

Business Responsibility Sustainability Report FY 2023-24

SECTION A: General Disclosures

I. Details of Listed Entity

Disclosures	Information/Reference Sections
Corporate Identity Number (CIN) of the Company	L24100GJ2007PLC051093
Name of the Company	Ami Organics Limited
Date of incorporation	12-06-2007
Registered Office/Corporate Address	Plot no. 440/4, 5 & 6, Road No. 82/A, GIDC Sachin, Surat 394230
E-mail id	info@amiorganics.com
Telephone	+91 7227977744
Website	www.amiorganics.com
Financial year reported	April 1, 2023 to March 31, 2024
Name to Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited Listed since September 14, 2021 Rs. 368805620 CS Ekta Kumari Srivastava Tel: - 7227977744 Email: cs@amiorganics.com Standalone-Basis Reporting
Paid up capital (31st March 2024)	
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
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)	
Whether the company has undertaken reasonable assurance of the BRSR Core?	No

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business activity	% of Turnover of the entity
1.	Chemical Manufacturing	Manufacturing of Pharmaceutical Intermediates and Speciality chemicals	100%

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

Sr. No.	Description of Main Activity	Description of Business activity	% of Turnover of the entity
1	Manufacturing of organic and inorganic chemical compounds	20119	100.00%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	3	0	3
International	0	0	0

17. Markets served by the Company

a. Number of Locations

Locations	Number
National (No of States)	25
International (No. of Countries)	45

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

The contribution of export as a percentage of the total turnover of Ami Organics is 56%.

c. A brief on types of customers: Pharma Intermediates and speciality chemicals products manufactured by Ami Organics Limited are used by diverse industrial sectors including Pharmaceutical, Personal Care, Cosmetics, Dyes, Polymers, Agro Chemicals and Animal Foods industries. Company has diversified customer base in domestic and International markets and has strong and long term relations with its customers across diversified geographies.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	609	567	93.10%	42	6.90%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Employees (D+E)	609	567	93.10%	42	6.90%
WORKERS						
4	Permanent (F)	67	65	97.01%	2	2.99%
5	Other than Permanent (G)	457	439	96.06%	18	3.94%
6	Total Workers(F+ G)	524	504	96.18%	20	3.82%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	NA	0	NA
2	Other than Permanent (E)	0	0	NA	0	NA
3	Total Differently abled Employees (D+E)	0	0	NA	0	NA
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	NA	0	NA
5	Other than Permanent (G)	0	0	NA	0	NA
6	Total differently abled Workers (F+ G)	0	0	NA	0	NA

19. Participation/Inclusion/Representation of women

Sr. No.	Particulars	Total (A)	No. and percentage of females	
			No. (B)	% (B / A)
1	Board of Directors	8	2	25.00%
2	Key Management Personnel (other than BOD)	2	1	50.00%

20. Turnover rate for permanent employees and workers

Sr. No.	Particulars	Turnover rate in current FY (2023-24)			Turnover rate in previous FY (2022-23)			Turnover rate in the year prior to the previous FY (2021-22)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
		16.72%	0.94%	17.66%	17.62%	1.55%	19.17%	15.33%	1.60%	16.93%
1	Permanent Employees	16.72%	0.94%	17.66%	17.62%	1.55%	19.17%	15.33%	1.60%	16.93%
2	Permanent Workers	0.78%	0.00%	0.78%	0.35%	0.00%	0.35%	0.00%	0.00%	0.00%

V. Product Services

21. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)	
				Yes	No
1.	Ami Organics Electrolytes Private Limited	Wholly Owned Subsidiary	100.00%		No
2.	Ami-Onco Theranostics LLC	Joint Venture	50.00%		No
3.	Baba Advance Materials Limited	Wholly Owned Subsidiary	100.00%		No

VI. CSR Details

22. I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes companies / joint ventures: Yes
 II. Turnover (in ₹): 6875829178
 III. Net worth (in ₹): 6751154375

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			PY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NIL
Investors (other than shareholders)	Yes	0	0	NA	0	0	NIL
Shareholders	Yes	6	3	Request for revalidation of dividend	21	1	Request for validation for Dividend
Employees and workers	Yes	0	0	NA	0	0	NIL
Customers	Yes	15	0	Product related issues	24	0	Product related issues
Value Chain Partners	Yes	0	0	NA	0	0	NIL

Weblink for grievance redressal policy : https://www.amiorganics.com/static/uploadfiles/downloads/download_1008.pdf?20230220115137

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

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

Sr. 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.	Occupational Health and Safety	Risk	Manufacturing of specialty chemicals entail multiple risks to workers and employees in the form of material management, spills, fumes, fire hazards, long-term exposure, etc. that could result in health impairment, serious injuries, or even fatalities. Health and safety risks are also present in the supply during the manufacture of raw materials and the transport of raw materials and finished products	The Company has taken various measures to mitigate occupational health and safety risks including Adoption of organization wide Integrated Policy on Environment Health Safety and Quality Management System (As per ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Standards). Strict health and safety measures and SOPs around storage, use, transportation and waste treatment of hazardous substances Trainings, internal audits for all SOPs on Operational Health and safety.	Negative Implications
2	Anti-corruption and ethics	Risk	<p>Legal Compliance: Adherence to anti-corruption laws and regulations.</p> <p>Reputation Protection: Safeguarding the organization's image and trust.</p> <p>Operational Efficiency: Preventing resource misallocation and bias.</p> <p>Fair Competition: Ensuring a level playing field in the market</p>	<p>Standards and procedures for combating corruption and upholding commercial ethics.</p> <p>This provides ways for internal or external stakeholders to anonymously voice their concerns (whistleblowing).</p>	Negative Implications

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Information security and cyber security	Risk	Data privacy and cyber security has emerged as a major threat in the business operations. Data breach of the Company's Information Technology systems leads to business damage and reputational risk, causing damage at both financial and non-financial ends	Information Security Management System (ISMS Implementation). Trend Micro end point protection. Drive Encryption Firewall security Cloud based Mail Server Data sharing through secured FTP Recourses.	Negative Implications
4	Occupational prospects	Opportunity	<p>Career Advancement: Opening opportunities in leadership positions focused on ethical practices.</p> <p>Skill Diversification: Acquiring skills applicable to diverse sectors and industries.</p> <p>Employability: Enhancing qualifications for roles in compliance, risk management, and auditing.</p>	We have below mentioned positive implications. SA 8000 certified units Trained in-house 60 numbers of certified First aiders to handle an emergency. No major accidents during the reporting year causing danger to life of employees and workers Nil Complaints from employees and workers Compliance with all Labor laws at all units	Positive Implications
5	Sustainable product design and innovation	Opportunity	Sustainable product design and innovation is an opportunity for companies to reduce their environmental impact, enhance their brand reputation, and attract more investors and customers.	ESG integration (Safety, compliance, ethics), ISO, OHSAS, collaboration and digitization	Positive
6	Health & safety	Risk	<p>Worker Well-being: Prioritizing the safety and health of employees.</p> <p>Productivity: Reducing workplace accidents to maintain a productive workforce.</p> <p>Stakeholder Confidence: Inspiring trust among employees, customers, and investors.</p>	Vaccination Drive for Employees during COVID-19 pandemic. ISO Certified Occupational Health Center for employees. Safety Instruction Board (Cardinal Rule) & Sign Boards, Safety SOPS and protocols. Training & Awareness Programs. Mock Drill for emergencies. Personal Protective Equipment for workers & employees.	Negative Implications

Sr. 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)
7	Transparency	Opportunity	<p>Accountability: Holding organizations and individuals responsible for their actions.</p> <p>Effective Governance: Facilitating informed decision-making by stakeholders.</p> <p>Social Responsibility: Contributing to a culture of honesty and integrity.</p>	<p>Work permit system across the Company.</p> <p>Material Safety data sheet for hazardous products</p> <p>Integrity and transparency in reporting of financial statements Responsible reporting through Annual Reports and Sustainability Report.</p> <p>Clear and Responsible stakeholders communication</p>	Positive Implications
8	Waste	Risk	<p>Proper disposal of waste from operations is critical for environmental protection, public health, and safety. Improper disposal of chemical waste can result in the release of harmful substances into the air, soil, and water. This pollution can contaminate local ecosystems, harm wildlife, and even affect nearby human populations. Exposure to hazardous chemicals from poor waste management practices can lead to various health risks, including respiratory problems, cancer, and reproductive issues.</p>	<p>Hazardous waste. Segregation and storage at Hazardous Waste Storage are GPCB approved vendors, Recyclers, Re- processors & transporter for waste disposal with in prescribed time Recover, recycle & reuse of the waste.</p> <p>Waste processing and disposal through accredited Recyclers, Landfilling (TSDF), Pre-processing & Incineration Facility.</p>	Negative Implications
9	Emissions	Risk	<p>Production of specialty chemicals has the potential to release harmful gases to the atmosphere that could endanger human and animal lives in surrounding areas or cause health related impacts over a longer term. Along with various Scope 1, 2 and 3 greenhouse gas emissions, various air emissions such as oxides of nitrogen and sulphur, Hydrogen, HCl etc., are associated with our manufacturing operations.</p>	<p>Regulatory Compliance: Adhering to emissions regulations and standards.</p> <p>Climate Commitments: Aligning with global efforts to mitigate climate change.</p> <p>Innovation and Research: Encouraging advancements in emissions reduction technologies. Control of process emission by using two stage Scrubber & Monitoring of emissions on monthly basis so that emissions are within permissible maximum limit of GPCB.</p>	Negative Implications

Sr. 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)
10	Water and Effluent Management	Risk	<p>Chemical production is a water intensive industry owing to its water usage in its day-to-day operations. Water scarcity is a significant risk for businesses that rely on water for their operations. Water scarcity can lead to disruptions in business operations, supply chains, and increased costs of raw materials, which can all have financial implications. Water scarcity can also pose a threat to the health and safety of employees and the local community, which could result in legal and reputational risks.</p>	<p>Water is a crucial resource and we are committed to conserve it. One of our plants has zero liquid discharge and treated water reused in utility to reduce overall fresh water withdrawal. While in another plant, our Waste water treated in a Effluent Treatment plant and discharge in NCTL common drain after achieving prescribed Limit.</p>	Negative Implications
11	Local Community Engagement	Opportunity/ Risk	<p>Risk: Chemical manufacturing involves producing harmful effluents & gases as by products which may negatively impact the local surroundings. It may lead to long-term health and ecological impact if not managed properly.</p> <p>Opportunity: Engagement with local communities helps in earning goodwill and trust building. Hiring from local area can promote employment and provide cheap labour.</p>	<p>The Company regularly engages with local communities to understand their needs and expectation, thereby, operate in harmony with them. They work towards providing services in the field of rural development, drinking water projects, providing solar street lights- water pumps, COVID relief, women education etc. to name a few. Services from local contractors and service providers are used to best possible extent</p>	Positive and Negative Implications, both

SECTION B: Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.amiorganics.com/businessresponsibilitypolcy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We are practicing following Standards: <ul style="list-style-type: none"> 1. ISO 9001:2015 – Quality Management System 2. ISO 14001:2015 – Environment Management System. 3. ISO 45001:2018 – Occupational Health & Safety Management System. 4. Good Manufacturing Practice (GMP) for active pharmaceutical ingredients (ICHQ7 & Q9) 5. EcoVadis Gold Medal has been awarded to the Company 6. SA 8000 - Social Accountability 7. ISMS 27001 - Information Security Management System 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Ami Organics Limited has embarked on its sustainability journey, marked by the publication of its second Business Responsibility and Sustainability Report (BRSR) for FY 2022-23. Looking ahead, the company aims to further enhance and disclose its ESG goals and commitments in the coming years. Additionally, the company has also prepared its Annual Sustainability Report (ASR) for 2022-23. For a detailed overview of the sustainability targets, please refer to the company's Sustainability Report for FY 2022-23 at the following link. https://www.amiorganics.com/annual-reports.html								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

We consistently track our progress towards the 'Ami Organics ESG Goals' and take necessary actions as needed. Our strong governance framework ensures that the advancement of our sustainability objectives is closely monitored. The leadership team reports on this progress to the Managing Director and the Management Committee on a quarterly basis. Our ESG Committee, includes an Independent Director, which supports the Board in overseeing our ESG strategy. The committee also monitors progress towards our stated vision and regularly reviews policies, practices, initiatives, and goals related to ESG to ensure their ongoing effectiveness.

Additionally, the company is committed to innovation and technology, having adopted digital platforms to excel in achieving its Environmental, Social, and Governance goals. This digital approach enhances our ability to track, report, and meet our ESG commitments efficiently.

Governance, leadership and oversight
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Dear Stakeholders,

I am pleased to present the progress made by the Company during the FY 2023-24 as we continue our journey towards sustainability and responsible business practices. This BCSR report highlights our efforts, achievements and ongoing progress on the environment, social and governance parameters.

Strengthening Our Sustainability Commitment

As we reflect on the achievements of FY 2023-2024, we are pleased to report that Ami Organics Limited has continued its journey towards sustainability with renewed vigor and dedication during FY 2023-2024. Our efforts have been focused on enhancing our environmental stewardship, deepening our social impact, and further embedding sustainability into the core of our business operations.

Climate Action and Renewable Energy Expansion

In FY 2023-2024, we made significant strides in our renewable energy initiatives with the Board's approval for the installation of 16 MW solar power plant, marking a crucial step in our efforts to substantially reduce our carbon footprint. Going ahead, the solar power plant is expected to be commissioned by this financial year end and contribute meaningfully in our renewable energy usage goals. These initiatives represent a major advancement towards our goal of becoming a Net-Zero Emissions Company by 2050.

Accelerating Plastic Reduction and Waste Management

Our commitment to reducing single-use plastics has been strengthened, with the successful implementation of initiatives aimed at minimizing plastic waste across our manufacturing plants. We have met our targets in this area, contributing to a cleaner environment and reinforcing our role as a responsible corporate citizen.

Recognition and Partnerships

Our sustainability efforts have continued to receive external validation. This year, we are proud to announce that Ami Organics has elevated its EcoVadis rating from Bronze to Gold, a testament to our continuous improvement in ESG practices. Our ongoing commitment with the United Nations Global Compact (UNGCR) Ten Principles underscore our commitment to global sustainability goals.

Empowering Our Workforce and Communities

Investing in our people remains a top priority. In FY 2023-2024, we expanded our training and development programs, focusing on upskilling our workforce to meet the evolving demands of the industry. Our community engagement efforts have also Deepened, with new initiatives aimed at enhancing local employment opportunities and supporting community-driven projects.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance and Oversight

Our ESG Internal Committee has played a pivotal role in ensuring that our sustainability practices are not only maintained but continually enhanced. Through rigorous monitoring and reporting, we have strengthened our governance framework, ensuring that we uphold the highest standards of responsible business conduct.

As we continue our sustainability journey, we remain committed to setting and achieving ambitious targets. Our focus for the coming year will include further reducing greenhouse gas emissions, enhancing energy efficiency, advancing waste reduction strategies, and deepening our engagement with stakeholders. The path ahead is challenging, but with the collective effort of our dedicated team and the support of our stakeholders, we are confident in our ability to drive meaningful change.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	1. Mr. Nareshkumar R. Patel Executive Chairman & Managing Director
	2. Mr. Ram Mohan Lokhande Whole time Director
	3. ESG Committee Members.
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, Board has constituted ESG Committee and composition of the committee is as follows: 1. Mr. Ram Mohan Lokhande – WTD and Chairman of ESG Committee 2. Mr. Girikrishna Maniar – Independent Director and Member 3. Mr. Pratik Thakor – Member 4. Mr. Hemant Patel – Member 5. Mr. Dishank Oza – Member

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee.									“Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)”								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Review is done by ESG Committee of the Board									The ESG Committee & Board reviews the policies periodically as deemed necessary and update if required, but atleast annually.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Review is done by ESG Committee of the Board									Annually								

11. Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									

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)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA								
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)	NA								
Any other reason (please specify)									

SECTION C: Principle Wise Performance Disclosure

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	<p>Company has conducted familiarization program for with an objective to train them regarding the nature of the industry and business, operations, regulatory environment, roles & responsibilities, and code of conduct adopted by company. Topics covered were as under :</p> <ul style="list-style-type: none"> 1) ESG and sustainability 2) Training on Statutory and Legal updates 3) Awareness session on Business overview and trend , Risk management, HR and employee welfare updates 4) Awareness session on BRSR and BRSR Core Requirements 	100%
Key Managerial Personnel	2	<p>Various topics like Data Integrity & Data Privacy, Prevention of Sexual Harassment, ESG related aspects. Training sessions were conducted covering following topics :</p> <ul style="list-style-type: none"> 1) ESG and sustainability 2) Business ethics, values and Code of conduct 3) Leadership Skills 4) Train the Trainer 5) Risk Assessment and mitigation 6) POSH and Social Accountability 	100%
Employees other than BoD and KMPs	829	<p>The topics covered included</p> <ul style="list-style-type: none"> 1) Code of conduct and values 2) Behavioural training 3) Time Management, Skill development 4) ESG and sustainability 5) Technical Training 6) Health & Safety trainings 7) Fire Fighting 8) POSH and social accountability 	For Health & Safety - 100% For other topics - 83.25%
Workers	678	<p>The topics covered included Health and Safety trainings, fire fighting, POSH, SA8000 Principles, and skill upgradation</p>	For Health & Safety - 100% For other topics - 74.63 %

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

Particulars	NGRBC Principle	Monetary			Has an appeal been preferred? (Yes/No)
		Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	
Monetary					
Penalty/ Fine	NIL	Not Applicable	NIL	NIL	NA
Settlement	NIL	Not Applicable	NIL	NIL	NA
Compounding fee	NIL	Not Applicable	NIL	NIL	NA
Non - Monetary					
Imprisonment	NIL	Not Applicable	NIL	Nil	NA
Punishment	NIL	Not Applicable	NIL	Nil	NA

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

Details of the appeal or revision preferred in cases where monetary or non-monetary action has been appealed

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/judicial institutions
1	Not Applicable	Not Applicable

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

The company has an Anti-Corruption and Bribery (ACB) policy in place. Additionally, the company has implemented a Vigil Mechanism and Whistleblower Policy that allows stakeholders, including individual employees and their representative bodies, to report any concerns related to illegal or unethical practices without fear of retaliation. The policy includes adequate safeguards to protect employees who use the mechanism. Till date, no company personnel have been denied access to the Chairperson of the Audit Committee.

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

	FY (2023-24)	PY (2022-23)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY (2023-24)		PY (2022-23)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

Not Applicable

8. Number of days of accounts payables

	FY (2023-24)	PY (2022-23)
i) Accounts payable x 365 days	486499375000	507482130000
ii) Cost of goods/services procured	5431145000	4370493000
iii) Number of days of accounts payables	90	116

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 (2023-24)	PY (2022-23)
Concentration of Purchase	a. i) Purchases from trading houses	648900972	686784148
	ii) Total purchases	4325657187	3367014168
	iii) Purchases from trading houses as % of total purchases	15%	20.40%
	b. Number of trading houses where purchases are made	98	105
	c. i) Purchases from top 10 trading houses	350864990	394145263
	ii) Total purchases from trading houses	648900972	686784148
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	54.07%	57.39%
	a. i) Sales to dealer / distributors	152781355	114490024
	ii) Total Sales	6875829178	6167339407
Concentration of Sales	iii) Sales to dealer / distributors as % of total sales	2.22%	1.86%
	b. Number of dealers / distributors to whom sales are made	15	13
	c. i) Sales to top 10 dealers / distributors	144607115	109876826
	ii) Total Sales to dealer / distributors	152781355	114490024
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	94.65%	95.97%
	a. i) Purchases (Purchases with related parties)	6223855	8341448
	ii) Total Purchases	4349614000	3458512000
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.14%	0.24%
	b. i) Sales (Sales to related parties)	3205382	0
Share of RPTs in	ii) Total Sales	6875829178	6167339407
	iii) Sales (Sales to related parties as % of Total Sales)	0.05%	0.00%
	c. i) Loans & advances given to related parties	22175000	2100000
	ii) Total loans & advances	22175000	2100000
	iii) Loans & advances given to related parties as % of Total loans & advances	100%	100%
	d. i) Investments in related parties	100000	100000
	ii) Total Investments made	1953000	16507000
	iii) Investments in related parties as % of Total Investments made	5.12%	0.61%

Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	2	Awareness Programs on NGBRC Principles	52.00%

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

Yes. The company has established robust processes to manage and avoid conflicts of interest involving board members and senior management. A dedicated policy is in place, requiring annual conflict of interest declarations from all board members, senior management, and employees. Furthermore, the company's Code of Conduct, which outlines these guidelines, is available on the company's website for reference. Please refer here : https://www.amiorganics.com/static/uploadfiles/downloads/download_7494.pdf?20210609053416.

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 (2023-24)	PY (2022-23)	Details of improvements in environmental and social impacts
R & D	3.88%	1.59%	<ul style="list-style-type: none"> Yield improvement
Capex	5.37%	5.54%	<ul style="list-style-type: none"> Effluent Treatment Plant followed by Multi Effect Evaporator (MEE) and Reverse Osmosis (RO)

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

Yes, the Company has a mechanism in place to sustainably procure raw materials from different suppliers considering availability, transportation, requirement of factories, etc. As per the Sustainable Procurement Policy of the company, procurement of goods and services is done with due consideration of its effect on health, safety, environment and strain on natural resources. The Company has also established Supplier Code of Conduct (COC) which includes guidelines on environment management, pollution prevention and waste management. The Supplier COC is applicable to both domestic and global suppliers as well as the employees, agents and contractors hired by the suppliers.

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

The Company works with suppliers who diligently follow sustainable procurement practices. In subsequent years, necessary action will be taken to account for the percentage of inputs sourced sustainably. 32%

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)

We are outsourcing the disposal of this type of waste to GPCB approved third-parties for recycling.

(b) E-waste

We are outsourcing the disposal of this type of waste to third-party GPCB approved vendors who forward it to recycling facilities. For battery waste, we have implemented a direct buyback option.

(c) Hazardous waste

We are taking a multi-pronged approach to dispose of this waste by sending it to different facilities. This includes sending some of it to landfills, some to recycling facilities, and also utilizing co-processing methods.

(d) other waste

Our non-hazardous waste primarily consists of plastics, metal and wooden waste, which is typically generated from aging process equipment or as part of routine maintenance activities.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). No.

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? No

If not, provide steps taken to address the same.

Since our company primarily serves the B2B segment, we believe that Extended Producer Responsibility (EPR) regulations do not apply to our business activities.

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)? No

If yes, provide details : NA

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. NA

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).

Sr. No.	Indicate Input Material	Recycled or re-used input material to total material	
		FY (2023-24)	PY (2022-23)
1	Toluene	69.03%	72.44%
2	Methanol	24.20%	36.03%

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:

Indicate Input Material	FY (2023-24)			PY (2022-23)		
	Re-used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	NA					

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

Not Applicable

④ **PRINCIPLE 3:** Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent employees											
Male	567	567	100%	567	100	0	0%	0	0%	0	0%
Female	42	42	100%	42	100	42	100%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	609	609	100%	609	100%	42	6.90%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent workers											
Male	65	65	100%	65	100%	0	0%	0	0%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	67	67	100%	67	100%	2	2.99%	0	0%	0	0%
Other than permanent workers											
Male	439	0	0%	439	100%	NA	NA	0	0%	0	0%
Female	18	0	0%	18	100%	0	0%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	457	0	0%	457	100%	0	0%	0	0%	0	0%

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

	FY (2023-24)	PY (2022-23)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	37101410	20626105
ii) Total revenue of the company	7013687000	6210538000
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.53%	0.33%

2. Details of retirement benefits

Benefits	FY (2023-24)			PY (2022-23)		
	No.of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	YES	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	YES	100.00%	100.00%	Yes
ESI	15.00%	100.00%	YES	15.00%	100.00%	Yes

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?

Ans. No. Since the Company operates in chemicals and hazardous environment, at present there are no differently abled employees. Facilities for differently abled persons shall be initiated upon employment of such kind of persons.

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

Yes. Equal Opportunity Policy of the Company aims at ensuring that none of the employees with disability is discriminated against on the ground of disability. The Company shall not discriminate with respect to any aspect of the employment relationship including the hiring/selection process, promotions, transfers, provision of training opportunities, compensation, employee benefits, termination or retirement policies, and disciplinary practices.

the Equal Opportunity Policy can be assessed at https://www.amiorganics.com/static/uploadfiles/downloads/download_7967.pdf?20230902081758

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	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

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

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has grievance handling policy, which is available internally, to promote supportive and open culture for accepting, assessing resolving complaints in most transparent and ethical manner. A Internal Grievance Committee is constituted at every plant location, inclusive of members comprising of Director, Senior person from HR, Plant head and other members, to address the concerns raised by employees and provide prompt and fair resolution following efficient procedure :
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	Employees and worker shall discuss the same with immediate superior and department Head. If the grievance is not resolved after discussion at department level, the employee and worker shall raise the grievance through HR at unit level and if not still not addressed, employee can approach, Manager HR or Stakeholders Grievance Committee.

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

Category	FY 2023-24			PY 2022-23		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	No. of employees		% (D / C)
				Total employees / workers in respective category (C)	/ workers in respective category, who are part of association(s) or Union (D)	
Total Permanent Employees	609	0	0%	602	0	0%
Male	567	0	0%	566	0	0%
Female	42	0	0%	36	0	0%
Other	0	0	0%	0	0	0%
Total Permanent Workers	67	0	0%	70	0	0%
Male	65	0	0%	68	0	0%
Female	2	0	0%	2	0	0%
Other	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY (2023-24)				PY (2022-23)			
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)
Employees								
Male	567	567	100%	469	82.72%	566	566	100%
Female	42	42	100%	38	90.48%	36	36	100%
Other	0	0	0	0	0	0	0	0%
Total	609	609	100%	507	83.25%	602	602	100%
Workers								
Male	65	65	100%	48	73.85%	352	352	100%
Female	2	2	100%	2	100%	13	13	100%
Other	0	0	0	0	0	0	0	0%
Total	67	67	100%	50	74.63%	365	365	100%

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

Category	FY (2023-24)			PY (2022-23)		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	567	536	94.53%	566	523	92.40%
Female	42	32	76.19%	36	30	83.33%
Other	0	0	0	0	0	0.00%
Total	609	568	93.27%	602	553	91.86%
Workers						
Male	65	65	100.00%	352	352	100.00%
Female	2	2	100.00%	13	13	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	67	67	100.00%	365	365	100.00%

10. Health and safety management system:

Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). Yes, the Company has implemented a robust occupational health & safety management system across all its manufacturing facilities to ensure safe working environment. Coverage is 100%

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

Yes. As part of our ISO 45001:2018 Occupational Health and Safety Management system, we have implemented a structured Hazard Assessment, Risk Assessment, and Management Process. This includes both qualitative and quantitative assessments of the hazards associated with our operations and the use of hazardous chemicals. We regularly review these assessments and develop mitigation plans for high-risk areas.

To ensure the effectiveness of our safety measures, we also conduct third-party safety audits as required by legal regulations. These audits are conducted every 2 years to maintain compliance with safety standards and identify any areas for improvement.

b. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?

Yes, A safety committee is constituted at all plant locations and employees are encouraged to report the work-related hazards to the safety committee. In addition to this, all employees are also provided with opportunity to discuss work-related incidents during daily meeting conducted at plants

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

Yes

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

Safety Incident/Number	Category	FY (2023-24)	PY (2022-23)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

work is conducted under controlled conditions with appropriate safety measures in place. This system is integral to preventing workplace incidents and maintaining a high standard of safety.

We have implemented a robust Accident Management System, requiring all employees to promptly report any accidents, incidents, near misses, or unsafe conditions/acts. Each report triggers a thorough investigation to determine the root cause, followed by the implementation of preventive and corrective actions to avert future occurrences.

Our Health and Safety induction program is mandatory for all new hires and is facilitated by our Environmental, Health, and Safety (EHS) department. This training includes comprehensive safety protocols and emergency procedures. In addition, we conduct regular safety mock drills to ensure that employees are well-prepared to respond swiftly and effectively in emergency situations.

Our commitment extends to adherence to all relevant standards and regulations, including ISO standards, the Factory Act, the Environment Protection Act, and the Pollution Prevention Act. We routinely implement best practices such as Risk Assessment, Workplace Exposure Measurement, and regular medical checkups to uphold a safe working environment.

Emergency preparedness is a critical component of our safety strategy. We have developed and regularly review emergency response plans to address potential unforeseen events, ensuring swift and effective action when needed.

By fostering a culture of safety and continuous improvement, we are dedicated to maintaining a secure and healthy workplace for all employees. Our proactive measures, training programs, and adherence to regulatory standards underscore our commitment to the well-being of our workforce.

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

Category	FY (2023-24)			PY (2022-23)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices		100.00%
Working Conditions		100.00%

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.

During the past financial year, there were no significant safety-related incidents that required reporting. However, there were a few first-aid related incidents that occurred, which were promptly addressed through appropriate corrective and preventive actions.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N).	Yes

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

As per the provisions in Company policy, all value chain partners are required to provide proof of statutory dues paid within time limit to respective authorities while raising the sales invoices.

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:

Category	Total no. of affected employees/ workers	No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY (2023-24)	PY (2022-23)
Employees	0	0	0
Workers	0	0	0

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

No

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	0.00%
Working Conditions	0.00%

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.

Not Applicable

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

Essential Indicators

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

The company has identified both internal and external stakeholder groups that have an immediate impact on its operations and functioning. These stakeholder groups include Employees, Customers, Investors and Shareholders , Suppliers, Local Communities, Non-Governmental Organisations (NGOs), Contractors ,Regulatory Authorities.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders	No	<ul style="list-style-type: none"> E-mail Annual Report Press releases Company website Regulatory filings 	Quarterly As per requirement	Financial performance, Business growth, Business strategy, Future investments, Transparency, Good governance practices, Social responsibility, Environmental initiatives of the Company.
2	Employees	No	<ul style="list-style-type: none"> Employee engagement Newsletters Policies Training and development 	Regularly	<ul style="list-style-type: none"> Environment, Health and safety Training and learning Career Development and Growth opportunities Job security Fair remuneration Diverse, inclusive, and enabling work culture Employees Well being
3	Customers	No	<ul style="list-style-type: none"> Surveys Performance review meetings Customer meetings and audits 	Regularly	<ul style="list-style-type: none"> Accessibility and affordability of Healthcare Product quality and safety Data privacy and security Value added services Supply chain management Ethical business conduct Risk and opportunity management Material sourcing Sustained business growth Contract development and procurement Timely payment of invoices
4	Suppliers	No	<ul style="list-style-type: none"> Supplier performance evaluation Supplier engagement forum Procurement meetings 	As per requirement	<ul style="list-style-type: none"> Supply chain management Ethical business conduct Risk and opportunity management Material sourcing Sustained business growth Contract development and procurement Timely payment of invoices
5	Local Communities	Yes	<ul style="list-style-type: none"> Community Meetings CSR projects Employee social impact Awareness programs 	Continuous / Need based,	Health, Education, Sanitation, Community Development Initiatives ,Local Hiring, etc.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
6	Contractors	No	<ul style="list-style-type: none"> Notice Board 	Continuous basis	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Efficient service Long-term association Health & Safety ISO and OHSAS standards Ethical behaviour
7	Regulatory Authorities	No	<ul style="list-style-type: none"> Legal filings Industry representations Forums 	As per requirement	<ul style="list-style-type: none"> Business & environmental performance of the Company Regulatory compliance Statutory approvals Corporate governance Disclosures

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.

The consultation with stakeholders on various economic, environmental and social aspects have been delegated to respective business / function heads, who gathers feedback and addresses concerns. The Company strives to continued engagement with its key stakeholders who helps to set expectations, thereby establishing trust and fostering open communication

- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

Yes, the Company has conducted stakeholder consultation, as a part of its materiality assessment by engaging with its key internal stakeholders. This has aided in identification of key material environmental, social and governance topics and develop effective strategies for efficient management of identified material topics. Based on the identified factors, the Company has formulated an Environment, Social and Government (ESG) policy which acts a guided policy commitment for the management of the material factors in the business operations

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

The Company has implemented various initiatives with the help of its CSR team for the vulnerable and marginalized stakeholder groups. The CSR projects carried out by the Company cover education, healthcare, water, sanitation, rural development and environment.

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 2023-24			PY 2022-23		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	609	609	100%	532	532	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	609	609	100%	532	532	100%

Category	FY 2023-24			PY 2022-23		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Workers						
Permanent	67	67	100%	70	70	100%
Other than permanent	457	457	100%	365	365	100%
Total Workers	524	524	100%	435	435	100%

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

Category	FY (2023-24)				PY (2022-23)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	609	0	0.00%	609	100%	532	0	0%	532	100%
Male	567	0	0.00%	567	100%	498	0	0%	498	100%
Female	42	0	0.00%	42	100%	34	0	0%	34	100%
Other	0	0	0	0	0%	0	0	0%	0	0%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	67	0	0.00%	67	100.00%	70	0	0%	70	100%
Male	65	0	0.00%	65	100.00%	68	0	0%	68	100%
Female	2	0	0.00%	2	100.00%	2	0	0%	2	100%
Other	0	0	0.00%	0	0.00%	0	0	0%	0	0%
Other than permanent	457	457	100.00%	0	0.00%	365	365	100%	0	0%
Male	439	439	100.00%	0	0.00%	352	352	100%	0	0%
Female	18	18	100.00%	0	0.00%	13	13	100%	0	0%
Other	0	0	0.00%	0	0.00%	0	0	0%	0	0%

3. Details of remuneration/salary/wages, in the following format:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration / Salary/ Wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	13000000	2	1000000	0	0
Key Managerial Personnel	1	69090000	1	1440000	0	0
Employees other than BoD and KMP	562	444912	41	403292	0	0
Workers	504	320520	20	285962	0	0

b. Gross wages paid to females:

	FY (2023-24)	PY (2022-23)
Gross wages paid to females	15590808	12903348
Total wages Gross Wages paid to females as a % of total wages	483543888	400231128
	3.22%	3.22%

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. The ESG Committee constituted by Board aid and advise the management in its approach towards building sustainable human rights policies and overview of implementation. Human Resource department is identified as responsible authority to implement the policy and conduct periodic audits to ensure compliance with the policy provisions. Human Rights policy focuses on essential elements, e.g., Freely chosen employment, No underage workers, Minimum wage/hour and other benefits, Humane treatment, Freedom of collective bargaining and Workplace health and safety.

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

The Company is committed to upholding human rights and creating a respectful and supportive environment for all stakeholders, including employees, management, the community, customers, and suppliers. To reinforce this commitment, we have established a Grievance Redressal and Handling Policy and a Human Rights Policy. These policies are accessible to all employees and provide clear guidelines for addressing and preventing human rights issues. The HR department is charged with the responsibility for the implementation, ongoing review, and compliance with these policies.

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

	FY (2023-24)			PY (2022-23)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NIL	0	0	NIL
Discrimination at workplace	0	0	NIL	0	0	NIL
Child Labour	0	0	NIL	0	0	NIL
Forced Labour/ Involuntary Labour	0	0	NIL	0	0	NIL
Wages	0	0	NIL	0	0	NIL
Other human rights related issues	0	0	NIL	0	0	NIL

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

	FY (2023-24)	PY (2022-23)
i) Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers	0	0
iv) Complaints on POSH upheld	0	0

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

The Company is committed to maintaining a safe and respectful work environment by enforcing a comprehensive Prevention of Sexual Harassment Policy. This policy is designed to address and prevent sexual harassment within the workplace effectively. To support this, we have established Internal Complaints Committees, which are responsible for managing and resolving complaints related to sexual harassment in a manner that upholds the highest standards of fairness and integrity.

The policy clearly outlines the procedures for filing complaints, ensuring that employees have a straightforward and confidential process for reporting incidents. It also specifies the corrective actions that will be taken against offenders, ensuring that appropriate measures are implemented to address any violations of the policy.

Importantly, the policy includes provisions to protect complainants from any form of retaliation or adverse action by management or department heads. Employees who raise concerns are assured of protection against mistreatment or discrimination, ensuring that their grievances are addressed without fear of negative consequences.

Overall, our Prevention of Sexual Harassment Policy aims to create an environment where all employees feel secure and respected, with clear mechanisms in place to address and resolve any issues that may arise.

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

Yes, the Company ensures that the Human Rights Requirements form a part of the business agreements, and contracts.

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%

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

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
No such grievances on human rights violations.
- Details of the scope and coverage of any Human rights due-diligence conducted
Company is SA8000 certified for its social accountability. The social audit covered labour issues, workers safety and well being measures, health and safety concerns of employees and workers, working of POSH committee, minimum wages as per act, risk management overview,
- 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?
Yes
- Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%

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

Not Applicable

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

Essential Indicators

- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:
Whether total energy consumption and energy intensity is applicable to the company?
YES

Parameter	Unit	FY (2023-24)	PY (2022-23)
Revenue from operations (in Rs.)		6875829000	6167340000
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	0.00	0.00
Total fuel consumption (B)	Gigajoule (GJ)	0.00	0.00
Energy consumption through other sources (C)	Gigajoule (GJ)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	0.00	0.00

Parameter	Unit	FY (2023-24)	PY (2022-23)
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	51564.60	41056.35
Total fuel consumption (E)	Gigajoule (GJ)	240063.07	50097.61
Energy consumption through other sources (F)	Gigajoule (GJ)	48672.30	94621.64
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	340299.97	185775.63
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	340299.97	185775.63
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ)/Rs.	0.0000494922	0.00003012222
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ)/Rs.	0.001132	0.0006892
Energy intensity in terms of physical Output	GJ/MT of production	48.013	39.339
Energy intensity (optional) – the relevant metric may be selected by the entity			

Note : Indicate if any Independent assessment/evaluation/assurance has been carried out by an external agency (Y/N) – Yes

If yes, name of the external agency - Growlity Private Limited

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?

No.

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

Parameter		FY (2023-24)	PY (2022-23)
Water withdrawal by source (in kilolitres)			
(i) Surface water		122669	96617.46
(ii) Groundwater		0	0
(iii) Third party water		0	0
(iv) Seawater / desalinated water		0	0
(v) Others		7017	7510.97
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		129686	104128.43
Total volume of water consumption (in kilolitres)		129686	104128.43
Water intensity per rupee of turnover (Total water consumption/ Revenue from Operation)		0.0000188611	0.0000168838
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		0.000432	0.000386
Water intensity in terms of physical Output (kilolitres / MT of Production)		18.29	22.05
Water intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes. Growlity Private Limited

4. Provide the following details related to water discharged:

Parameter		FY (2023-24)	PY (2022-23)
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water		0	0
No treatment		0	0
With treatment – please specify level of treatment		0	0
(ii) To Groundwater		0	0
No treatment		0	0
With treatment – please specify level of treatment		0	0
(iii) To Seawater		0	0
No treatment		0	0

Parameter	FY (2023-24)	PY (2022-23)
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	60606.245	22810.00
No treatment	0	0
With treatment – please specify level of treatment	60606.245	22810.00
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	60606.245	22810.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
YES (GPCB and NCTL)

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes. The Company's manufacturing site at Sachin, Gujarat is a Zero Liquid Discharge Site which uses zero liquid discharge technology for wastewater treatment.

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

Parameter	Please specify unit	FY (2023-24)	PY (2022-23)
NOx	Microgram/m3	24.63	18.61
SOx	Microgram/m3	26.33	24.88
Particulate matter (PM)	Microgram/m3	67.74	83.00
Persistent organic pollutants (POP)	Microgram/m3	0.00	0.00
Volatile organic compounds (VOC)	Microgram/m3	0.00	0.00
Hazardous air pollutants (HAP)	Tonnes/Year	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
Yes. Growlity Private Limited.

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

Parameter	Unit	FY (2023-24)	PY (2022-23)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	37054	23367
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	12753	11417
Total Scope 1 and Scope 2 emissions per rupee of turnover	MTCO2 /RS	0.00000072438	0.000000564
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric Tonnes of CO2 /Rs.	0.000165	0.000129
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	Metric tonnes of CO2 Equivalent	7.027	7.365
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes. Growlity Private Limited

8. Does the entity have any project related to reducing Green House Gas emission?

No.

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

Parameter	FY (2023-24)	PY (2022-23)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	216.04	128.09
E-waste (B)	0.00	0
Bio-medical waste (C)	0.0011	0.0036
Construction and demolition waste (D)	0	0

Parameter	FY (2023-24)	PY (2022-23)
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3574	1575.27
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	143
Total (A+B + C + D + E + F + G+ H)	3790.0411	1846.3636
Waste intensity per rupee of turnover (Total Waste generated/ Revenue From Operations)	0.0000005512	0.00000002994
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000126	0.00000684
Waste intensity in terms of physical output (MT/MT of Production)	0.53	0.39
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	2049.42	3822.73
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	2049.42	3822.73
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	55.57	27.33
(ii) Landfilling	1685.51	1080.93
(iii) Other disposal operations	0	0
Total	1741.08	1108.26

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes. Growlity Private Limited

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 have filter press, Sludge Drying beds and Agitated Thin Film Dryer(ATFD) followed by Multi Effect Evaporator(MEE) to remove solid from the liquid effluent, by treating effluent using Lime & Alum treatment. And after various treatment of effluent sludge safely disposed to Government Approved TSDF Site.

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:

Not applicable as our unit has no operation/offices in /around ecological sensitive areas

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

Environment Impact Assessment has not been undertaken during FY 2023-2024.

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/NA).

Yes

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:

None of our manufacturing units fall under water stress areas

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - No

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

Parameter	Unit	FY (2023-24)	PY (2022-23)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	14498	8329.00
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 Equivalent /RS	0.000002109	0.000001351
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes. Growlity Private Limited

3. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

None of our manufacturing units fall under ecologically sensitive 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:**

None

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

Yes. Company has implemented a comprehensive business continuity and disaster management plan to ensure the smooth operation of our business. Specifically, our disaster management plan consists of onsite emergency protocols. These plans are readily accessible at each of our locations, and we have taken measures to ensure that our employees are well-trained in handling emergency situations.

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

No significant impact.

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

0.00%

➤ **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.**

5

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	United Nations Global Compact (UNGC)	International
2	The Southern Gujarat Chamber of Commerce and Industry	National
3	Confederation of Indian Industry	National
4	Chemexil set up by the Ministry of Commerce & Industry Government of India	National
5	Federation of Gujarat Industries	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Sr. No.	Name of authority	Brief of the case	Corrective action taken
1	NIL	There were no adverse orders passed by regulatory authorities against the company, as no anti-competitive conduct was found to have been committed by the company.	Not Applicable

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link,if available
1	NIL	Not Applicable	No	NA	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.

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
1	NIL	NIL	NIL	No	No	NIL

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	NIL	NIL	NIL	0	0.00%	0

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

The company has established a process to receive and address concerns/grievances from the community. A site-level committee, comprising members from various departments, is formed to receive both written and verbal concerns and work towards their redressal. The committee conducts joint field visits and investigations to appropriately address the concerns in a timely manner. All concerns are recorded and tracked for closure.

The Stakeholder Grievance Redressal Policy is available on the website of the Company. Please refer Link here : https://www.amiorganics.com/static/uploadfiles/downloads/download_1008.pdf?20230220115137

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

Parameter	FY (2023-24)	FY (2022-23)
Directly sourced from MSMEs/ small producers	17.00%	20.00%
Sourced directly from within the district and neighbouring districts	50.00%	42.00%

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:

Parameter	FY (2023-24)	PY (2022-23)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	115394474	88080807
ii) Total Wage Cost	431410240	345150262
iii) % of Job creation in Rural areas	26.75%	25.52%
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	3852457	0
ii) Total Wage Cost	431410240	0
iii) % of Job creation in Semi-Urban areas	0.89%	0%
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	312163310	257069455
ii) Total Wage Cost	431410240	345150262
iii) % of Job creation in Urban areas	72.36%	74.48%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Metropolitan area	0.00	0.00

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):

Sr. No.	Details of negative social impact identified	Corrective action taken
1	Not Applicable	Not Applicable

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

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

No

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable

(c) What percentage of total procurement (by value) does it constitute?

0.00%

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:

Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	NIL	No	No	NIL

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

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

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
1	NIL	Not Applicable	NIL

6. Details of beneficiaries of CSR Projects:

Details of beneficiaries of CSR Projects

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education & skill development for needy children	355	100.00%
2	Providing Healthcare, Medical treatment hygiene & sanitation facilities	120	100.00%
3	Providing free Coaching for Competitive Examination to needy children	1060	100.00%
4	Education Project in tribal areas of Gujarat – “One Tribal School”	1251	100.00%
5	Providing Education & Skill development to Specially abled and underprivileged students	255	100.00%
6	Women Empowerment & Livelihood Project	236	100.00%
7	Rural Development	65	100.00%
8	Education for children & Youth including construction of school building for school	120	100.00%
9	Community Development & Sanitation works	45	100.00%
10	Distribution of books and stationaries, clothes items	152	100.00%
11	Project for Solar Street Lights	NA	100.00%
12	Organisation of Blood Donation Camps	160	100.00%
13	Payment of School fees for needy children	5	100.00%
14	Medical Expense for needy children	1	100.00%
15	Setting of home for needy women	1	100.00%
16	Distribution of Sports items	96	100.00%

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 has established a strong system for addressing and resolving consumer complaints, actively seeking feedback through ongoing interactions to enhance its business operations. Committed to collaborating with its consumers, the Company provides a dedicated 'Enquire Now' section on its website, offering a platform for consumers and other stakeholders to submit queries and share their concerns. The Company strives to respond to these inquiries promptly and efficiently.

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

		As a percentage to total turnover
Environmental and social parameters relevant to the product		0.00%
Safe and responsible usage		100.00%
Recycling and/or safe disposal		100.00%

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

	FY (2023-24)			PY (2022-23)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	15	0	Product related issues	24	0	Product related issues

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. The company has developed a comprehensive framework for managing cybersecurity and data privacy risks, and has got ISMS 27001 certification for its information and security systems operational in the Company.

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

NIL, since there are no instances.

7. Provide the following information relating to data breaches:

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

0

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

0.00%

c. Impact, if any, of the data breaches

Not Applicable

Leadership Indicators

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

Available on website : <https://www.amiorganics.com/index.php>

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

To meet the requirements of globally harmonized system regulations, our company is committed to providing comprehensive material safety data sheets (MSDS) and clear product labels with every package we produce. These documents are designed to convey critical safety information, including potential hazards, handling instructions, and emergency measures, ensuring that our customers and stakeholders have all the necessary details to use our products safely and responsibly. By adhering to these regulations, we prioritize the health and safety of our users and contribute to the global standardization of product safety information.

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

The Company informs through emails and phone calls, in case if it is required to inform customers of any risk of disruption/discontinuation of essential services.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws?**

Yes. In compliance with globally harmonized system regulations, company provides material safety data sheets and product labels on packaging.

- 5. 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, Company carries out survey with regard to consumer satisfaction relating to the major products / services of the Company.