning, returns planning), Retirement planning, Saving Scheme related, awareness Programs are conducted.

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | There are no assessments conducted on value chain partners, however, we ensure that all our vendors are educated on our various policies and statutory obligation during the vendor induction process and while signing MOU/Work Order Agreement. |
| Working Conditions | |

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 no significant risk/concern was reported on health, safety and/or working conditions in value chain partners, no corrective actions taken.

Principle 4 – Businesses should respect the interests of and be responsive to all its stakeholders

We believe in a holistic and sustainable development where we regularly engage with stakeholders like employees, suppliers, stockists, dealers, customers, shareholders / investors, communities surrounding the operations and government / regulatory authorities. Our stakeholder reach is aimed to understand their concerns, engage with them through various mechanisms like supplier/vendor meets, Customer/employee satisfaction surveys, investor forums, consultations with local communities etc.

SDG Linkages-



Essential Indicators

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

Stakeholders of an organization are individuals, groups or entities that have an interest in or are affected by the organizations activities, decisions and outcomes, They can include internal stakeholders like employees, managers and shareholders ,who are directly involved in the organization's operations ,as well as external stakeholders such as customers, suppliers, investors, regulators, and community members, who are influenced by or have an influence on the organization from the outside. Stakeholders play a critical role in the success and sustainability of the organization, as their needs, expectations, and

feedback can impact strategic planning, operations, and overall performance. Along with the guidance from the senior management, we seek dialogues with key stakeholders and obtain feedbacks that helps us in ESG and other business-related topics.

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 & marginalised group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other | Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|--|---|--|--|
| Investors | No | Emails, Advertisements in Newspaper, Virtual Meetings and website. | Quarterly, Half-yearly, Annually and as and when needed. | Announcing the financial results to the investors, postal ballot educating and encouraging the shareholders to exercise their voting rights in shareholders meetings |
| Employees | No | Emails, Notices and other communication mechanisms | Need based | Follow up for group meetings and compliances with policies of the company |
| Leadership | No | Emails, Notices and other communication mechanisms | Frequent and need based | Follow up for group meetings and compliances with policies of the company |
| Local Communities | No | Directly or through CSR foundation | Frequent and need based | Support socially/by CSR activities to satisfy needs of society/ communities |
| Customers | No | Multiple Channel-Physical and digital | Frequent and need based | Through distributors and also direct interaction |

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 management frequently communicates with stakeholders such as investors, clients, vendors, employees, etc. The following are the modes of discussions with stakeholders:

- a. Investors meet is conducted on a quarterly basis to discuss the business and ESG performance.
- b. Analysts meet is organized quarterly where our Chief Financial Officer, Managing Director and



Deputy General Manager Finance will participate to obtain inputs on ESG topics.

- c. Clients meet is conducted by the marketing team to get client's input on ESG metrics
- d. Ad hoc discussions between MD and employees to understand they key concerns

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. The identification and management of significant environmental and social issues are supported by stakeholder dialogue. Continuous interactions with the local community, distributors, suppliers, and government regulatory agencies led to the establishment of the company's environmental and social policies.

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

The company actively supports education and takes the necessary action to uplift the under privileged in society, either directly or through its industrial facilities. In addition to these, the company strives to advance healthcare, provide access to daily drinking water, raise awareness of issues related to mental health, Environment, Rural Development, Water and Sanitation, and many other pertinent areas. Our Corporate Social Responsibility report elaborates on our specific CSR initiatives and its beneficiaries.

Principle 5 – Businesses should respect and promote human rights

We believe that human rights are fundamental, inherent, universal, indivisible, and interdependent in nature and we continuously strive to ensure that our employees' basic human rights are protected. We ensure that all basic human rights laws in India and International Bill of Human Rights are being strictly adhered. We promote awareness of human rights amongst our employees through trainings, and we encourage our business partners to abide with human rights laws. We have integrated human rights concerns in our management systems through adequate assessment of human rights in our operations and ensure that all individuals impacted by our operations have access to redressal mechanisms.

SDG Linkages-



Essential Indicators

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------------|------------|--|-------------|------------|--|-------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 288 | 288 | 100% | 265 | 265 | 100% |
| Other than permanent | 386 | 386 | 100% | 371 | 371 | 100% |
| Total employees | 674 | 674 | 100% | 636 | 636 | 100% |
| Workers | | | | | | |
| Permanent | NA | NA | NA | NA | NA | NA |
| Other than permanent | NA | NA | NA | NA | NA | NA |
| Total workers | NA | NA | NA | NA | NA | NA |

- Details of minimum wages paid to employees and workers

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|-----------------------------|------------|-----------------------|-----------|------------------------|-----------|------------|-----------------------|-----------|------------------------|-----------|
| | Total (A) | Equal to minimum wage | | More than minimum wage | | Total (D) | Equal to minimum wage | | More than minimum wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 284 | - | - | 284 | 100% | 259 | - | - | 259 | 100% |
| Female | 4 | - | - | 4 | 100% | 6 | - | - | 6 | 100% |
| Other than permanent | | | | | | | | | | |
| Male | 386 | 232 | 60% | 154 | 40% | 371 | 281 | 76% | 90 | 24% |
| Female | - | - | - | - | - | - | - | - | - | - |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |



| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|-----------------------------|--------------|--------------------------|--------------|---------------------------|--------------|--------------|--------------------------|--------------|---------------------------|--------------|
| | Total (A) | Equal to minimum wage | | More than minimum wage | | Total (D) | Equal to minimum wage | | More than minimum wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Other than permanent | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

| | Male | | Female | |
|-------------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 1* | 1917.69 lakhs | - | - |
| Key managerial personnel | 3** | 18.60 lakhs | - | - |
| Employees other than BoD and KMP | 284 | 5.81 lakhs | 4 | 7.70 lakhs |
| Workers | NA | | | |

*The remaining Board members receive only sitting fees for attending meetings of the board/ committee.

** The detail excludes remuneration paid to Managing Director as the same is shown in BoD and includes remuneration paid to the erstwhile Company Secretary Mr. Arunmozhi.

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

| | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Gross wages paid to females as % of total wages | 1.52% | 2.59% |

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, the Head of HR Department leads the group that addresses the human rights issues.

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

Yes, all grievances are addressed as and when received by the respective Manufacturing Unit Heads/Project Managers/Business Unit Heads through Admin/IR in coordination with HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

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

| | FY 2023-24 | | | FY 2022-23 | | |
|------------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed During the year | Pending resolution at the end of year | Remarks |
| Sexual harassment | Nil | Nil | Nil | Nil | Nil | Nil |
| Discrimination at workplace | Nil | Nil | Nil | Nil | Nil | Nil |
| Child labour | Nil | Nil | Nil | Nil | Nil | Nil |
| Forced labour / Involuntary labour | Nil | Nil | Nil | Nil | Nil | Nil |
| Wages | Nil | Nil | Nil | Nil | Nil | Nil |
| Other human rights-related issues | Nil | Nil | Nil | Nil | Nil | Nil |

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

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

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

We have Vigil Mechanism (Whistle Blower) Policy and POSH Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour, or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. The Policy provides adequate protection and safeguards against victimization of the complainants. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

Yes. Statutory and regulatory requirement clauses regarding human values, child labour, equal remuneration and social security are part of our business agreements and contracts.



10. Assessments of the year

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

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

No risk/concern has arisen and there is no necessity for corrective action.

Leadership Indicators

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

No Grievance/complaints received and there was no necessity for modification of business process.

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

We ensure compliance with awareness of Legal and Regulatory requirements at all levels by conducting regular HR and safety audits.

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?

Most of the permanent facilities and office buildings of Archean Chemical are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|--|
| Sexual Harassment | There are no assessments conducted on value chain partners, however, we ensure that all our vendors are educated on our various policies and statutory obligations |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | |
| Wages | |
| Others – please specify | |

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

There is no risk identified. Hence no corrective action has been taken.

Principle 6 – Businesses should respect and make efforts to protect and restore the environment

We are strongly committed to the safety and preservation of environment. We believe in conservation of natural resources and minimizing hazardous impact on the ecological environment. We utilize natural and manmade resources in an optimal and responsible manner. We minimize the environmental impact of our operations through optimum usage of energy and water resources. We encourage sustainable use of resources by reducing, reusing, recycling, and managing waste. We ensure continuity in our operations through putting in place contingency plans to help in preventing, mitigating and controlling environmental damages and disasters.

SDG Linkages



Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity

| | Unit# | FY 2023-24 | FY 2022-23 |
|--|---|----------------|------------|
| From renewable sources | | | |
| Total electricity consumption (A) | TJ | - | - |
| Total fuel consumption (B) | TJ | - | - |
| Energy consumption through other sources (C) | TJ | - | - |
| Total energy consumption (A+B+C) | TJ | - | - |
| From non-renewable sources | | | |
| Total electricity consumption (D) | TJ | 18.08 | 0.11 |
| Total fuel consumption (E) | TJ | 1343.11@ | 1611.10 |
| Energy consumption through other sources (F) | TJ | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | TJ | 1361.19 | 1611.21 |
| Total energy consumed (A+B+C+D+E+F) | TJ | 1361.19 | 1611.21 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | TJ / million INR | 0.10 | 0.11 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP*) | TJ / million INR adjusted for PPP | 2.34 | 2.56 |
| Energy intensity in terms of physical output | TJ / MT of production | 0.0003 | 0.0004 |

* PPP conversion factor by World Bank is considered for calculation.

TJ – Tera Joules

@ The data for fuel consumption pertaining to mobile combustion is included.

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.

There were no independent assessment/ evaluation/ assurance carried out by an external agency



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 | FY 2023-24 | FY 2022-23 |
|---|------------------|------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | - | - |
| (iii) Third-party water | - | - |
| (iv) Seawater / desalinated water | 5,922,457 | 5,420,250 |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 5,922,457 | 5,420,250 |
| Total volume of water consumption (in kilolitres) | 5,922,457 | 5,420,250 |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) kL / million INR | 445.44 | 376.13 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) kL / million INR adjusted for PPP | 10191.60 | 8605.80 |
| Water intensity in terms of physical output kL / MT of production | 1.39 | 1.34 |

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.

There were no independent assessment/ evaluation/ assurance carried out by an external agency

4. Provide the following details related to water discharged

| | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | | |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | Nil | Nil |
| (ii) To Groundwater | | |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | Nil | Nil |

| | | |
|--|------------|------------|
| (iii) To Seawater | | |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | Nil | Nil |
| (iv) Sent to third-parties | | |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | Nil | Nil |
| (v) Others | | |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | Nil | Nil |
| Total water discharged (in kilolitres) | Nil | Nil |

**There are mechanisms to ensure zero liquid discharge from the plant.*

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.

There were no independent assessment/ evaluation/ assurance carried out by an external agency

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

Yes, the acidic brine discharge from the feed enrichment section is partially neutralized in the salt bed neutralizing area. Afterwards It is diluted with fresh brine to reach the desired pH level between 6.5 to 8.5 before being recycled into the solar pond.

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

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|-------------------------------------|-------------------|------------|------------|
| NOx | µg/m ³ | 17.01 | 12.77 |
| SOx | µg/m ³ | 42.11 | 82.47 |
| Particulate matter (PM) | µg/m ³ | 34 | 44 |
| Persistent organic pollutants (POP) | - | NA | NA |
| Volatile organic compounds (VOC) | µg/m ³ | NA | NA |
| Hazardous air pollutants (HAP) | - | NA | NA |
| Others – please specify | - | NA | NA |

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

There were no independent assessment/ evaluation/ assurance carried out by an external agency



7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|---|--|------------|-----------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 128793 | Refer footnote# |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 3596 | |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric tonnes of CO ₂ equivalent / million INR | 9.96 | |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | Metric tonnes of CO ₂ equivalent / million INR adjusted for PPP | 227.82 | |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | Metric tonnes of CO ₂ equivalent / MT of production | 0.03 | |

#Scope 1 and 2 Emission baselining is conducted for the Financial Year 2023-24.

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

There were no independent assessment/ evaluation/ assurance carried out by an external agency

8. Does the entity have any project related to reducing greenhouse gas emission? If yes, then provide details.

We are currently working on implementing 1.2 MW solar energy projects by FY2025, with plans to scale up to 3 MW solar plant by FY2026. In line with our objectives, we have inventorized our Scope 1 and Scope 2 GHG emissions this year. This data will serve as a baseline for setting our emissions targets and goals.

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

| Parameter | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Total waste generated (in metric tonnes) | | |
| Plastic waste (A) | 1.82 | 2.46 |
| E-waste (B) | 0.02 | - |
| Bio-medical waste (C) | 0.02 | 0.01 |
| Construction and demolition waste (D) | NA | NA |

| Parameter | FY 2023-24 | FY 2022-23 |
|--|----------------|----------------|
| Battery waste (E) | NA | NA |
| Radioactive waste (F) | NA | NA |
| Other Hazardous waste. Please specify, if any (G) | | |
| Waste Oil | 0.28 | 0.26 |
| Sludge | 9078.00 | 9260.00 |
| Other Non-hazardous waste generated (H). Please specify, if any. | - | - |
| (Break-up by composition i.e. by materials relevant to the sector) | | |
| Total (A + B + C + D + E + F + G + H) | 9080.14 | 9262.73 |
| Waste intensity per rupee of turnover (Total waste generated/ Revenue from Operations) MT/ million INR | 0.68 | 0.64 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) MT/ million INR adjusted for PPP | 15.63 | 14.71 |
| Waste intensity in terms of physical output MT / MT of production | 0.0021 | 0.0023 |
| 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 | 2.955 | 3.246 |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | - | - |
| Total | 2.955 | 3.246 |
| For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | - | - |
| (ii) Landfilling | - | - |
| (iii) Other disposal operations | - | - |
| Total | - | - |

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

There were no independent assessment/ evaluation/ assurance carried out by an external agency



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

We adhere to all statutory waste management practise and ensure 100% safe disposal of waste. We ensure proper segregation and storage of waste, depending on the nature of waste. We also ensure that waste is disposed of in line with the statutory timelines. In our manufacturing facility, MS Scrap generated from operations are sold to local vendors. We dispose e-waste through Pollution Control Board (PCB) authorised vendors. Plastic waste is disposed through Gujarat PCB authorised agencies. Bio-medical waste resulting from providing first aid facilities within the premises are collected by the Occupational Health Centre (OHC). This bio-medical waste is being collected by the Gujarat PCB from the premises for disposal.

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

| Sr. No. | Location of operations / offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|---------|----------------------------------|--------------------|---|
| 1 | Hajipir Site | Manufacturing | Yes |

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

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

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 there under (Y/N). If not, provide details of all such non-compliances:

Yes. All the projects and industrial facilities of Archean Chemicals follow 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.

| 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: Not Applicable
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption and discharge in the following format:

| | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | NA | NA |
| (ii) Groundwater | NA | NA |
| (iii) Third party water | NA | NA |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | NA | NA |
| Total volume of water withdrawal (in kilolitres) | NA | NA |
| Total volume of water consumption (in kilolitres) | NA | NA |
| Water intensity per rupee of turnover (Water consumed / turnover) | NA | NA |
| Water intensity (optional) – the relevant metric may be selected by the entity | NA | NA |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | NA | NA |
| (ii) Into Groundwater | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | NA | NA |



| | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| (iii) Into Seawater | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | NA | NA |
| (iv) Sent to third-parties | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | NA | NA |
| (v) Others | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | NA | NA |
| Total water discharged (in kilolitres) | NA | NA |

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

| | Unit | FY 2023-24 | FY 2022-23 |
|---|---|---|------------|
| Total Scope 3 emissions ((Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | We have not currently quantified the Scope 3 emission details | |
| Total Scope 3 emissions per rupee of turnover | Metric tonnes of CO2 equivalent / million INR | | |

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Archeon Chemicals Industries Limited monitors the water quality and air quality on a regular basis as per the environmental norms and regulations.

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

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

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

Yes. The Company has established emergency preparedness plans at each project site to deal with the emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future. Relevant information and training related to emergency preparedness and response shall be provided to the interested parties. The duties and responsibilities of all the workers are being communicated periodically. Please refer to our Emergency Policy for more details.

<https://www.archeanchemicals.com/investor-relations/admin/assets/products/ONSITE%20EMMERGENCY%20PLAN.pdf>

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

No significant impact to the environment has been seen.

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

New vendors are assessed for environmental impacts during vendor onboarding. However, going forward, we would conduct assessment on our value chain partners on environmental impacts on a periodic basis.



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

We aim to protect the overall interest of our business and our stakeholders through participation in industry associations and expressing our fair views, opinions, concerns, etc. on the policies framed by the competent authorities. We ensure that our representations with the relevant association/forums/ chambers etc is guided by the values of commitment, integrity, transparency and the need to balance interests of diverse stakeholders.

SDG Linkages-



Essential Indicators

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

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|---|---|
| 1 | Export Inspection Council / Agency | Chennai and Bhuj |
| 2 | Andhra Chamber of Commerce | 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.

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| None | | |

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 |
|---------|-------------------------|-----------------------------------|--|---|------------------------|
| Nil | | | | | |

Principle 8 – Businesses should promote inclusive growth and equitable development

We are a responsible corporate citizen, and we contribute to the growth and development of communities through various CSR projects. We ensure adherence to the requirements under Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility) Rules, 2014, and we undertake our CSR activities on topics covered under Schedule VII of the Companies Act, 2013. We also endeavour to prioritize our initiatives to address the requirements of under-developed communities near our business operations.

SDG Linkages-



Essential Indicators

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

| Name and brief details of project | SIA notification No. | Date of notification | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant web link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| Not applicable | | | | | |

2. Provide information on the project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

| S No. | Name of project for which R&R is ongoing | State | District | No. of project affected families (PAFs) | % Of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|----------------|--|-------|----------|---|--------------------------|---------------------------------------|
| Not applicable | | | | | | |

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

External grievances policy is in place to receive and redress grievances of the community. Please refer the link for more details:

<https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Mechanism%20Policy.pdf>

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

| | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Directly sourced from MSMEs/ small producers | 79.9% | 42.0% |
| Directly from within India | 88.1% | 54.4% |



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

| Location | FY 2023-24 | FY 2022-23 |
|--------------|------------|------------|
| Rural | 62 | 60 |
| Semi-urban | 26 | 28 |
| Urban | 10 | 10 |
| Metropolitan | 2 | 2 |

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not applicable | |

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

| Sr. No. | State | Aspirational District | Amount spent (In INR) |
|----------------|-------|-----------------------|-----------------------|
| Not applicable | | | |

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

As of now, we don't have a preferential procurement policy in place.

(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:

| Sr. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared | Basis of calculating benefit share |
|----------------|--|--------------------------|----------------|------------------------------------|
| Not applicable | | | | |

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

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| None | | |

6. Details of beneficiaries of CSR Projects

| Sr. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|---------|--|---|--|
| 1 | Hamirsar Pond Deepening & Cleaning work | Community | |
| 2 | Mobile Clinic Services in surrounding villages including basic medication | 1200 Patients/month | Total 10 villages covered every week in a month |
| 3 | Health camps for Pilgrims arranged during Matanu Madh Mela | 30,000 Pilgrims | - |
| 4 | Drinking Water supply by tankers in Nara village / BSF camp area | 3200 families | 60% of village population |
| 5 | Sponsorship Funds for transport for orphan and poor students for going to school. | 55 students | 100% |
| 6 | Sponsorship Funds for teacher at school for educating orphan and poor students. | 125 students | 100% |
| 7 | Performing free Health Checkup Camp for Paediatric and Gynaecology Patients | 90 patients | 100% |
| 8 | Sponsorship for Electricity Connection Deposit for poor families | 10 Families | 100% |
| 9 | Sponsorship for Cricket Tournament near Hajipir Village | 700 participants | 100% |
| 10 | RO Plant and Submersible Pump and Ruffing at Navabpeta Village | Community | |
| 11 | Maintenance of our residential care program for children with special needs | 35 Intellectually Challenged children | 90% |
| 12 | Educating and maintaining Residential High School students. (all orphan and poor students are given free education, food, and accommodation in the Home) | 235 | 100% |
| 13 | Ophthalmic operation theatre | Community | |



| Sr. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|---------|--|---|--|
| 14 | Free medicines dispersed to low socio-economic category person with serious mental illness | 396 | 11.5% |
| 15 | Healthcare to Specially Abled people | 94 | 100% |
| 16 | Construction of Kitchen for Sri Saradha Hostel, Denkanikottai, Krishnagiri district, Tamilnadu. - A free hostel for deprived and underprivileged female students | 70 girl students /year | 100% |
| 17 | Promotion for Book Publication for Charni Sahitya | Community | |
| 18 | Kinship Care Project-designed to support the education of children who have lost one or both parents to the COVID pandemic. | 34 | 100% |
| 19 | Purchase of Fluorescence Imaging system - Adyar Cancer institute | Community | |
| 20 | Blood Donation Van | Community | |
| 21 | Grant of funds towards construction of property at Varanasi, meant for the purpose of Vedic education/ Promoting Education | Community | |

Principle 9 – Businesses should engage with and provide value to their consumers in a responsible manner

Our customers are one of our most important stakeholders. Our operations are built on a foundation of trust, satisfaction and loyalty of our consumers across the world. We strive to make available our products that are safe and competitively priced for the benefits of its customers / end users. We abide to all laws and regulations to adequately inform our customers about our products and ensure that they do not mislead or violate any guidelines. We also have in place adequate grievance handling mechanisms to address customer concerns and feedback.

SDG Linkages-



Essential Indicators

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

The Company has established effective mechanisms to receive and respond to consumer complaints and feedback. The company values customer satisfaction and actively encourages customers to provide their feedback, address any concerns, and report complaints. Here are the mechanisms in place:

- **Customer Service Department:** The Company has a dedicated customer service department that serves as the primary point of contact for customers. Customers can reach out to this department through various channels such as phone, email, or online forms to register their complaints or provide feedback.
- **Complaint Management System:** The Company has implemented a complaint management system to ensure that all customer complaints are properly recorded, tracked, and addressed. This system helps in streamlining the complaint handling process and ensures that no complaint goes unnoticed or unresolved.
- **Multiple Communication Channels:** The Company provides customers with multiple communication channels to lodge complaints or share feedback. These channels may include phone helplines, email addresses, online contact forms, and even dedicated complaint submission portals on the company's website. This approach ensures that customers can choose the most convenient method to express their concerns.
- **Escalation Procedures:** In cases where a customer complaint remains unresolved or the customer is dissatisfied with the initial response, the Company has escalation procedures in place. These procedures ensure that complaints are promptly escalated to higher-level management or specialized teams for further investigation and resolution.
- **Timely Response and Resolution:** The Company strives to provide timely responses to customer complaints and feedback. Upon receiving a complaint, the customer service team initiates an investigation and works towards resolving the issue promptly. The Company aims to maintain transparent communication with customers throughout the resolution process.
- **Continuous Improvement:** The Company views customer complaints and feedback as opportunities for improvement. Feedback received is analysed, and necessary actions are taken to address the underlying issues and prevent similar occurrences in the future. This commitment to continuous improvement helps in enhancing customer satisfaction and maintaining high service standards.
- **Feedback Surveys:** The Company may conduct customer feedback surveys periodically to gauge overall customer satisfaction and identify areas for improvement. These surveys provide customers with an opportunity to share their opinions and suggestions, allowing the company to adapt its practices and policies accordingly.

By implementing these mechanisms, the Company demonstrates its commitment to addressing customer concerns, resolving complaints effectively, and continuously improving its products and services to meet customer expectations.



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

| | As a % to total turnover |
|---|--------------------------|
| Environmental and social parameters relevant to the product | 100% |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | Not applicable |

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

| | FY 2023-24 | | Remarks | FY 2022-23 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | Nil | Nil | Nil | Nil | Nil | Nil |
| Advertising | Nil | Nil | Nil | Nil | Nil | Nil |
| Cyber-security | Nil | Nil | Nil | Nil | Nil | Nil |
| Delivery of essential services | Nil | Nil | Nil | Nil | Nil | Nil |
| Restrictive trade practices | Nil | Nil | Nil | Nil | Nil | Nil |
| Unfair trade practices | Nil | Nil | Nil | Nil | Nil | Nil |
| Other | Nil | Nil | Nil | Nil | Nil | Nil |

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

| | Number | Reasons for Recall |
|-------------------|--------|--------------------|
| Voluntary Recalls | Nil | Nil |
| Forced Recalls | Nil | Nil |

5. Does the entity have a framework/policy on will security and risks related to data privacy? If available, provide a web link to the policy.

Yes, The company has implemented a comprehensive Cyber Security Policy aimed at ensuring the security of our systems and data and mitigating risks associated with data privacy.

<https://www.archeonchemicals.com/investor-relations/admin/assets/products/Cyber%20Security%20Policy.pdf>

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

No issues reported relating to advertising, and delivery of essential services; cyber security and data privacy of customers;

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

| | | |
|----|--|----------------|
| a. | Number of instances of data breaches | Nil |
| b. | Percentage of data breaches involving personally identifiable information of customers | Not applicable |
| c. | Impact, if any, of the data breaches | Not applicable |

Leadership Indicators

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

All the information on products and services are available on the website of the Company (www.archeanchemicals.com)

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

Weblink of MSDS sheets/ Company brochures is available in <https://www.archeanchemicals.com/product.html>

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

The products and services offered by Archean Chemical do not constitute in the category essential services and hence this disclosure is not applicable.

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)**

Product Information as mandated is displayed on all our products. ACIL has not carried out any consumer satisfaction survey relating to the major products/services of the entity.