



# 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

Principle 1: Ethical and Transparent Business	Principle 2: Product Stewardship	Principle 3: Employee Well-being
<ul style="list-style-type: none"> <li>• <b>100%</b> of the BoD, KMPs and employees have undergone training/awareness in the 9 NGRBC principles.</li> <li>• <b>NIL</b> monetary/non-monetary proceedings or actions by the regulatory enforcement agency/ judicial institutions.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>1.74%</b> of the total value of sales is reclaimed for packaging.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>100%</b> employees covered under Health Insurance, Accident Insurance, Maternity and Paternity benefits.</li> <li>• <b>100%</b> employees received Training on Health and Safety and Skill Upgradation.</li> <li>• <b>NIL</b> Safety related incidents reported.</li> <li>• <b>Third Party Audits for Health &amp; Safety and Working Condition</b> assessment conducted every year.</li> </ul>
Principle 4: Stakeholder Engagement	Principle 5: Human Rights	Principle 6: Environment
<ul style="list-style-type: none"> <li>• <b>Robust mechanisms</b> for Stakeholder Identification and Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• <b>100%</b> training for employees on Human Rights issues and policies.</li> <li>• <b>100%</b> employees paid more than minimum wages.</li> <li>• <b>0</b> incidents of Sexual Harassment, Forced Labour, Child Labour, Discrimination at Workplace, wages issue.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>935.43 Tera Joules</b> of Energy utilized in FY 24-25.</li> <li>• <b>70,73,505 Kilo Litres</b> of Water Consumed in the current reporting period.</li> <li>• <b>75,631.92 Mt CO<sub>2</sub>e</b> of Scope 1 and <b>19,850.05 Mt CO<sub>2</sub>e</b> of Greenhouse gases emitted in FY 2024-25.</li> </ul>
Principle 7: Public Policy Advocacy	Principle 8: CSR Initiatives	Principle 9: Customer Relations
<ul style="list-style-type: none"> <li>• <b>0</b> cases filed against unfair trade practices and Anti-competitive behaviour.</li> <li>• <b>2</b> affiliations with trade and industry chambers/ associations</li> </ul>	<ul style="list-style-type: none"> <li>• <b>61.3%</b> Input Materials directly sources from MSME/ Small Producers</li> <li>• <b>100%</b> Input Materials sourced from within India.</li> <li>• <b>65%</b> wages as % of total wage cost paid to employees from Rural locations.</li> <li>• Numerous CSR initiatives to support Marginalised and Vulnerable communities.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>0</b> Customer complaints received with respect to Data privacy, Adverting, Cyber Security, Restrictive Trade Practices, Unfair Trade Practices etc.</li> <li>• <b>0</b> Forced or Voluntary Product Recalls.</li> <li>• <b>0</b> instances of Data Breach</li> </ul>



## Dear Shareholders,

At Archean Chemical Industries Limited, sustainability is a way of life. It is embedded in the way we operate, innovate, and grow. As a responsible Marine Chemical manufacturer, we harness the unique advantage of using sea water as a raw material for the production of marine chemicals. We recognise the urgency to act on climate changes, conserve resources, and ensure that our progress supports people and planet alike.

This year we made decisive progress on our journey towards a climate-positive, resource-efficient operation. A key milestone was the reduction of coal consumption by 1,500MT, which significantly reduced our carbon emissions. We also commissioned a hybrid renewable energy solution via a 66kV power import system, which supplied 9963.52 MWh of clean electricity, reducing our reliance on fossil fuels.

We also enhanced energy efficiency through an integrated energy optimization strategy, including:

- Installation of a 132 kW Variable Frequency Drive (VFD) panel for the cooling tower pump.
- Installation of a 55 kW VFD for the Bromine plant compressor.
- Commissioning of an Automatic Power Factor Correction (APFC) panel at PS-9, improving power factor performance and operational efficiency.

We successfully harvested 51,82,527 kilolitres of rainwater, reinforcing our long-term commitment to water stewardship. Furthermore, we achieved a notable reduction in sludge generation by modifying our treatment process which led to decrease in lime consumption for neutralization-an initiative that enhanced both environmental and operational outcomes.

We believe that sustainability must be inclusive. Our safety-first culture, community outreach programs, and skill-building initiatives ensure that our people and surrounding communities grow alongside us. We maintain an open channel of communication with our stakeholders, increasing trust through transparency and shared purpose.

Strong governance forms the foundation of our ESG agenda. We continue to hold ourselves to the highest ethical and regulatory standards, embedding ESG risks and opportunities into our core decision-making. Innovation continues to drive our progress, shaping smarter, cleaner and more responsible ways of operating.

Our short-term focus is on operational excellence and stakeholder engagement. In the medium term, we aim to align with the UN Sustainable Development Goals (UN SDGs). Over the long term, we seek to transform our business models, drive sustainable innovation, and build resilience against emerging global challenges.

## 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	<a href="mailto:secretarial@archeanchemicals.com">secretarial@archeanchemicals.com</a>
7	Telephone	044 - 6109 9999
8	Website	<a href="http://www.archeanchemicals.com">www.archeanchemicals.com</a>
9	Financial year for which reporting is being done	2024-25
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 24,68,55,364
12	Name of contact details of the person who may be contacted in case of any queries on the BRSR Report	Mr. Vijayaraghavan N.E 044 - 6109 9999 <a href="mailto:vijayaraghavan.ne@archeanchemicals.com">vijayaraghavan.ne@archeanchemicals.com</a>
13	Reporting boundary	Disclosures made in this report are on a standalone basis and pertain only to Archean Chemical Industries Limited
14	Name of assessment or assurance provider	The report is not assured by an external assurance provider
15	Type of assessment or 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% 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% 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			
- Hajipur (Gujarat)	1	-	1
- Chennai (Tamil Nadu)	-	2	2
- 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)

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

For FY 2024-25, the exports contribution was 77%.

**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 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)	262	257	98%	5	2%
2.	Other than Permanent (E)	445	445	100%	-	-
3.	Total employees (D + E)	707	702	99%	5	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	4*	-	-

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

## 22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	30%	1%	31%	30%	1%	31%	33%	-	33%
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 Number

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
5	Idealis Mudchemie Private Limited	Step Down Subsidiary	100	No

## VI. CSR

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

Yes, CSR is applicable for Archean Chemical as per section 135 of the Companies Act, 2013.

(ii) Turnover (in Rs.) – 1,013.79 crores

(iii) Net worth (in Rs.) – 1880.14 crores

## 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 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf">https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf</a>	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	An email can be sent to <a href="mailto:secretarial@archeanchemicals.com">secretarial@archeanchemicals.com</a> with the details of the grievance. The designated official is responsible for both assisting investors and addressing shareholder grievances.	Nil	Nil	Nil	11	Nil	All complaints were duly addressed and closed.
Employees & Workers	Yes, <a href="https://www.archeanchemicals.com/investor-relations/admin/assets/products/Internal%20Grievance%20Policy.pdf">https://www.archeanchemicals.com/investor-relations/admin/assets/products/Internal%20Grievance%20Policy.pdf</a>	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes, <a href="https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf">https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf</a>	2	Nil	Nil	Nil	Nil	Nil
Value Chain Partner	Yes, <a href="https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf">https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf</a>	Nil	Nil	Nil	Nil	Nil	Nil





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

In FY 2023-24, we conducted a desktop materiality assessment. We revisited our material issues, comparing them against our targets and evaluating our performance throughout the year. This review allowed us to assess the effectiveness of our efforts in addressing key sustainability targets. Additionally, we evaluated associated risks and analyzed their alignment with our adaptation and mitigation plans. This ensures our strategies are responsive to evolving conditions and that we remain on track to achieve our medium to long-term sustainability goals.

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	As a Company, we recognize carbon emissions as a key sustainability risk due to increasing regulatory expectations and the growing demand for environmental responsibility. With governments introducing stricter carbon regulations and sustainability goals, we understand the importance of reducing our emissions to align with these shifts. Additionally, consumers and investors are placing greater value on sustainable practices making it essential for us to adapt. Hence, it is paramount for us to stay competitive and meet these expectations by investing in cleaner technologies, enhancing energy efficiency, and exploring low-carbon alternatives to minimize our environmental impact.	In our constant endeavour to bring down our carbon emissions, we have implemented a hybrid renewable energy solution by sourcing 66KV power from The Gujarat Electricity Board supplying 9,963.52 MWH in FY 2024-25. This effort will significantly reduce our coal consumption required in our co-generation plant, thereby lowering GHG emissions.	Negative

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Water Stewardship	O	As a Company, we see water stewardship as a valuable opportunity within our sustainability efforts. We not only look to contribute to water conservation and protection but also enhance operational efficiency and cost-effectiveness. By optimizing water usage, reducing waste, and increasing recycling, we can minimize water related risks, improve regulatory compliance, and strengthen our reputation as a responsible corporate citizen. As water scarcity becomes a growing concern globally, our commitment to responsible water management helps us stay aligned with regulations, reduce our environmental footprint, and support long-term sustainability goals.	In FY 2024-25, we were able to successfully harvest 51,82,527 KL of rainwater. We have thus reduced our dependency of water from third-party sources to that extent. This initiative complements our objective to optimize water usage, attaining water positive status and strengthening our ESG credentials.	Positive
3	Energy Efficiency	R	As a Company, we understand that energy efficiency is a significant risk, especially as our continued reliance on coal and diesel fuels poses a considerable threat to our operational costs. This dependence not only increases expenses but also contributes to a larger carbon footprint, negatively impacting the environment. Furthermore, inefficient energy use leads to wastage, which makes it even more difficult to meet our sustainability goals. With rising energy prices and tightening environmental regulations, improving energy efficiency is essential for mitigating these risks and ensuring we can balance both our financial performance and environmental responsibilities.	As part of our energy-saving initiatives, we have <ul style="list-style-type: none"> <li>- Installed a <b>132 kW VFD</b> panel for the cooling tower pump, leading to significant energy savings.</li> <li>- Additionally, a <b>55 kW VFD</b> has been installed for the Bromine plant compressor to further enhance energy efficiency.</li> <li>- Commissioned an APFC panel at PS-9 to improve the power factor, enabling optimized power usage and enhanced electrical efficiency.</li> </ul>	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)
4	Health & Safety	R	Health and Safety risks are a significant concern in our industry due to the nature of chemical processes and substances involved. These risks include potential exposure to hazardous chemicals, accidents from spills and leaks, fire and explosion hazards, and ergonomic challenges from manual handling or repetitive tasks. Additionally, inadequate safety protocols and training can result in more incidents and injuries among employees, which can negatively impact productivity, morale, and overall operational performance. To address these risks, its essential to implement strong safety measures and comprehensive training programs, ensuring a safe and efficient work environment.	We actively manage health and safety risks from hazardous chemicals and processes through an effective risk management program, robust process safety systems, regular safety audits, and continuous training. With strong controls, safety interlocks, and daily workplace monitoring, we are ensuring a safe and efficient work environment while improving safety standards day by day.	Negative
5	Talent attraction, retention & development	O	Talent attraction, retention, and development are critical drivers of growth and success for our organization. Retaining skilled and experienced employees not only ensures operational continuity and stability but also cultivates a collaborative work culture and enhances overall productivity. Bringing in fresh talent infuses new perspectives, diverse skill sets, and innovative ideas, which are essential for driving progress and adapting to market changes. By prioritizing talent development through mentorship, training programs, and clear career advancement pathways, we empower our workforce to reach their fullest potential, reinforcing our competitive edge and ensuring long-term success in the industry.	-	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	Robust corporate governance practices present a significant opportunity for our organization by ensuring transparency, accountability and ethical conduct. It establishes clear guidelines and processes for decision-making, risk management, and compliance with regulatory requirements, helping us operate with integrity and adhere to industry standards. By implementing strong governance practices, we build trust with stakeholders, including investors, customers, and regulatory bodies, which enhances our reputation and credibility. Effective governance also helps mitigate risks and improve decision-making, contributing to long-term sustainability and business success. Upholding high standards of corporate governance positions us as a responsible and forward-thinking organization.	-	Positive
7	Innovation	O	Innovation is a key opportunity for our organization, driving growth, enhancing competitiveness, and ensuring our relevance in an ever-evolving business landscape. By continuously developing new products, processes, and technologies, we can meet changing customer needs, address environmental challenges and explore emerging markets. Embracing innovation allows us to stay ahead of industry trends, improve operational efficiency, and create sustainable solutions that align with global sustainability goals. This commitment to innovation not only strengthens our market position but also ensures that we remain adaptable, resilient, and well-equipped to succeed in a dynamic and competitive environment.	-	Positive



## SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c) Web Link of the Policies, if available	<a href="https://www.archeanchemicals.com/investor-relations/annual-report.php?id=MTYx">https://www.archeanchemicals.com/investor-relations/annual-report.php?id=MTYx</a>								
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 is IMS certified (ISO 9001, ISO 14001, ISO 45001). The business upholds Nicer Globe's standard for the safe transport of chemicals, and we are registered at IBP (India Bromine Platform) for regular updates on safety related to manufacturing and transportation of Bromine. In FY 2024-25, we obtained the prestigious Responsible Care (RC) certification from Indian Chemical Council.								
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><b>Environment</b></p> <ul style="list-style-type: none"> <li>a. Greenhouse gas emissions reduction.</li> <li>b. Reduction in Water usage by improvement in water recycling and reuse practices by rainwater harvesting initiatives.</li> <li>c. Greenbelt development through plant sapling across the sites.</li> <li>d. Implementation of effective waste management</li> </ul> <p><b>Social:</b></p> <ul style="list-style-type: none"> <li>a. Community Engagement through CSR.</li> <li>b. Promoting economic empowerment.</li> <li>c. Employee diversity &amp; inclusion.</li> </ul>								

	<p>d. Zero workplace accidents or incidents, improve occupational health and safety training, and enhance emergency response procedures.</p> <p><b>Governance:</b></p> <p>a. Improved transparency, accountability, and compliance with regulatory requirement.</p>
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>As part of our commitment to environmental responsibility, we have undertaken several targeted initiatives aimed at reducing our carbon footprint, conserving natural resources, and improving operational efficiency. These actions align with our broader sustainability goals and reflect measurable progress towards our climate and resource stewardship commitments.</p> <ol style="list-style-type: none"> <li><b>1. GHG Emissions Reduction (Scope 1):</b> In alignment with our GHG reductions targets, we have significantly lowered coal consumption. Previously, Cogen high-pressure boiler consumed approximately 5,000 MT of coal per month. This has now been reduced by 1500 metric tons per month, leading to a substantial decreased in Scope 1 GHG emissions.</li> <li><b>2. Water Stewardship:</b> Supporting national water conservation efforts under the Ministry of Environment, Forest and Climate Change (MoEFCC), we have successfully harvested 51,82,527 KL of rainwater. This initiative has entirely offset the need for an equivalent volume of water from third-party sources. This achievement marks significant progress towards attaining water positive status, strengthening our ESG credentials, and positioning us to be eligible for green credits benefits.</li> <li><b>3. Hybrid Renewable Energy Integration:</b> We have advanced our low-carbon transition by implementing a hybrid renewable energy solution via a 66kV power import system from the Gujarat Electricity Board, delivering 9,963.52 MWh of electricity in FY 2024-25, thus replacing two-45 TPH Boilers and one Steam Turbine Generator. This resulted in significant reduction in the consumption of Coal and reducing our overall carbon footprint, reinforcing our decarbonization commitment and exemplifying green leadership.</li> <li><b>4. Energy Efficiency:</b> As part of our energy optimization strategy, we have: <ul style="list-style-type: none"> <li>• Installed a 132 kW VFD panel for the cooling tower pump, resulting in substantial energy savings.</li> </ul> </li> </ol>



	<ul style="list-style-type: none"> <li>• Installed a 55kW VFD for the Bromine plant compressor to further boost efficiency.</li> <li>• Commissioned an Automatic Power Factor Correction (APFC) panel at PS-9, which has enhanced power factor performance, leading to optimized power usage and improved electrical efficiency.</li> </ul> <p>These measures support Scope 2 emissions reduction and reinforce our commitment to green operational practices. These combined efforts demonstrate our proactive approach to minimizing environmental impact while enhancing resource efficiency and helping us advance meaningfully towards our environmental commitments.</p> <p><b>5. Health, Safety, and Process Safety</b></p> <p>The Hajipir plant adopts a comprehensive approach to health and safety, legal compliance, and Process Safety Management (PSM). Regular audits, continuous employee training, and strict protocols for the safe handling and storage of hazardous chemicals form the backbone of its safety culture. The plant emphasizes proactive risk prevention and mitigation measures for spills, leaks, fires, and explosions, while also promoting ergonomic safety practices. With a strong focus on legal and regulatory compliance, the plant drives continuous improvement to meet industry standards and ensure the highest levels of safety and environmental protection across all operations.</p>
<b>Governance Leadership and Oversight</b>	
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	
Refer page 71	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. N R Kannan Executive Director
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. N R Kannan Executive Director

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	
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 our 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 are committed to conducting our business with integrity, ensuring our operations are ethical, transparent, and accountable. Guided by our Code of Conduct, which applies to our Directors and senior management, we uphold the highest standards of professional behaviour. To reinforce these principles, we provide relevant training to our employees and value chain partners, equipping them to identify and address ethical concerns effectively. Our Business Responsibility and Sustainability Policy further offers clear guidance to help recognize and navigate ethical issues, ensuring our decisions align with our core values and industry standards.

#### 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	4	<ul style="list-style-type: none"> <li>• Familiarisation Programs for Directors</li> <li>• Directors and Officers Liability Insurance</li> </ul>	100%
Key managerial personnel	4	<ul style="list-style-type: none"> <li>• POSH Awareness Session</li> <li>• Sleep Well, Work Well' Online Session! - Wellness</li> <li>• Session on Empowering Her Future: Challenges, Perspectives, and Support for the Girl Child</li> <li>• NPS Session - Retirement Benefit</li> </ul>	100%
Employees other than BoD and KMPs	5	<ul style="list-style-type: none"> <li>• POSH Awareness Session:</li> <li>• Sleep Well, Work Well' Online Session! - Wellness</li> <li>• Session on Empowering Her Future: Challenges, Perspectives, and Support for the Girl Child</li> <li>• NPS Session - Retirement Benefit</li> <li>• Interpersonal Skills</li> </ul>	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 established a comprehensive Anti-Bribery and Anti-Corruption policy that applies to all employees, Directors, associates, and third parties representing or acting on its behalf. This policy is designed to uphold the organization's commitment to ethical business practices by preventing and prohibiting any form of bribery, corruption, or related misconduct. It forbids offering, promising, or providing anything of value to government officials, individuals, or entities to influence their actions



or secure business advantages. Similarly accepting gifts, entertainment or other benefits from clients or external parties that could compromise or appear to compromise professional judgement is prohibited.

The policy emphasizes the collective responsibility of all stakeholders to adhere to and enforce its provisions. Violations can lead to significant consequences, including criminal or civil liability, prosecution and fines. To ensure its continued relevance and effectiveness, the policy undergoes periodic reviews and updates in response to changes in applicable laws and regulations. Furthermore, the Company provides a designated, confidential channel for reporting potential violations, promoting a culture of transparency and accountability. The weblink can be accessed here - <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 2024-25	FY 2023-24
Directors	Nil	
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	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 2024-25	FY 2023-24
Number of days of accounts payables	74	48

## 9. Open-ness of business

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	15%
	b. Number of trading houses where purchases are made from	Nil	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	Nil	Nil
	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)	4.69%	3.63%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	85.46%	95.92%
	d. Investments (Investments in related parties / Total Investments made)	7.46%	3.17%

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

## Leadership Indicators

- 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
1	Heavy Machinery Operating Safety Procedure by External Agency to Salt Harvesting Vendor workmen	5%
1	Defensive Driving Training by External Agency to C-2 Contractual Workers	30%



- 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 disclose any interests or affiliations they may have in the Company, other businesses, corporate entities, partnerships, or associations of individuals. This includes shareholding or any other financial or personal involvement and must be reported annually or whenever a change occurs.

In addition, Directors are required to sign an annual declaration under the Company's Code of Conduct, affirming their commitment to act in the best interests of the Company. They must also confirm that any external business or personal affiliations do not present a conflict of interest with the Company's operations or their role within it.

Similarly, members of senior management must annually declare that they have not engaged in any significant financial or business transactions that could potentially give rise to a conflict of interest with the Company.

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

We have seamlessly integrated the principles of safety and sustainability into our processes and products throughout their life cycle- from raw material procurement and product design to manufacturing and final delivery. Our focus remains on ensuring the safe and efficient use of resources at every stage, including recycling wherever possible. We are committed to investing in R&D to enhance our processes, enabling us to create resource efficient and sustainable products. To further support responsible practices, we conduct thorough supplier assessments as part of our vendor registration, ensuring sustainable sourcing across our value chain.

### SDG Linkages



### Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	-	100%	Investment of INR 1.29 crore in FY 2023-24 in developing battery technologies that can be sourced sustainably and contribute to the environmental betterment
Capex	-	8%	Investment of INR 7.30 crore in FY 2023-24 for reducing the carbon usage and emissions at site by installing Solar system.

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

We uphold responsible procurement practices by ensuring that all vendors meet strict standards for environmental responsibility, occupational health and safety, and ethical conduct.

Our Supplier Code of Conduct establishes clear guidelines for sustainable business practices, adhering to legal regulations, ethical standards, human rights protections, and environmental management. We expect our suppliers to honour these commitments both in principle and in action.

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

We strive to improve our coverage of sustainable sourcing on a going forward basis.

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 does not apply to our business, as we manufacture chemicals compounds rather than specific plastic, electrical, or electronic products that fall under EPR regulations. Our products serve as intermediate goods for clients who use them to produce finished products. When our customers recycle these finished products through authorized recyclers, the packaging materials are classified as pre-consumer plastic waste. Additionally, any plastic waste from packaging materials used in our input products is also recycled by authorized recyclers.

## Leadership Indicators

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



No, we have not conducted any LCA study in the FY 2024-25.

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 2024-25	FY 2023-24
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 2024-25			FY 2023-24		
	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
Bromine Bottles	1.74%

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

Our employees are key to our growth, and we are committed to their professional development through timely career reviews and learning opportunities through trainings and upskilling. As a responsible organization, we strive to maintain a positive and engaging work environment where employees feel valued and supported. We adhere strictly to all applicable laws and regulations, with zero tolerance to child labour, forced or bonded labour, and any form of discrimination. Our policies, procedures, and practices are designed to promote employee well-being, diversity, safety and health ensuring a respectful and inclusive workplace. We extend these commitments to our value chain partners, ensuring we collaborate with socially responsible businesses that uphold ethical standards.

#### 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	257	257	100%	257	100%	NA	NA	257	100%	NA	NA
Female	5	5	100%	5	100%	5	100%	NA	NA	NA	NA
Total	262	262	100%	262	100%	5	100%	257	100%	NA	NA
Other than Permanent employees											
Male	445	445	100%	445	100%	NA	NA	NA	NA	NA	NA
Female	-	-	-	-	-	-	-	-	-	-	-
Total	445	445	100%	445	100%	NA	NA	NA	NA	NA	NA





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

Category	% Of workers 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 workers											
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 workers											
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 –

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Cost incurred on well-being measures as a % of total revenue of the Company	0.53%	0.31%

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

Benefits	FY 2024-25			FY 2023-24		
	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	100%	NA	Y	100%	NA	Y
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, the Company's permanent office buildings and manufacturing facilities are largely accessible to employees and workers with disabilities, in compliance with 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 is committed to ensuring fair and equitable opportunities to persons with disabilities in recruitment while establishing an inclusive and accessible work environment. It is designed to uphold their rights prevents discrimination, and promote diversity, dignity, and respect in the workplace. Weblink of the policy is available here – <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%	100%	NA	NA
Female	Nil	Nil	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	NA	NA

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

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Not applicable
Other than permanent workers	
Permanent Employees	Yes, the Internal Grievance Redressal Policy ensures employees have easy and seamless access to prompt resolution of their concerns. An employee with a grievance may submit it either orally or in writing to their immediate supervisor and will receive a written response, signed by the manager or Head of Department (HoD), within 10 days outlining the action taken. If the employee is not satisfied with the response, the manager or HoD will escalate the matter to the grievance committee, which will review the issue, and provide a detailed response, including the minutes of the meeting, within 10 days. If the employee remains dissatisfied, they may escalate the matter to the unit head, who will review the case and provide a final resolution within 15 days from the date of escalation.
Other than permanent employees	



Kindly refer to our Internal grievance policy for more details - <https://www.archeanchemicals.com/investor-relations/admin/assets/products/Internal%20Grievance%20Policy.pdf>

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

Category	FY 2024-25			FY 2023-24		
	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)
<b>Total Permanent Employees</b>						
<b>Male</b>	NA	NA	NA	NA	NA	NA
<b>Female</b>	NA	NA	NA	NA	NA	NA
<b>Total</b>	NA	NA	NA	NA	NA	NA
<b>Total Permanent Workers</b>						
<b>Male</b>	NA	NA	NA	NA	NA	NA
<b>Female</b>	NA	NA	NA	NA	NA	NA
<b>Total</b>	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	257	257	100%	257	100%	284	284	100%	284	100%
Female	5	5	100%	5	100%	4	4	100%	4	100%
Total	262	262	100%	262	100%	288	288	100%	288	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 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	257	257	100%	284	284	100%
Female	5	5	100%	4	4	100%
<b>Total</b>	<b>262</b>	<b>262</b>	<b>100%</b>	<b>288</b>	<b>288</b>	<b>100%</b>
<b>Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

10. Health and safety management system:

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

Yes, Our Safety and Health Management System covers all manufacturing facilities, offices, research labs, and supply chain partners, ensuring environmental protection while prioritizing the health and safety of employees, contractors, visitors, and other key stakeholders. Through our Integrated Management System policy, we are committed to continuously improving occupational health and safety standards across our operations.

Kindly refer to our IMS policy for more details: [https://www.archeanchemicals.com/investor-relations/admin/assets/products/IMS%20Policy\\_English.pdf](https://www.archeanchemicals.com/investor-relations/admin/assets/products/IMS%20Policy_English.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 used for identifying workplace hazards include Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), and Hazard and Operability Study (HAZOP).

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

- Classifying work activities
- Identifying hazards and describing hazardous events
- Identify risk controls
- Determine risk

2. Risk Assessment for Identified Hazard

- Estimation of the potential severity of consequence
- Estimating the likelihood (degree of certainty/uncertainty)
- Categorization 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. Our Safety reporting process is available at all locations. We have established robust procedures that allow workers to report work-related hazards and remove themselves from potentially dangerous situations. Employees are encouraged to report unsafe conditions promptly, either to their supervisors, the safety officer, or the designated controller.

Additionally, our suggestion box provides a confidential way for workers to raise safety concerns without fear of reprisal. The safety committee, which meets regularly, also serves as a platform for reviewing and addressing reported hazards. This proactive approach ensures swift resolution of safety issues, promoting a strong 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 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

### 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 at work place that meet corporate standards and legal requirements for environmental preservation and employee's safety.
- Leveraging robust technology to ensure health and safety.
- Celebrating Safety Week and organizing competitions to motivate safe working practices.
- Implementing ISO 45001 to establish advanced safety management structures.

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

	FY 2024-25			FY 2023-24		
	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

- 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.

- 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.

- 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
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 regularly and actively engage with our stakeholders through regular communications, collaboration, and feedback mechanisms to ensure their concerns and expectations are well understood. This proactive approach not only helps us build trust but also enhances business growth by aligning our strategies with stakeholder needs. By maintaining transparent conduct and dialogue with our customers, suppliers, employees, and communities, we can identify opportunities, address risks, and improve decision-making processes, ultimately strengthening our operations and driving long-term success.

#### SDG Linkages-



#### Essential Indicators

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

Stakeholders are identified by the Management. These stakeholders are individuals, groups, or entities that have an interest in or are impacted by an organization's activities, decisions, and outcomes. They include internal stakeholders-such as employees, managers, and shareholders-who are directly involved in operations, and external stakeholders-such as customers, suppliers,

investors, regulators, and community members-who influence or are affected by the organizations from the outside.

Recognizing their vital role in our success and long-term sustainability, we actively engage with key stakeholders under the strategic direction on senior management. Through open dialogue and feedback, we gain valuable insights that inform our ESG strategy and broader business decisions.

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- Please Specify	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	Employee Engagement including training and Awareness, performance appraisal etc.
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	Yes (Case specific)	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	Compliance, service quality, deadline and due dates, concerns and queries.

## 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 the 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 effective management of significant environmental and social issues are strongly supported through structured and ongoing stakeholder engagement. The Company maintains continuous and meaningful dialogue with a broad spectrum of stakeholders which provide valuable insights and feedback, thus informing the Company's understanding of stakeholder expectations and emerging sustainability risks and opportunities. As a result, this stakeholder engagement process plays a critical role in shaping and refining the Company's environmental and social policies, ensuring that they are both responsive to stakeholder concerns and aligned with broader sustainability objectives.

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

The Company demonstrates a strong commitment to social responsibility by actively supporting education and implementing targeted initiatives to uplift underprivileged communities, both directly and through its industrial operations. Beyond, these efforts, the Company works to enhance access to quality healthcare, ensure the availability of safe drinking water, and raise awareness on a range of critical issues including mental health, environmental sustainability, rural development, water conservation, and sanitation. These initiatives reflect the Company's broader mission to contribute meaningfully to societal well-being. Detailed information on the scope, impact, and beneficiaries of these efforts is outlines in our Corporate Social Responsibility (CSR) Report.

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

We understand that human rights are essential, mutually linked and interdependent in nature and we strive to ensure that our employees basic human rights are safe guarded. We are dedicated to adhering to the principles outlined by both Indian regulations as well as International bill of Human Rights. To promote awareness, we conduct regular training sessions for our employees and encourage our business partners to comply with human rights regulations. Human rights considerations are integrated into our management systems through detailed assessments of our operations. Additionally, we ensure that all individuals impacted by our operations have access to effective 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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	262	262	100%	288	288	100%
Other than permanent	445	445	100%	386	386	100%
<b>Total employees</b>	<b>707</b>	<b>707</b>	<b>100%</b>	<b>674</b>	<b>674</b>	<b>100%</b>
<b>Workers</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total workers</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

- Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	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	257	-	-	257	100%	284	-	-	284	100%
Female	5	-	-	5	100%	4	-	-	4	100%
Other than permanent										
Male	445	208	47%	237	53%	386	232	60%	154	40%
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
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) Executive	1*	763.49 lakhs	-	-
Key Managerial Personnel	3	112.50 lakhs	-	-
Employees other than BoD and KMP	253	6.22 lakhs	5	6.00 lakhs
Workers	NA			

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

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	0.91%	1.52%

#### 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 formally received and addressed by the respective manufacturing unit heads and project or business unit heads, through the coordination with the HR. Each grievance is thoroughly investigated, and appropriate measures are taken to resolve the issue. Where necessary, disciplinary actions are initiated, and support from relevant regulatory authorities are sought.

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

	FY 2024-25			FY 2023-24		
	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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
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 2024-25	FY 2023-24
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 implemented a robust Vigil Mechanism (Whistleblower Policy) and a Prevention of Sexual Harassment (POSH) policy, to promote a culture of transparency, accountability, and safety. These policies provide employees with a secure and confidential channel to report any unethical practices, misconduct, non-compliance, or behaviour that could adversely affect the organization, including financial losses or reputational damage. Importantly these mechanisms ensure that employees can report such concerns without the fear of retaliation. Adequate protections and safeguards are in place to prevent any form of victimization of the complainants.

Additionally, the Company's Code of Conduct sets clear expectations for ethical behaviour and responsible conduct. All employees are required to act with integrity and accountability in their professional roles. To further strengthen our commitments to workplace safety and inclusivity, the Company has constituted Internal Committees at all locations, in line with the POSH Act. These committees are responsible for protecting the rights of women at the workplace. Their mandate includes receiving complaints, conducting impartial investigations, and recommending appropriate corrective actions, thereby ensuring a respectful, fair and secure environment for all.

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

Yes. Our business agreements and contracts include mandatory clauses that address key statutory and regulatory requirements related to human rights, prohibition of child labour, equal pay, and social security, ensuring these principles are upheld across our operations and partnerships.



#### 10. Assessments of the year

	<b>% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)</b>
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:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
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 committed to safeguarding the environment and ensuring safety in all our operations. We prioritize the conservation of natural resources and actively work to minimize our ecological impact. By using both natural and man-made resources responsibly, we strive for efficiency in energy and water consumption.

Our approach to sustainability focuses on reducing waste, reusing materials, recycling, and implementing effective waste management practices to ensure operational resilience, we have robust contingency plans in place to prevent, mitigate, and manage environmental risks and potential disasters.

### SDG Linkages



### Essential Indicators

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

	Unit#	FY 2024-25	FY 2023-24
<b>From renewable sources</b>			
Total electricity consumption (A)	TJ	41.26	-
Total fuel consumption (B)	TJ	-	-
Energy consumption through other sources (C)	TJ	-	-
<b>Total energy consumption (A+B+C)</b>	<b>TJ</b>	<b>41.26</b>	<b>-</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	TJ	98.29	18.08
Total fuel consumption (E)@	TJ	795.87	1,342.78
Energy consumption through other sources (F)	TJ	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>TJ</b>	<b>935.43</b>	<b>1,360.86</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>TJ</b>	<b>935.43</b>	<b>1,360.86</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ turnover in rupees)	TJ / million INR	0.09	0.10
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP*)	TJ / million INR adjusted for PPP	2.07	2.34
<b>Energy intensity in terms of physical output</b>	TJ / MT of production	0.0002	0.0003

\* 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 was 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 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	51,82,527	-
(ii) Groundwater	-	-
(iii) Third-party water	18,90,978	3,01,350
(iv) Seawater / desalinated water	-	59,22,457
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>70,73,505</b>	<b>62,23,807</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>70,73,505</b>	<b>62,23,807</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) <b>kL / million INR</b>	697.73	468.10
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) <b>kL / million INR adjusted for PPP</b>	15,629.10	10,672.70
<b>Water intensity in terms of physical output</b> <b>kL / MT of production</b>	1.75	1.46

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

4. Provide the following details related to water discharged

	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
No treatment	Nil	Nil

	FY 2024-25	FY 2023-24
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*	3,82,449	2,41,080
With treatment – please specify level of treatment	Nil	Nil
(v) Others		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	<b>3,82,449</b>	<b>2,41,080</b>

\* This refers to water discharged from corporate office buildings

- 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 was 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, Acidic brine generated from the feed enrichments section undergoes partial neutralization in the salt bed neutralization area. Subsequently, it is blended with fresh brine to adjust the pH to the desired range of 6.5-8.5, before being safely 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 2024-25	FY 2023-24
NOx	µg/m3	16.50	17.01
SOx	µg/m3	40.30	42.11
Particulate matter (PM)	µg/m3	36.00	34.00
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	µg/m3	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 was 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 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	75,631.92	1,28,768.78
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	19,850.05	3,594.15
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent / million INR	9.42	9.96
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent / million INR adjusted for PPP	210.97	227.78
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Metric tonnes of CO <sub>2</sub> equivalent / MT of production	0.02	0.03

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 was 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 have undertaken targeted projects to reduce green house gas emissions as mentioned below:

- GHG Emissions Reduction (Scope 1):** In alignment with our GHG reductions targets, we have significantly lowered coal consumption. Previously, our 45 TPH high-pressure boiler consumed approximately 5,000 MT of coal per month. This has now been reduced by 1,500 MT per month, leading to a substantial decreased in Scope 1 GHG emissions.
- Hybrid Renewable Energy Integration:** We have advanced our low-carbon transition by implementing a hybrid renewable energy solution via a 66kV power import system from the Gujarat Electricity Board, delivering 9,963.52 MWh of electricity in FY 2024-25, thus replacing two-45 TPH Boilers and one Steam Turbine Generator. This resulted in significant reduction in the consumption of Coal and reducing our overall carbon footprint, reinforcing our decarbonization commitment and exemplifying green leadership.
- Energy Efficiency:** As part of our energy optimization strategy, we have:
  - Installed a 132 kW VFD panel for the cooling tower pump, resulting in substantial energy savings.

- Installed a 55kW VFD for the Bromine plant compressor to further boost efficiency.
- Commissioned an Automatic Power Factor Correction (APFC) panel at PS-9, which has enhanced power factor performance, leading to optimized power usage and improved electrical efficiency.

This supports Scope 2 emissions reduction and reinforce our commitment to green operational practices.

These combined efforts demonstrate our proactive approach to minimizing environmental impact while enhancing resource efficiency and helping us advance meaningfully towards our environmental commitments.

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

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)		
Plastic waste (A)	1.00	1.82
E-waste (B)	0.10	0.02
Bio-medical waste (C)	0.06	0.02
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any (G)		
Waste Oil	0.14	0.28
Sludge	-	9,078.00
Other Non-hazardous waste generated (H). Please specify, if any.	3,932.00*	-
(Break-up by composition i.e. by materials relevant to the sector)		
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>3,933.30</b>	<b>9,080.14</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/ Revenue from Operations) <b>MT/ million INR</b>	0.39	0.68
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP) <b>MT/ million INR adjusted for PPP</b>	8.69	15.63
<b>Waste intensity in terms of physical output MT / MT of production</b>	0.0010	0.0022
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1.24	2.12



Parameter	FY 2024-25	FY 2023-24
(ii) Re-used	3,932.00	9,078.00
(iii) Other recovery operations	-	-
<b>Total</b>	<b>3,933.24</b>	<b>9,080.12</b>
<b>For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.06	0.02
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>0.06</b>	<b>0.02</b>

*\*Sludge is being considered as Non-Hazardous waste based on an approval obtained by Gujarat Pollution Control Board to use it for bund construction. The substantial reduction in sludge generation is due to a recent modification to our treatment process leading to significant decrease in lime consumption for neutralization.*

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 was 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 fully comply with all applicable statutory waste management regulations and ensure 100% disposal of waste in accordance with prescribed norms. Waste is systematically segregated and stored based on its type and characteristics, ensuring safe handling and efficient disposal. All waste is managed in alignment with the timelines mandated with regulatory authorities.

At our manufacturing facility, MS scrap generated from operations is sold to local authorised vendors. E-waste is disposed of through vendors approved by the Pollution Control Board. Plastic waste is managed and disposed of through agencies authorized by the Gujarat Pollution Control Board.

Additionally, bio-medical waste, arising from first aid services provided within the premises, is collected by the Occupational Health Centre (OHC). This waste is subsequently picked up and disposed of by the GPCB through their designated channels, ensuring compliance with all applicable health and safety standards.

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:

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



	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	4,78,062	3,01,350
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>4,78,062</b>	<b>3,01,350</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>4,78,062</b>	<b>3,01,350</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover) <b>kL / million INR</b>	47.16	22.66
<b>Water intensity in terms of physical output</b> <b>kL / MT of production</b>	0.12	0.07
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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
(iii) Into Seawater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	3,82,449	2,41,080
With treatment – please specify level of treatment	NA	NA
(v) Others		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>3,82,449</b>	<b>2,41,080</b>

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 2024-25	FY 2023-24
Total Scope 3 emissions ((Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	We have not currently quantified the Scope 3 emission details	

	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent / million INR	We have not currently quantified the Scope 3 emission details	

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.

- 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.

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

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy saving and emission reduction-  New process boiler -12 TPH, 12.5 kg/cm <sup>2</sup> capacity was implemented instead of 45 TPH capacity with high pressure rating.	Boiler Optimization to Reduce GHG Emissions:  Before FY 2024-25, a high -pressure power boiler (up to 33 TPH) was used to meet internal steam requirements, with steam extraction temperatures exceeding 380° C. The steam had to be de-superheated before usage which resulted in energy inefficiencies.  After a detailed study, in FY 2024-25 we commissioned two new 12 TPH process boilers (12.5 kg/cm <sup>2</sup> , ~186° C).	The installation of two TPH process boilers has delivered substantial operational and environmental benefits:  -Fuel Saving: 33 tonnes/day @ 6,500 = 2.7 Lakhs/Day -Water Saving: 0.275 lakhs/Day. -Ash handling cost reduction: 0.04 lakhs/day. -Fuel handling cost reduction: 0.1 lakhs /day. -Bed material saving: 0.18 lakhs/day. -Manpower cost reduction: 0.88 lakhs/day. -Auxiliary power saving: 0.3 lakhs/day.  Total savings: 4.4 lakhs per day.



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

Yes. The Company has implemented comprehensive Emergency Preparedness Plans at each project site to effectively manage potential emergency situations. These plans outline detailed response procedures aimed at preventing and mitigating hazards, risks, and environmental impacts, including provisions for administering first aid.

In the event of an emergency, a thorough investigation is conducted to identify the root causes, and appropriate preventive measures are implemented to avoid recurrence. Roles and responsibilities of all personnel are clearly defined and communicated on a regular basis to ensure readiness and accountability. For further information, please refer to our [https://www.archeanchemicals.com/investor-relations/admin/assets/products/4.%20ACIL-%20OSEP-UPDATED\\_Emergency%20Plan.pdf](https://www.archeanchemicals.com/investor-relations/admin/assets/products/4.%20ACIL-%20OSEP-UPDATED_Emergency%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.

We will conduct impact assessment over entity's value chain on a going forward basis.

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 on boarding. However, going forward, we would conduct assessment on our value chain partners on environmental impacts on a periodic basis.

8. How many Green Credits have been generated or procured:
  - a. By the listed entity: Nil
  - b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

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

We endeavour to protect the interests of our business and stakeholders through active participation in industry associations, where we contribute fair, well-informed perspectives on regulatory policies.

Our engagement with relevant associations, forums, and chambers is grounded in our core values of commitment, integrity, and transparency. We remain focused on maintaining a balanced approach that considers the diverse needs of all 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

As a responsible corporate citizen, we actively contribute to the growth and development of our communities through various CSR initiatives.

We ensure full compliance with Section 135 of the Companies Act, 2013, and the Companies (Corporate Social Responsibility) Rules, 2014, aligning our CSR activities with the focus areas outlined in Schedule VII of the Companies Act, 2013. Additionally, we strive to prioritize initiatives that address the needs 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%20Policy.pdf>

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	61.3%	79.9%
Directly from within India	100%	88.1%

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 2024-25	FY 2023-24
Rural	65	62
Semi-urban	24	26
Urban	9	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	Mobile Clinic Services in surrounding villages including basic medication	1,200 Patients/ month	Total 10 villages covered every week in a month



Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
2	Drinking Water supply by tankers in Nara village/BSF Camp Area	3,200 families	60% of village population
3	Educating and maintaining Residential High School students at Bala Mandir Ramakrishna Mission, Sri Pratyaksha Charitable Trust, Thoivalai Ilakia Madram Trust and United Education & Social Welfare Trust. (All resident students are provided with free education, food, and accommodation in the Home)	350	100%
4	Promoting health care by providing required machinery for General Surgery and Ophthalmology at Sankar Nethralaya and aiding in construction of Building at VHS.	Community	
5	Healthcare to Specially Abled people at Amar Seva Sangam	Community	
6	Solar Energy Implementation & Pathology Slide Storage, Construction of Building at Adyar Cancer Institute	Community	
7	Food for students in association with Akshaya Patra Foundation	1,667 students per school year	100%
8	Providing clean water in association with Rotary Club (India)	Community	
9	Protection of National Heritage, Art and Culture in collaboration with Music Academy, World Telugu Federation and Utkarsh Global Foundation	Community	
10	Animal Welfare as part of Sands Foundation by aiding in Building Fencing, Raising fodder, Solar and Gobar plant for wellbeing of animal	Community	
11	Research and Development projects in the field of Science and Technology at IIT Bhubaneshwar	Community	

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

Our customers are our most valued stakeholders, and our operations are built on the foundation of trust, satisfaction and loyalty. We are committed to providing safe, high-quality products at competitive prices, ensuring that they meet the needs of our customers and end users. In full compliance with all relevant laws and regulations, we provide clear and accurate product information, avoiding any misleading claims and guideline violations. Additionally, we have robust grievance -handling mechanisms in place to effectively 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 an established mechanism to receive and respond to consumer complaints and feedback. The Company actively seeks customers feedback to address any concerns, and report complaints. The various mechanisms in place are:

- 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 through various channels such as phone, email, or online contact forms, dedicated complaint submission portals on the Company's website to register their complaints or provide feedback.
- Complaint Management System: The Company's complaint management system ensures 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.
- 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.

- 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

- Number of consumer complaints in respect of the following:

	FY 2024-25		Remarks	FY 2023-24		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	2	Nil	Nil	Nil	Nil	Nil

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

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

- 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. Refer the link to Cyber Security Policy.

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

Yes, product information as mandated is displayed on all our products. The Company has not carried out any consumer satisfaction survey relating to the major products/services of the entity.