



Life's good with our chemistry

Archean Chemical Industries Limited

May 21, 2026

National Stock Exchange of India Limited

Exchange Plaza
Bandra-Kurla Complex, Bandra (E)
Mumbai-400051

Symbol-ACI

BSE Limited

Listing Operations
P J Towers Dalal Street
Mumbai-400001

Scrip Code- 543657

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are enclosing herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2025-26 which forms part of the Annual Report FY 2025-26.

The above information will also be available on the website of the Company at www.archeanchemicals.com.

Kindly take the same on record.

Thanking you

Yours faithfully

For Archean Chemical Industries Limited

Vijayaraghavan N E

Company Secretary and Compliance Officer

M. No. A41671

Enc- as above



Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L24298TN2009PLC072270
2.	Name of the listed entity	Archean Chemical Industries Limited
3.	Year of incorporation	July 14, 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.	Email	secretarial@archeanchemicals.com
7.	Telephone	044-6109 9999
8.	Website	www.archeanchemicals.com
9.	Financial year for which reporting is being done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> BSE Limited National Stock Exchange of India Limited
11.	Paid-up capital	Rs. 24,69,16,788
12.	Name and contact details (telephone, Email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Vijayaraghavan N E 044-6109 9999 vijayaraghavan.ne@archeanchemicals.com
13.	Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures in this report are on a standalone basis and pertain only to Archean Chemical Industries Limited
14.	Name of assurance provider	The report has not been assured by an external assurance provider
15.	Type of assurance obtained	Not applicable

II. Products/services

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

S. no.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Production of Marine Chemicals	Manufacturing, distribution, sales and marketing of Marine Chemicals	99.79%

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	089302	99.79%

The above NIC Code has been presented as per the updated NIC Classification 2025.

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	1	3	4
Hajjipir (Gujarat)	1	-	1
Chennai (Tamil Nadu)	-	2	2
Bhuj (Gujarat)	-	1	1
International	-	-	-

Note: The Gandhidam office is not included in FY 2025-26 as it has no operations.

Business Responsibility and Sustainability Report (Contd.)

19. Markets served by the entity:

a. Number of locations

Location	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 2025-26, the exports contribution was 78%.

c. A brief on types of customers

Our client base primarily comprises B2B industrial buyers, serving a wide range of end-use sectors. These include agriculture, pharmaceuticals, water treatment, flame retardants, oil & gas exploration, energy storage, chlor-alkali, food & beverage, medical uses, aluminium, glass, and textiles. To cater to these varied end-use sectors, we offer a range of products, as outlined below:

- **Bromine:** Supplied to domestic and international B2B industrial customers engaged in the manufacture of flame retardants, agrochemicals, pharmaceuticals, water treatment chemicals, and fumigants, with applications spanning multiple end-use sectors.
- **Industrial Salt:** Supplied primarily to international B2B customers involved in the chlor-alkali industry, including production of caustic soda, soda ash, and chlorine; key markets include Southeast Asia, China, the Middle East and the Gulf regions.
- **SOP:** Supplied to both domestic and international B2B customers for use as a water-soluble fertiliser in agricultural applications.

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)	257	247	96.11	10	3.89
2.	Other than permanent (E)	432	432	100.00	0	0.00
3.	Total employees (D + E)	689	679	98.55	10	1.45
Workers						
4.	Permanent (F)	Nil	Nil	NA	Nil	NA
5.	Other than permanent (G)	Nil	Nil	NA	Nil	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



Business Responsibility and Sustainability Report (Contd.)

21. Participation/inclusion/representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29
Key Management Personnel	5*	0	0.00

*KMP includes the Managing Director and the Executive Vice Chairman (WTD). KMP includes, Mr. N R Kannan, who ceased to be a KMP w.e.f. from the close of business hours on April 30, 2026.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025–26			FY 2024–25			FY 2023–24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	40.71	0	39.54	30	1	31	30	1	31
Permanent workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

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

*Idealis Chemicals Private Limited holds 100% of the shares in Idealis Mudchemie Private Limited

VI. CSR Details

- 24. i.** Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No)**- Yes.
- ii.** Turnover (in Rs.): Rs. 1,04,153.98 Lakhs.
- iii.** Net worth (in Rs.): Rs. 1,99,803.24 Lakhs.

Business Responsibility and Sustainability Report (Contd.)

VII. Transparency and disclosures compliances

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

Stakeholder group from whom complaint was received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks
Communities	Yes, https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf	Nil	NA	NA	Nil	NA	NA
Investors (other than Shareholders)	Yes, an Email can be sent to secretarial@archeanchemicals.com with details of the grievance	Nil	NA	NA	Nil	NA	NA
Shareholders	Yes, an Email can be sent to secretarial@archeanchemicals.com with the details of the grievance	Nil	NA	NA	Nil	NA	NA
Employees and Workers	Yes, https://www.archeanchemicals.com/investor-relations/admin/assets/products/Internal%20Grievance%20Policy.pdf	Nil	NA	NA	Nil	NA	NA
Customers	Yes, https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf	Nil	NA	NA	2	NA	All complaints were duly resolved and closed
Value Chain Partners	Yes, https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf	Nil	NA	NA	Nil	NA	NA
Others (Please Specify) -	-	Nil	NA	NA	Nil	NA	NA



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

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

S. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1.	Carbon Emission	R	We acknowledge that carbon emissions pose a critical sustainability risk, driven by heightened regulatory scrutiny and the global shift towards environmental accountability. Adapting to stricter regulations and meeting stakeholder expectations requires us to prioritise cleaner technologies and energy efficiency to maintain our competitive edge.	We integrated a hybrid renewable energy solution as part of our ongoing efforts to reduce our carbon footprint through a 66 kV power import system from the Gujarat Electricity Board, supplying 2,35,50,593 kWh of electricity during FY 2025-26. This transition actively displaces the coal required for our cogeneration plant, substantially lowering our greenhouse gas (GHG) profile.	Negative
2.	Water Stewardship	O/R	Water management is viewed as a strategic opportunity in our sustainability roadmap. By focusing on water conservation, we not only protect this vital resource but also realise significant gains in operational efficiency and cost savings. This proactive approach strengthens our resilience against global water scarcity.	We captured 49,89,890 kL of rainwater during the year, significantly reducing our reliance on external water sources, supporting our long-term vision of becoming water-positive, and strengthening our ESG performance.	Positive
3.	Energy Efficiency	R	Energy efficiency represents a material risk, given that our dependence on fossil fuels like coal and diesel directly impacts operational expenses and our carbon footprint. Inefficiencies can lead to resource wastage, hindering our ability to comply with tightening environmental norms and achieve our sustainability targets.	We implemented energy-saving measures by equipping the cooling tower pump with a 132 kW VFD panel and adding a 55 kW VFD to the Bromine plant compressor. Furthermore, we commissioned an APFC panel at PS-9, which optimises power factor performance and boosts overall electrical efficiency.	Positive
4.	Health & Safety	R	Given the inherent hazards of chemical manufacturing, health and safety risks are a top priority. These include potential exposure to toxic substances, chemical spills, fires, and ergonomic challenges. A lapse in safety protocols can adversely affect our workforce, disrupt productivity, and harm overall operational integrity.	We maintained a rigorous risk management framework to handle hazardous chemicals safely. This includes comprehensive safety protocols, periodic audits, continuous workforce training, and strong monitoring systems, designed to foster a secure working environment.	Negative

Business Responsibility and Sustainability Report (Contd.)

S. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
5.	Talent Attraction, Retention & Development	O	Acquiring, retaining, and nurturing talent is fundamental to our organisational growth and operational stability. An empowered, diverse, and well-trained workforce drives innovation and ensures we remain adaptable and competitive in a dynamic industry landscape.	-	Positive
6.	Corporate Governance	O	Strong corporate governance offers a strategic advantage by embedding transparency, accountability, and ethical behaviour into our operations. By adhering to rigorous governance frameworks, we build stakeholder trust, streamline risk management, and position the company for sustainable, long-term success.	-	Positive
7.	Innovation	O	We view innovation as a vital enabler for growth, market competitiveness, and future readiness. By continuously refining our products and processes, we are better equipped to respond to shifting market demands and advance our sustainability objectives through cutting-edge solutions.	-	Positive
8.	Concentration of Operations	R	A significant portion of the Company's operations is concentrated at a single location. Any adverse event, such as natural disasters, infrastructure disruptions, regulatory actions, or other unforeseen incidents, at this site could lead to substantial operational interruptions, financial losses, and supply chain disruptions.	We conduct regular mock drills, risk assessments, and scenario planning exercises to strengthen emergency preparedness and business continuity. Robust preventive maintenance, process safety and emergency response systems are implemented to reduce the likelihood and impact of operational incidents. Adequate insurance coverage for property damage, business interruption, and other operational risks is also in place to minimise potential financial impacts.	Negative



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

S. no.	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies*, if available	1, 2, 3, 4, 5, 8, 11, 12, 14, 15, 16, 18, 22	4, 13	4, 9, 10, 17, 23	4, 21	4, 13	4, 13, 19, 20	4	4, 6	4, 7
<p>*Web-links of all policies:</p> <ol style="list-style-type: none"> Anti-Bribery and Anti-Corruption Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf Archival Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Archival%20Policy.pdf Board Diversity Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Board%20Diversity%20Policy.pdf Business Responsibility and Sustainability Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Business%20Responsibility%20and%20Sustainability%20Policy.pdf Policy on Preservation of Documents: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Policy%20on%20Preservation%20of%20Documents.pdf Corporate Social Responsibility Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Corporate%20Social%20Responsibility%20Policy.pdf Cyber Security Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Cyber%20Security%20Policy.pdf Dividend Distribution Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Dividend%20Distribution%20Policy.pdf 										

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S. no.	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	9. Equal Opportunity Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Equal%20Opportunity%20Policy.pdf									
	10. Internal Grievance Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Internal%20Grievance%20Policy.pdf									
	11. Nomination and Remuneration Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Nomination%20and%20Remuneration%20Policy.pdf									
	12. Policy on Material Subsidiaries: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Policy%20on%20Material%20Subsidiaries.pdf									
	13. Supplier Sustainability Code of Conduct: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Supplier%20Sustainability%20Code%20of%20Conduct.pdf									
	14. Whistle Blower and Vigil Mechanism Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Whistle%20Blower%20and%20Vigil%20Mechanism%20Policy.pdf									
	15. Code of Conduct for DRs, MGT and ID: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Code%20of%20Conduct%20for%20DR%20MGT%20and%20ID.pdf									
	16. Policy for Determining Materiality of Events: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Policy%20on%20Materiality-Final.pdf									
	17. ESOP Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/ESOP%20Policy%20Amended%2006102023.pdf									
	18. Risk Management Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Risk%20Management%20Policy-15.01.2022.pdf									
	19. IMS Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/IMS%20Policy_English.pdf									



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S. no.	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>20. Onsite-Offsite Energy Plan: https://www.archeanchemicals.com/investor-relations/admin/assets/products/4.%20ACIL-%20OSEP-UPDATED_Emergency%20Plan.pdf</p> <p>21. External Grievances Mechanism Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/External%20Grievance%20Policy.pdf</p> <p>22. Code of Conduct for Prevention of Insider Trading: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Code%20of%20Conduct%20for%20PIT%20Final.pdf</p> <p>23. POSH Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/ACIL%20PoSH%20Policy%20-%20October%202025.pdf</p> <p>24. Related Party Transactions Policy: https://www.archeanchemicals.com/investor-relations/admin/assets/products/RPT%20Policy%2004.02.2026.pdf</p>								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> IMS Certifications (ISO 9001, ISO 14001, and ISO 45001) backing our operations Responsible Care (RC) certification from the Indian Chemical Council REACH Certification (SOP) 								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company has established specific commitments as part of its continuous improvement framework under the Integrated Management System (IMS) and Responsible Care® principles. Our key focus areas across Environmental, Social, and Governance (ESG) dimensions are outlined below:</p> <p>Environment</p> <ul style="list-style-type: none"> Energy Efficiency: Achieve continuous reduction in energy consumption through initiatives such as VFD installations and process optimisation, with annual energy reduction targets reviewed on a year-on-year basis. Renewable Energy: Maximise utilisation of the existing 1.35 MW solar plant and sustain/improve annual generation levels each financial year. Water Management: Enhance water conservation and rainwater harvesting, with yearly targets for increased water recovery and reuse. Environmental Compliance: Ensure 100% compliance with applicable environmental regulations at all times, with periodic internal and external audits conducted throughout the year. Responsible Chemical Management: Strengthen safe chemical handling and transportation systems through continuous monitoring and improvement, with annual performance reviews. 								

Business Responsibility and Sustainability Report (Contd.)

S. no.	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>Social</p> <ul style="list-style-type: none"> • Community Engagement: Strengthen community engagement through CSR initiatives and promote economic empowerment across communities. • Diversity & Inclusion: Foster a diverse and inclusive workplace culture by promoting equal opportunities and an inclusive work environment. • Occupational Health & Safety: Strive to achieve zero workplace incidents and maintain a zero reportable accident goal through strengthened safety training, enhanced emergency preparedness, and regular monthly and annual performance reviews. <p>Governance</p> <ul style="list-style-type: none"> • Transparency & Accountability: Strengthen transparency, accountability, and adherence to regulatory requirements through robust compliance practices. 								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<p>Environment</p> <p>Energy Efficiency</p> <p>A 132 kW Variable Frequency Drive (VFD) panel was installed for the cooling tower pump, and a 55 kW VFD was commissioned for the Bromine plant compressor to improve operational efficiency and reduce energy usage. In addition, an Automatic Power Factor Correction (APFC) panel at PS-9 was commissioned, resulting in optimised power consumption and improved electrical efficiency. Further strengthening the energy management framework, an energy audit was conducted in February 2026, with the implementation of identified recommendations planned for FY 2026-27.</p> <p>Renewable Energy</p> <p>During FY 2025-26, the Company sourced 2,35,50,593 kWh of hybrid renewable power and generated 19,46,335 kWh through its in-house solar facility, while leveraging grid-connected infrastructure through a newly implemented 66 kV power import system. This transition enabled the replacement of two 45 TPH coal-fired boilers and one steam turbine generator, supporting the Company's ongoing efforts towards low-carbon operations and enhancing renewable energy utilisation.</p> <p>Water Management</p> <p>A total of 49,89,890 kL of rainwater was harvested during FY 2025-26, fully offsetting an equivalent quantity of water otherwise sourced externally.</p>								



Business Responsibility and Sustainability Report (Contd.)

S. no.	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>Climate and Emissions Reduction</p> <p>As part of its decarbonisation efforts and broader environmental commitments, the Company significantly reduced coal consumption at its Cogen high-pressure boiler facility. Monthly coal usage reduced by approximately 1,500 MT from historical consumption levels of around 5,000 MT per month. This reduction has contributed to a substantial decrease in Scope 1 greenhouse gas emissions and supports the Company’s ongoing carbon footprint reduction journey.</p> <p>Environmental Compliance</p> <p>The Company continued to maintain a strong compliance framework through regular monitoring, audits, and adherence to applicable environmental regulations. Periodic internal reviews and continuous improvement mechanisms supported the Company’s objective of ensuring sustained compliance and strengthening environmental governance practices.</p> <p>Social</p> <p>Community Development and Economic Empowerment</p> <p>The Company continued to engage with communities through CSR initiatives focused on education, healthcare, community welfare, rural development, and cultural preservation while supporting efforts to strengthen community development and economic empowerment.</p> <p>Diversity and Inclusion</p> <p>The Company continued its efforts towards fostering a diverse and inclusive workplace through initiatives focused on improving gender diversity and enabling broader representation across the workforce.</p> <p>Occupational Health & Safety</p> <p>The Hajipir plant continued to strengthen its integrated health, safety, and process safety management practices in line with the Company’s commitment to maintaining a zero reportable accident culture and responsible chemical management. Regular audits, continuous employee training, and robust protocols for the safe handling and storage of hazardous chemicals remained key focus areas during the year. The Company further enhanced employee safety awareness through ongoing training, emergency preparedness programmes, and process safety initiatives. A proactive approach towards risk prevention and mitigation, covering spills, leaks, fires, and process safety risks, along with continued emphasis on preventive measures and regulatory compliance, remained integral to fostering a resilient and safety-focused workplace culture.</p> <p>Governance</p> <p>Transparency, Accountability and Compliance</p> <p>The Company continued to reinforce strong governance practices through adherence to regulatory requirements, robust internal control mechanisms, and transparent operational processes. Continuous monitoring and compliance reviews remained central to strengthening accountability and supporting long-term sustainable business practices.</p>								

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S. no.	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership and Oversight										
7	Statement by the director responsible for the Business Responsibility Report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) Please refer page 3 of the Annual Report.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Rampraveen Swaminathan, Managing 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. Rampraveen Swaminathan, Managing Director								



10 Details of review of NGRBCs by the Company:

Subject for review	Indicate whether the 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 the above policies and follow-up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually

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 an 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)									
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)									NA
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Business Responsibility and Sustainability Report (Contd.)

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURES

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

Essential Indicators

1. **Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BoDs)	3	<ul style="list-style-type: none"> Familiarisation programmes for directors 	100%
Key Managerial Personnel (KMP)	2	<ul style="list-style-type: none"> POSH Awareness Session Inclusive Mindsets and Behaviours 	100%
Employees other than BoDs & KMP	2	<ul style="list-style-type: none"> POSH Awareness Session Inclusive Mindsets and Behaviours 	100%
Workers	NA	NA	NA

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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in Rs.)	Brief of the case	Has an appeal been preferred (Yes/No)
Penalty/fine	1	National Stock Exchange of India Limited (NSE)	Rs. 35,000	In connection with the delay in appointment of the Compliance Officer, the fine imposed by NSE was duly paid by the Company	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
Non-monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions		Brief of the case	Has an appeal been preferred (Yes/No)
Imprisonment	Nil	Nil		Nil	Nil
Punishment	Nil	Nil		Nil	Nil



Business Responsibility and Sustainability Report (Contd.)

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

Case details	Name of the regulatory/enforcement agencies/judicial institutions
	NA

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 maintains a comprehensive Anti-Bribery and Anti-Corruption framework governing all employees, Board members, and third-party associates. The policy strictly prohibits offering or accepting any form of inducement or unethical benefit that could influence business decisions. This reinforces our zero-tolerance approach towards corrupt practices.

The framework also covers the offering, promising, or giving of anything of value to government officials, individuals, or entities with the intent of influencing decisions or obtaining undue business advantage. Likewise, the acceptance of gifts, hospitality, or other benefits from clients or external parties that may impair, or be perceived to impair, professional judgement is not permitted.

The policy underscores the shared responsibility of all stakeholders to comply with and uphold the principles. Any breach may result in serious consequences, including civil or criminal liability, legal proceedings, and financial penalties.

To ensure effectiveness and alignment with evolving regulatory requirements, the policy is reviewed and updated periodically. A dedicated and confidential reporting mechanism is also in place for raising concerns, thereby fostering a culture rooted in transparency and accountability.

Weblink: <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 2025–26	FY 2024–25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025–26	FY 2024–25
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of conflict of interest of the KMPs	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

NA

8. Number of days of accounts payable ((Accounts payable *365)/Cost of goods/Services procured) in the following format:

	FY 2025–26	FY 2024–25
Number of days of accounts payables	59	74

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9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025–26	FY 2024–25
Concentration of purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	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	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil
Shares of RPTs in	a. Purchases (Purchases with related parties/total purchases)	23.34%	Nil
	b. Sales (Sales to related parties/total sales)	14.11%	4.69%
	c. Loans and advances (Loans and advances given to related parties/total loans & advances)	93.08%	85.46%
	d. Investments (Investments in related parties/total investments made)	4.31%	7.46%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Occupational Health & Safety	100.00%

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

Yes.

All Directors and senior management personnel are required to annually disclose any affiliations, shareholdings, or interests in other business entities, including companies, partnerships, or associations of individuals. Disclosures must also be updated promptly upon any change, enabling timely identification and management of potential conflicts of interest.

Directors additionally provide an annual declaration under the Company's Code of Conduct. This confirms that their external engagements do not conflict with their responsibilities to the Company.

Similarly, senior management personnel submit an annual declaration confirming that they have not undertaken any material financial or business transactions that could 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

Essential Indicators

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

	FY 2025–26	FY 2024–25	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0	0	NA

2. a. Does the entity have procedures in place for sustainable sourcing (Yes/No)
 Yes. The Company follows responsible procurement practices, whereby all vendors are evaluated against defined environmental, occupational health and safety, and ethical standards prior to registration. These expectations are further reinforced through the Supplier Code of Conduct, which outlines requirements aligned with applicable laws, ethical business practices, human rights principles, and environmental management standards, with suppliers expected to adhere to these principles in both letter and spirit.

- b. If yes, what percentage of inputs were sourced sustainably?
 88.36%.

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

A formal product take-back programme is not in place, given the nature of our chemical products. However, strong mechanisms are in place at our operational sites to recycle, reuse, and safely discard waste. Consequently, packaging plastics, e-waste, and hazardous materials generated from our internal processes are systematically channelled to state-authorised 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.

Extended Producer Responsibility (EPR) regulations are not applicable to us, as our output consists of intermediate chemical compounds used as raw materials, rather than finished consumer plastics or electronic goods. However, all waste streams, including e-waste and hazardous waste, are handled through structured disposal practices and routed to authorised agencies for recycling and treatment in accordance with applicable environmental regulations and GPCB guidelines.

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?

NIC Code	Name of product/ service	% of total turnover contributed	Boundary for which the life cycle perspective/ assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the web-link.
201199	Bromine	29.61%	Cradle-to-gate: Sea brine extraction → Oxidation → Purification → Sale to Agrochemical, Fire-retardant & Pharma customers	No. The assessment has been carried out internally.	No

Note: The NIC code presented is as per the NIC Classification 2025.

Business Responsibility and Sustainability Report (Contd.)

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	Process Safety Risk/ Concern	Process Safety Mitigation/Action	Environment Risk/Concern	Environmental Mitigation/Action
Production of Bromine	Process Hazard Analysis (PHA): Risk of chemical release.	Process design controls, closed system operations, emergency response plan	Bromine vapor emissions to air	Ventilation, bromine scrubbers, continuous emission monitoring
Use of Chlorine in Reaction	Operating Procedures & Safe Work Practices: Toxic gas release, uncontrolled reaction	SOPs, local exhaust ventilation, process interlocks, gas detectors	Chlorine emissions affecting air quality	Gas scrubbing, leak detection, environmental monitoring
Use of SO ₂ in Mother Liquor Preparation	Mechanical Integrity/Asset Integrity: SO ₂ release due to corrosion/equipment failure	Regular inspection, maintenance of scrubbers, integrity checks	SO ₂ emissions to environment	Gas scrubbing, emission monitoring, compliance with standards
Use of Caustic in Scrubbing	Management of Change/ Training: Spill, improper handling	Training, handling SOPs, containment, neutralisation	Spill/runoff impacting soil and water	Containment systems, effluent neutralisation, safe disposal
Use of Highly Acidic Mother Liquor for Bromine Extraction	Incident Investigation & Lessons Learned: Acidic spills, corrosion, equipment failure	Spill management plan, PPE, process monitoring, maintenance	Acidic effluent affecting water/ soil	Effluent treatment, containment, environmental monitoring

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 2025–26	FY 2024–25
Nil	Nil	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 2025–26			FY 2024–25		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	NA					
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 the respective category
NA	NA



Business Responsibility and Sustainability Report (Contd.)

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

Essential Indicators

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

Category	% 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	247	247	100.00	247	100.00	NA	NA	247	100.00	NA	NA
Female	10	10	100.00	10	100.00	10	100.00	NA	NA	NA	NA
Total	257	257	100.00	257	100.00	10	100.00	247	100.00	NA	NA
Other than permanent employees											
Male	432	432	100.00	432	100.00	NA	NA	NA	NA	NA	NA
Female	Nil	Nil	NA	Nil	NA	NA	NA	NA	NA	NA	NA
Total	432	432	100.00	432	100.00	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:

	FY 2025–26	FY 2024–25
Cost incurred on well-being measures as a % of total revenue of the company	0.58%	0.53%

2. Details of retirement benefits, for current FY and previous FY

Benefits	FY 2025–26			FY 2024–25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A.)
PF	100.00	NA	Yes	100.00	NA	Yes
Gratuity	100.00	NA	Yes	100.00	NA	Yes
ESI	100.00	NA	Yes	100.00	NA	Yes
Others – please specify	-	NA	NA	NA	NA	NA

Business Responsibility and Sustainability Report (Contd.)

3. Accessibility of workplaces

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

Yes. Our key manufacturing facilities and corporate offices are designed or adapted to be accessible to persons with disabilities. This aligns with the stipulations 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. The Company strictly enforces an Equal Opportunity Policy for Persons with Disabilities (PWD), ensuring fairness in hiring and nurturing an inclusive workplace culture.

Weblink: <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	100.00	100.00	NA	NA
Female	NA*	NA	NA	NA
Total	100.00	100.00	NA	NA

*No females took parental leave in FY 2025-26.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	NA
Other than permanent workers	NA
Permanent employees	The Internal Grievance Redressal Policy establishes a structured and accessible mechanism for timely resolution of employee concerns. Grievances may be raised either orally or in writing with the immediate supervisor, who is required to provide a written response, duly signed by the manager or Head of Department (HoD), within 10 days, outlining the action taken. Where the response is deemed unsatisfactory, the matter may be escalated to the Grievance Committee. The committee reviews the case and issues a detailed response, along with meeting minutes, within 10 days. In the event of continued dissatisfaction, the grievance may be further escalated to the unit head, who reviews the matter and provides a final resolution within 15 days of escalation. Weblink: https://www.archeanchemicals.com/investor-relations/admin/assets/products/Internal%20Grievance%20Policy.pdf
Other than permanent employees	



Business Responsibility and Sustainability Report (Contd.)

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

Category	FY 2025–26			FY 2024–25		
	Total employees/workers in the respective category (A)	No. of employees/workers in the respective category who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in the respective category (C)	No. of employees/workers in the respective category who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total permanent workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2025–26					FY 2024–25				
	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	679	679	100.00	247	36.38	257	257	100.00	257	100.00
Female	10	10	100.00	10	100.00	5	5	100.00	5	100.00
Total	689	689	100.00	257	37.30	262	262	100.00	262	100.00
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

Note: The change in percentage coverage from FY 2024-25 to FY 2025-26 is due to the change in the boundary considered.

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

Category	FY 2025–26			FY 2024–25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	679	247	36.38	257	257	100.00
Female	10	10	100.00	5	5	100.00
Total	689	257	37.30	262	262	100.00
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

Note: The change in percentage coverage from FY 2024-25 to FY 2025-26 is due to the change in the boundary considered. Performance and career development reviews are for permanent employees.

Business Responsibility and Sustainability Report (Contd.)

10. Health and safety management system:
a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes. Our Safety and Health Management System extends across all manufacturing facilities, offices, research laboratories, and supply chain operations. It is designed to safeguard the health and safety of employees, contractors, visitors, and other stakeholders, while continuing to enhance occupational health and safety standards. This commitment is supported through our Integrated Management System (IMS), which provides a structured framework for strengthening safety practices and driving continual improvements across operations.

Weblink: 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?

We identify and assess workplace hazards through structured methodologies such as Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), and Hazard and Operability Studies (HAZOP).

1. Hazard Identification (Routine and Non-Routine Activities)

- i) Classification of work activities
- ii) Identification of hazards and potential hazardous events
- iii) Identification of existing risk controls
- iv) Determination of associated risks

2. Risk Assessment

- i) Evaluation of the severity of potential consequences
- ii) Assessment of likelihood (degree of certainty or uncertainty)
- iii) Categorisation of risk levels (Intolerable, Substantial, and Moderate risks are classified as unacceptable; Trivial and Tolerable risks are classified as acceptable)

Control measures and mitigation actions are implemented in line with assessed risk levels and within defined timelines. Their effectiveness is tracked through ongoing monitoring to ensure sustained control.

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes. A formal safety reporting framework is in place across all locations, enabling employees to report hazards and withdraw from unsafe situations. Concerns may be raised with supervisors, safety officers, or other designated personnel. In addition, a confidential suggestion mechanism allows employees to report issues without fear of reprisal. The reported concerns are reviewed by the Safety Committee, which meets regularly to ensure timely resolution and reinforce a proactive safety culture.

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

Yes. Employees are covered under Group Medclaim, Group Personal Accident, and Employer Liability insurance policies.



Business Responsibility and Sustainability Report (Contd.)

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

Safety incident/number	Category	FY 2025–26	FY 2024–25
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours 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.

The Company undertakes multiple initiatives to maintain a safe and healthy work environment. It upholds high standards of corporate conduct towards employees, customers, and communities. Also, there are systems aligned with legal requirements and internal standards for environmental protection and employee safety.

To further strengthen these efforts, the Company utilises technology to enhance health and safety practices across operations. In addition, initiatives such as Safety Week programmes and related activities are conducted to promote safe behaviour among employees.

These measures are reinforced through the implementation of ISO 45001 that provides structured and robust safety management systems.

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

	FY 2025–26			FY 2024–25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	A third party OHS Audit is conducted once a year at our facility in Hajipir, Gujarat.
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.

Since no significant hazards or incidents were flagged regarding our safety practices and working conditions, no corrective interventions were required.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of the death of (A) Employees (Yes/No) (B) Workers (Yes/No).

Yes. A comprehensive life insurance package is provided to all permanent employees by the Company.

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

Compliance regarding the remittance of statutory dues by our value chain partners is verified routinely during the invoice processing stage.

Business Responsibility and Sustainability Report (Contd.)

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	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 2025–26	FY 2024–25	FY 2025–26	FY 2024–25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Yes. Programmes on financial management, including investment planning, retirement planning, and savings schemes, are conducted along with awareness initiatives to support informed financial decision-making.

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	While formal third-party assessments are not conducted, all vendors undergo an induction process where they are briefed on our safety policies and statutory requirements.
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.

NA

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

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

Key stakeholders are identified by the Management based on their direct or indirect influence on, or interest in, the Company's operations. This includes both internal stakeholders, such as employees and shareholders, and external groups, including customers, suppliers, local communities, and regulatory authorities.

Engagement with these stakeholders is carried out in a structured manner under the guidance of senior management, ensuring priorities remain aligned with their expectations. Through continuous dialogue and feedback mechanisms, the Company integrates stakeholder perspectives into its approach and broader business decisions, recognising their importance to long-term sustainability.

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, others)	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, newspaper ads, web portals, virtual meets and websites	Periodic (Quarterly, bi-annually, annually) and as and when needed	<ul style="list-style-type: none"> Disseminating financial performance Conducting postal ballots Encouraging shareholder participation in meetings



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Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website, others)	Frequency of engagement (Annually/half yearly/quarterly/others – please specify)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Employees & Leadership	No	Internal Emails and other communication mechanisms	As required	<ul style="list-style-type: none"> Facilitating employee engagement, training, performance reviews, and policy alignment
Local Communities	Yes (Case-specific)	Direct outreach or via CSR implementing agencies	As required	<ul style="list-style-type: none"> Driving community welfare initiatives Ensuring societal needs are addressed
Customers	No	Multi-channel (Physical and digital touchpoints)	As required	<ul style="list-style-type: none"> Ensuring regulatory compliance Maintaining service quality Addressing product queries

Leadership Indicators

- 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.**

Management maintains regular dialogue with stakeholders in multiple formats. This includes quarterly investor and analyst calls, direct client interactions led by our marketing team to gauge the expectations, including social & sustainability topics and regular internal forums between the MD and employees to capture organisational feedback.

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

Yes. The identification and management of material environmental and social issues are supported through structured and ongoing stakeholder engagement. We maintain regular dialogue with a diverse set of stakeholders to gather insights on expectations, as well as emerging sustainability risks and opportunities. These inputs help us inform and refine our environmental and social policies, ensuring alignment with stakeholder priorities and broader sustainability objectives.

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.**

We support education and undertake initiatives to uplift underprivileged communities through our operations. We also promote access to healthcare, safe drinking water, and awareness on issues such as mental health, environmental sustainability, rural development, water conservation, and sanitation. Further details on the scope, impact, and beneficiaries of these initiatives can be found in the Corporate Social Responsibility (CSR) section.

PRINCIPLE 5: Businesses should respect and promote human rights

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 2025–26			FY 2024–25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	257	257	100.00	262	262	100.00
Other than permanent	432	432	100.00	445	445	100.00
Total employees	689	689	100.00	707	707	100.00

Business Responsibility and Sustainability Report (Contd.)

Category	FY 2025–26			FY 2024–25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total workers	NA	NA	NA	NA	NA	NA

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

Category	FY 2025–26					FY 2024–25				
	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	247	-	-	247	100.00	257	0	0	257	100.00
Female	10	-	-	10	100.00	5	0	0	5	100.00
Other than permanent										
Male	432	318	73.61	114	26.39	445	208	46.74	237	53.26
Female	Nil	Nil	NA	Nil	NA	Nil	Nil	NA	Nil	NA
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, in the following format:

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of the respective category	Number	Median remuneration/salary/wages of the respective category
Board of Directors (BoD)	2 [#]	Rs. 452.40 Lakhs	0	NA
Key Managerial Personnel	5 [*]	Rs. 136.16 Lakhs	0	NA
Employees other than BoD and KMP	242 [^]	Rs. 6.50 Lakhs	10	Rs. 6.41 Lakhs
Workers	NA	NA	NA	NA

[#]The remaining Board members receive only sitting fees for attending meetings of the board/ committee and commission.

^{*}Includes the MD and the Executive Vice Chairman

[^]Due to changes in boundary and service provider, the data for non-permanent employees was not recorded for FY 2025-26.

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

	FY 2025–26	FY 2024–25
Gross wages paid to females as % of total wages	2.28%	0.91%

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 the HR Department serves as the designated focal point for overseeing and resolving human rights matters.



Business Responsibility and Sustainability Report (Contd.)

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

Yes. Any human rights-related grievances are formally recorded and addressed by the respective unit heads in collaboration with the HR department. Thorough investigations are conducted, and if needed, appropriate disciplinary steps are executed in alignment with statutory frameworks.

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

	FY 2025–26			FY 2024–25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced labour/involuntary labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights-related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2025–26	FY 2024–25
Total complaints reported under Sexual Harassment 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.

The Company has established a vigil mechanism (Whistleblower Policy) and a POSH policy to support a culture of transparency, accountability, and workplace safety. These frameworks provide secure and confidential channels for reporting unethical conduct, misconduct, or non-compliance, with safeguards in place to protect individuals from retaliation.

The Code of Conduct further outlines expectations for ethical behaviour and accountability across all roles. In line with the POSH Act, Internal Committees have been constituted at all locations to address complaints, conduct impartial inquiries, and recommend appropriate actions, ensuring a safe and respectful workplace.

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

Yes. We incorporate mandatory compliance clauses regarding human rights, prohibition of child/forced labour, and fair wages into our business agreements, extending our ethical standards to our partner network.

10. Assessments for the year:

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	100% through statutory compliance parameters
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 10 above.

As no human rights violations or risks were identified, no corrective measures were triggered.

Business Responsibility and Sustainability Report (Contd.)

Leadership Indicators

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

With zero complaints recorded, business process modifications were not required.

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

We conduct periodic HR and safety audits to ensure consistent adherence to legal and regulatory human rights requirements across our operations.

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

The majority of our permanent offices and facilities comply with the accessibility standards outlined in the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	While specific audits are not mandated, all partners are thoroughly educated on our strict statutory and policy-level human rights expectations during onboarding.
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.

No risks have been identified. Hence, no corrective action has been taken.

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

Essential Indicators

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

Parameter	FY 2025–26	FY 2024–25
From renewable sources		
Total electricity consumption (A)	91.78	41.26
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	91.78	41.26
From non-renewable sources (in TJ)		
Total electricity consumption (D)	63.97	98.29
Total fuel consumption (E)	667.62	795.87
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D + E + F)	731.59	894.16
Total energy consumed (A + B + C + D + E + F)	823.37	935.43
Energy intensity per rupee of turnover (Total energy consumption/revenue from operations)	0.08	0.09



Business Responsibility and Sustainability Report (Contd.)

Parameter	FY 2025–26	FY 2024–25
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed/revenue from operations adjusted for PPP)	1.61	2.07
Energy intensity in terms of physical output	0.00018	0.0002
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*PPP conversion factors stated by the IMF have been considered for the calculations

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, the 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 Perform, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No. The Company's operations do not fall under the scope of the PAT Scheme. Energy efficiency and sustainability initiatives are pursued voluntarily through process optimisation and resource efficiency measures.

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

Parameter	FY 2025–26	FY 2024–25
Water withdrawal by source (in kilolitres)		
(i) Surface water	16,29,238.00	51,82,527.00
(ii) Groundwater	-	-
(iii) Third-party water	26,28,168.43	18,90,978.00
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	42,57,406.43*	70,73,505.00
Total volume of water consumption (in kilolitres)	42,57,406.43	70,73,505.00
Water intensity per rupee of turnover (Total water consumption/revenue from operations)	408.76	697.73
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ revenue from operations adjusted for PPP)	8,314.19	15,629.10
Water intensity in terms of physical output	0.91	1.75
Water intensity (optional) – the entity may select the relevant metric	-	-

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

No.

*The significant reduction in water withdrawal during FY 2025–26 was primarily attributable to the substantial volume of rainwater harvested during the reporting period.

Business Responsibility and Sustainability Report (Contd.)

4. Provide the following details related to water discharged:

Parameter	FY 2025–26	FY 2024–25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To groundwater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To seawater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
No treatment	209.86*	382.45
With treatment – please specify level of treatment	Nil	Nil
(v) Others		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	209.86	3,82,449

*This refers to water discharged from corporate office buildings.

Note: The significant year-on-year variation in the numbers is primarily attributable to non-operation of Gandhidham office, the correction in measurement units and the change in the service provider.

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

No.

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

Yes. All process effluents are reused internally, and no liquid is discharged outside the premises. We manage acidic brine from the feed enrichment process by partially neutralising it in the salt bed area. It is then mixed with fresh brine to stabilise the pH before being safely recycled back into the solar pond system.

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

Parameter	Please specify unit	FY 2025–26	FY 2024–25
NOx	µg/m ³	15.49	16.50
SOx	µg/m ³	37.50	40.30
Particulate matter (PM)	µg/m ³	32.59	36.00
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

No.



Business Responsibility and Sustainability Report (Contd.)

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

Parameter	Unit	FY 2025–26	FY 2024–25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	66,771.59	75,631.92
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12,615.51	19,850.05
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes of CO ₂ equivalent/Mln Rs.	7.62	9.42
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/Mln Rs. adjusted for PPP	155.03	210.97
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/MT of production	0.017	0.02
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/MT of production	-	-

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

No.

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

We have launched key interventions to cut down our GHG emissions. These include optimising our high-pressure boilers to radically reduce coal usage, transitioning to a hybrid renewable energy model, and enhancing compressor energy efficiency through VFD installations. Two 45 TPH boilers were replaced with two 12 TPH boilers, resulting in a reduction of approximately 1,500 MT of coal consumption per month and a corresponding decrease in CO₂ emissions of around 3,630 tonnes per month.

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

Parameter	FY 2025–26	FY 2024–25
Total waste generated (in metric tonnes)		
Plastic waste (A)	5.00	1.00
E-waste (B)	5.34	0.10
Bio-medical waste (C)	0.061	0.06
Construction and demolition waste (D)	0	NA
Battery waste (E)	6.53	NA
Radioactive waste (F)	NA	NA
Other hazardous waste. Please specify, if any. (G)	0.018	0.14
Waste oil		

Business Responsibility and Sustainability Report (Contd.)

Parameter	FY 2025–26	FY 2024–25
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) ETP Sludge	45,030*	44,890**
Total (A + B + C + D + E + F + G + H)	45,046.93	44,891.3
Waste intensity per rupee of turnover (Total waste generated/ revenue from operations)	4.33	4.43
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ revenue from operations adjusted for PPP)	87.97	88.92
Waste intensity in terms of physical output	0.0096	0.0111
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

**For each category of waste generated, total waste recovered through recycling,
re-using or other recovery operations (in metric tonnes)**

Category of waste		
(i) Recycled	-	1.24
(ii) Re-used	45,030	44,890
(iii) Other recovery operations	-	-
Total	45,030	44,891.24

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	-	0.06
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	0.06

*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 data for FY 2024–25 has been restated to reflect corrections to the previously reported figures.

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

No.

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

We comply strictly with statutory waste disposal guidelines, segregating waste at source into hazardous and non-hazardous categories. MS scrap, e-waste, and plastic waste are routed to authorised recyclers. ETP sludge is reused for bund preparation, while process influent is reused in brine acidification. Low-volume hazardous waste, including used oil and discarded barrels, is disposed of in accordance with PCB norms. Bio-medical waste is managed through GPCB-approved channels, ensuring safe handling and regulatory compliance.

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:

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



Business Responsibility and Sustainability Report (Contd.)

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 an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
NA	NA	NA	NA	NA	NA

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

S. no.	Specify the law/regulation/guidelines which were 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
	The Company is fully compliant with all applicable environmental laws and regulations including the Water Act, Air Act, Environment Protection Act, and related rules.			

Leadership Indicators

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

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

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

Parameter	FY 2025–26	FY 2024–25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third-party water	89,303.17	4,78,062
(iv) Seawater/desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	89,303.17	4,78,062
Total volume of water consumption (in kilolitres)	89,303.17	4,78,062
Water intensity per rupee of turnover (Water consumed/turnover)	8.57	47.16
Water intensity (optional) – the entity may select the relevant metric	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
(ii) Into Groundwater		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
(iii) Into Seawater		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
(iv) Sent to third parties		
No treatment	209.86*	382.45
With treatment – please specify the level of treatment	NA	NA

Business Responsibility and Sustainability Report (Contd.)

Parameter	FY 2025–26	FY 2024–25
(v) Others		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
Total water discharged (in kilolitres)	209.86	3,82,449

*The significant year-on-year variation in the numbers is primarily attributable to the correction in measurement units, the inclusion of Bhuj and the change in the service provider.

Note: For FY 2025-26, Bhuj has been added, based on the GWRA Assessment, 2025.

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

No.

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

Parameter	Unit	FY 2025–26	FY 2024–25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Scope 3 emissions have not been quantified at present.	Scope 3 emissions have not been quantified at present.
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/Mln Rs.		
Total Scope 3 emission intensity (optional) – the entity may select the relevant metric			

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

No.

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

The Company conducts routine monitoring of ambient air and water quality to ensure strict adherence to all applicable environmental regulations in these areas.

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

S. No	Initiative undertaken	Details of the initiative (Weblink, if any, may be provided along with summary)	Outcome of the initiative
1	Energy efficiency enhancement and emission reduction	<p>Energy efficiency was enhanced through the installation of 132 kW and 55 kW Variable Frequency Drives (VFDs) for the cooling tower pump and bromine plant compressor, along with the commissioning of an Automatic Power Factor Correction (APFC) panel at PS-9.</p> <p>Two new 12 TPH process boilers (12.5 kg/cm², ~186°C) were commissioned in FY 2024–25, replacing a high-pressure power boiler (up to 33 TPH) used earlier to meet internal steam requirements. This resulted in improved energy efficiency.</p>	<ul style="list-style-type: none"> Significant operational and environmental benefits, including fuel savings of ~33 tonnes/day, water savings of ~0.275 Lakhs/day Reduction in ash handling cost (~0.04 Lakh/day), fuel handling cost (~0.1 Lakhs/day), bed material cost (~0.18 Lakhs/day), manpower cost (~0.88 Lakhs/day) Auxiliary power savings (~0.3 Lakhs/day), resulting in total savings of ~₹4.4 Lakhs per day



Business Responsibility and Sustainability Report (Contd.)

S. No	Initiative undertaken	Details of the initiative (Weblink, if any, may be provided along with summary)	Outcome of the initiative
2	ETP sludge reuse in bund preparation	ETP sludge is repurposed for bund preparation, thereby reducing non-hazardous waste generation and promoting internal reuse of process by-products.	<ul style="list-style-type: none"> Reduction in non-hazardous waste through reuse of ETP sludge
3	Plantation	Tree plantation initiatives were undertaken within and around plant premises to support environmental sustainability.	<ul style="list-style-type: none"> Improved biodiversity within plant premises and contribution to local environmental sustainability

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

Yes. The Company has established comprehensive Emergency Preparedness Plans at each plant to address potential emergency situations. These plans define detailed response procedures to prevent and mitigate hazards, risks, and environmental impacts, including first aid provisions. In the event of an emergency, a structured investigation is conducted to determine root causes, followed by implementation of appropriate preventive measures to avoid recurrence. Furthermore, roles and responsibilities are clearly defined and periodically communicated to ensure preparedness and accountability across all personnel.

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.

A formal mechanism to assess environmental impact across the wider value chain is earmarked for future implementation.

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 the onboarding process. Going forward, this assessment will be extended to value chain partners and conducted on a periodic basis to ensure ongoing evaluation of environmental impacts.

8. How many Green Credits have been generated or procured:

- By the listed entity: Nil
- 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

Essential Indicators

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

Six

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1.	Export Inspection Council/Agency	Chennai and Bhuj
2.	Andhra Chamber of Commerce	Chennai
3.	Indian Chemical Council (ICC)	National
4.	India Bromine Platform (IBP)	National
5.	CAPEXIL	Chennai
6.	Export Promotion Council	Chennai

Business Responsibility and Sustainability Report (Contd.)

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
Nil	Nil	Nil

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by Board (Annually/half-yearly/quarterly/others – please specify)	Weblink, if available
1			Nil		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
NA					

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

S. No.	Name of the 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 Rs.)
NA						

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

We have formulated an External Grievance Policy specifically designed to capture, track, and address the concerns of the local communities surrounding our operations.

Weblink: <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 2025–26	FY 2024–25
Directly sourced from MSMEs/small producers	47.8%	61.3%
Directly from within India	100%	100%

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 2025–26	FY 2024–25
Rural	30.75	43.02
Semi-urban	-	-
Urban	3.38	6.98
Metropolitan	65.87	50.00

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

Note: Due to the change in methodology adopted for calculation along with the change in service provider, the data for FY 2024-25 has been restated.



Business Responsibility and Sustainability Report (Contd.)

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
NA	

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

S. No.	State	Aspirational district	Amount spent (In Rs.)
1.	NA		

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

No. Currently, there is no formal preferential procurement policy; however, the company is evaluating its implementation.

- (b) From which marginalised/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:

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

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

Name of authority	Brief of the case	Corrective action taken
None		

6. Details of beneficiaries of CSR Projects:

S. no.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Educating and maintaining Residential High School students at Bala Mandir, Ramakrishna Mission and Sree Chandrasekara Rural Welfare Trust (All resident students are provided with free education, food, and accommodation in the Home)	More than 1,500	100%
2	Sports arrangement to specially abled people at Amar Seva Sangam	More than 250	100%
3	Protection of National Heritage, Art and Culture in collaboration with Music Academy	Community	Not Recorded
4	Providing clean water in association with Rotary Club (India)	Community	Not Recorded
5	Rural development project involving the repair of roads and in collaboration with Jabbar Jat Welfare Foundation, Banni Pashu Charak Maldhari Sangathan.	More than 15,100	100%

Business Responsibility and Sustainability Report (Contd.)

S. no.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
6	Food for students/public in association with Akshaya Patra Foundation, The United Educational, Social Welfare Trust and Tirumala Tirupati Devasthanams	2,000 students per school year and 1,41,000 pilgrims	100%
7	Promoting healthcare by providing required machinery for General Surgery and Ophthalmology at Sankar Nethralaya and aiding in construction of Building/Hospital by VHS, Ayush Seva Sansthan. Providing required medical expenses for needy patient through Kaveri Medical Trust.	Community	Not Recorded
8	Drinking water supply by tankers in Nara village/BSF camp area	3,200 families	60% of the village

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company operates a dedicated Customer Service framework to capture and resolve feedback. Complaints can be lodged via phone, Email, or our web portal, and are tracked through a centralised complaint management system. We also utilise formal escalation procedures and periodic surveys to ensure prompt resolutions and continuous process improvements. The process followed is as under:

- Acknowledgement of the customer complaint is issued upon receipt
- The complaint is escalated to the QA in charge at the plant along with relevant team members for review
- A detailed root cause analysis is conducted, and corrective and preventive actions (CAPA) are defined by the team
- Findings, along with the action plan to prevent recurrence, are shared with the customer

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

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

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

	FY 2025–26		Remarks	FY 2024–25		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cybersecurity	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	2	Nil	Nil



Business Responsibility and Sustainability Report (Contd.)

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes. We maintain a stringent Cybersecurity Policy designed to protect our IT infrastructure, safeguard sensitive data, and minimise risks related to data privacy.

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.

There have been no reported issues concerning advertising, essential service delivery, cybersecurity, or data privacy breaches.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil.
- Percentage of data breaches involving personally identifiable information of customers: Nil.
- Impact, if any, of the data breaches: Nil.

Leadership Indicators

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

Comprehensive details regarding our product offerings are accessible on our corporate website www.archeanchemicals.com

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

Material Safety Data Sheets (MSDS) and detailed product brochures are readily available on our website to guide customers on safe handling practices.

Weblink: <https://www.archeanchemicals.com/product.html>

For Bromine ISO Tank shipments, safe handling instructions are provided to customers and formally signed off by them to ensure proper compliance and safe usage.

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

Any risk of disruption is communicated to customers verbally and in writing via Email to ensure timely awareness and action.

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, all statutory product information is prominently displayed on our packaging. Customer feedback is collected in line with IMS audit requirements as part of the established system.