

Business Responsibility and Sustainability Report FY 2022-23

SECTION A: General Disclosures

I. Details of Listed Entity

Sr. No.	Disclosures	Information/Reference Sections
1.	Corporate Identity Number (CIN) of the Company	L24100GJ2007PLC051093
2.	Name of the Company	Ami Organics Limited
3.	Year of incorporation	2007
4.	Registered Office/Corporate Address	Plot no. 440/4, 5 & 6, Road No. 82/A, GIDC Sachin, Surat 394230
5.	E-mail id	info@amiorganics.com
6.	Telephone	+91 72279777444
7.	Website	www.amiorganics.com
8.	Financial year reported	April 1, 2022 to March 31, 2023
9.	Name to Stock Exchange(s) where shares are listed	I. BSE Limited II. National Stock Exchange of India Limited Listed since September 14, 2021
10.	Paid up capital (31 st March 2023)	₹ 364.37 million /-
11.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	CS Ekta Kumari Srivastava Tel: - 7227977744 Email: cs@amiorganics.com
12.	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)	Standalone-Basis Reporting

II. Product 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	NIC Code	% of Turnover of the entity
1.	Manufacturing of organic and inorganic chemical compounds	20119	100%

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	1	4
International	0	0	0

17. Markets served by the Company

a) Number of Locations

Location	Number
National (No of States)	25
International (No of Countries)	55

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 59%.

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. top clients for Pharma intermediates are Organike, Sun Pharma, Midas Pharma, Cipla, Zydus, Lupin etc. Top clients for speciality chemicals are Sharon Laboratories, Bayer, Himalaya etc. Company 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)	532	498	93.61%	34	6.39%
2	Other than permanent (E)	0	0	0.00%	0	0.00%
3	Total employees (D + E)	532	498	93.61%	34	6.39%
Workers						
4	Permanent (F)	70	68	97.14%	2	2.86%
5	Other than permanent (G)	365	352	96.44%	13	3.56%
6	Total workers (F + G)	435	420	96.55%	15	3.45%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. B	% (B/A)	No. C	% (C/A)
Different 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
Different 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%
2	Key Management Personnel	2	1	50.00%

20. Turnover rate for permanent employees and workers

Particulars	Turnover rate in current FY (2022-23)			Turnover rate in previous FY (2021-22)			Turnover rate in the year prior to the previous FY (2020-21)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.62%	1.55%	19.17%	15.33%	1.60%	16.93%	9.30%	1.00%	10.30%
Permanent Workers	0.35%	0.00%	0.35%	0.00%	0.00%	0.00%	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)
1	Ami Organics Electrolytes Private Limited	Wholly Owned Subsidiary	100.00%	No
2	Ami-Onco Theranostics LLC	Joint Venture	50.00%	No

VI. CSR Details

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

II. Turnover (in ₹): 6167.34 million

III. Net worth (in ₹): 5867.85 million

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)	Turnover rate in current FY (2022-23)			Turnover rate in previous FY (2021-22)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NIL	0	0	NA
Investors (other than shareholders)	Yes	0	0	NIL	2330	0	Complaints filed for refund of IPO application money received by company & Registrar & Transfer Agent
Shareholders	Yes	21	1	Dividend related	57	0	Dividend & IPO related

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	Turnover rate in current FY (2022-23)			Turnover rate in previous FY (2021-22)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes	0	0	NIL	0	0	NA
Customers	Yes	24	0	Customer issues	37	0	Customer issues
Value Chain Partners	Yes	0	0	NIL	0	0	NA

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 speciality 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 approach 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	Legal Compliance: Adherence to anti-corruption laws and regulations. Reputation Protection: Safeguarding the organization's image and trust. Operational Efficiency: Preventing resource misallocation and bias. Fair Competition: Ensuring a level playing field in the market	Standards and procedures for combating corruption and upholding commercial ethics. This provides ways for internal or external stakeholders to anonymously voice their concerns (whistleblowing).	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 resources	Implementation of information management security. ISMS implementation as per ISO 27001 is under progress. 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. 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 us to reduce their environmental impact, enhance our brand reputation, and attract more investors and customers.	ESG integration (Safety, compliance, ethics), ISO, OHSAS, collaboration and digitization	Positive Implications
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>	<p>Vaccination Drive for Employees during COVID-19 pandemic.</p> <p>ISO Certified Occupational Health Centre for employees.</p> <p>Safety Instruction Board (Cardinal Rule) & Sign Boards, Safety SOPS and protocols.</p> <p>Training & Awareness Programs.</p> <p>Availability of 24x7 Ambulance & Inhouse Doctor.</p> <p>Mock Drill for emergencies.</p> <p>Personal Protective Equipment for workers & employees.</p> <p>Work permit system across the Company.</p> <p>Material Safety data sheet for hazardous products</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)
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>	Integrity and transparency in reporting of financial statements Responsible reporting through Annual Reports and Sustainability Report • Clear and Responsible stakeholders communication	Positive Implications
8	Waste	Risk	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.	Controlled generation & Assessment of hazardous waste Segregation of waste generated and storage at Hazardous Storage area GPCB approved vendors for waste disposal with in prescribed time Recover, recycle & reuse of the waste byproducts Waste processing and disposal through accredited Recyclers and treatment plants.	Negative Implications
9	Emissions	Risk	Production of 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>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.</p> <p>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	Chemical production is water intensive activity owing to 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 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.	Water is a crucial resource and we are committed to conserve it. One of our plants has zero liquid discharge by treating Effluent in Soil Bio Technology (SBT), Multi Effect Evaporator (MEE), Reverse Osmosis (RO) and treated water reusing in Utility. And, in another plant, effluent treated in Effluent treatment plant, Multi Effect Evaporator (MEE) and then discharging in common GIDC effluent discharge line	Negative Implications
11	Local Community Engagement	Opportunity / Risk	<p>Risk:</p> <p>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:</p> <p>Engagement with local communities helps in earning goodwill and trust building. Hiring from local area can promote employment and provide cheap labour.</p>	The Company regularly engages with local communities to understand their needs and expectation, thereby, operate in harmony with them. We 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	Positive and Negative implications

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/corporate-policies.html								
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.	<p>We are practicing following Standards:</p> <ol 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. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company has onset on its Sustainability journey, with its maiden efforts of publishing the Business Responsibility and Sustainability Report (BRSR) for FY 2022-23. Furthermore, it will focus on improving and disclosing its ESG goals and commitments in subsequent year(s).</p> <p>Please refer Company's Sustainability Report for FY 2021-22 for few targets at the link: http://www.amiorganics.com/static/uploadfiles/downloads/download_2090.pdf?20230206112834.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company has onset on its Sustainability journey, with its maiden efforts of publishing the Business Responsibility and Sustainability Report (BRSR) for FY 2022-23. Furthermore, it will be assessing and reporting its performance against the ESG goals and commitments in subsequent year(s).</p>								

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 Ami Organics Limited during the financial year 2022-2023 as we continue our journey towards sustainability and responsible business practices. This BRSR report highlights our efforts, achievements, and ongoing commitments in line with our triple bottom line approach: People, Planet, and Performance.

Continued Resilience in a Changing Landscape

In the face of evolving challenges and opportunities, Ami Organics remained steadfast in its commitment to sustainable growth. Our determination to uphold our values, even in uncertain times, allowed us to maintain our performance momentum while prioritizing the well-being of our employees and stakeholders.

Advancing Sustainability Amidst Climate Concerns

We recognize the urgency of addressing climate change and its impact on our planet. Throughout FY 2022-2023, we continued to integrate sustainable practices into our operations. Our efforts to enhance resource efficiency, implement water reuse and recycling, diversify our energy mix, and reduce waste generation were not only sustained but further improved upon.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Milestones and Achievements <p>During this fiscal year, we achieved significant milestones that align with our sustainability goals:</p> <p>Renewable Energy Installation: As part of our commitment to renewable energy, we have moved forward with the plan of installation of a 5 MW solar power plant, thus taking a significant step towards reducing our carbon footprint.</p> <p>Plastic Reduction Initiative: We are pleased to report that our efforts to eliminate single-use plastics from our manufacturing plants are well underway. We have implemented to achieve this goal and have made significant strides in reducing our plastic waste.</p> <p>External Recognition and Collaborations</p> <p>Our sustainability endeavours were acknowledged through our continued partnership with Ecovadis, where we maintained our certification in the bronze category. Furthermore, our commitment to responsible business practices was reaffirmed by our membership in the United Nations Global Compact (UNGC) and our participation in the Climate Neutral Now Initiative.</p> <p>Investing in Our People, Communities, and Governance</p> <p>Our investment in human capital remains unwavering. We continued to provide training and development opportunities for our employees, ensuring a skilled and motivated workforce. Additionally, our community outreach initiatives through skill development trainings and local employment prospects have continued to contribute positively to the communities we serve.</p> <p>Our commitment to good governance has been reinforced by our ESG Internal Committee's consistent monitoring of our ESG performance, ensuring that we uphold our responsible business practices.</p> <p>Looking Ahead</p> <p>As we move forward, our dedication to sustainability remains resolute. Building upon the achievements of this fiscal year, we are committed to setting even more ambitious targets for greenhouse gas emissions reduction, energy efficiency, waste reduction, and community engagement. Our vision to become a Net-Zero Emissions Company by 2050 drives our continuous efforts to create a lasting positive impact on both our environment and stakeholders.</p> <p>In conclusion, I extend my heartfelt gratitude to all our stakeholders who have supported our journey towards sustainability. Your trust, collaboration, and dedication inspire us to keep pushing the boundaries of what's possible.</p>									
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:

	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 updated 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								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The policies are reviewed internally by the relevant departments of the Company subjected to updates if required by ESG Committee.								

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	NA	NA	NA	NA	NA	NA	NA	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	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	4	<p>Company has conducted familiarization program for Independent Directors 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> <ol 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 etc. were conducted covering following topics :</p> <ol 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 	100.00%
Employees other than BoD and KMPs	60	<p>The topics covered included</p> <ol 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 	95.00%
Workers	378	<p>The company has structured training programmes for all permanent employees and workers. Trainings imparted were on following themes :</p> <ol style="list-style-type: none"> 1) Skill development 2) Safety training 3) Hygiene and Hygiene and occupational hazards training. 4) POSH, Social Accountability 	88.00%

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	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
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 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:

Particulars	FY (2022-23)	PY (2021-22)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY (2022-23)		PY (2021-22)	
	Number	Remarks	Number	Number
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

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	1	Supplier Code of Conduct and Ethics	62%
2	1	ESG	62%

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

Yes. The Company has implemented a policy to manage conflicts of interest at the board and senior management level. Additionally, the company requires annual conflict of interest declarations from the board, senior management, and all other employees. Code of Conduct is available on the website of the company. Please refer here.



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.

Particulars	FY (2022-23)	PY (2021-22)	Details of improvements in environmental and social impacts
R&D	1.59%	5.73%	<ul style="list-style-type: none"> Effluent Treatment Plant followed by Multi Effect Evaporator (MEE) and Reverse Osmosis (RO) Other energy conservation and emission reduction initiatives. Yield improvement Zero Liquid Discharge Air emission reduction
Capex	5.54%	14.80%	

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 and will be reported accordingly.

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 (2022-23) PY (2021-22)
1	Toluene	72.44% 69.63%
2	Methanol	36.03% 50.11%

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 (2022-23)			PY (2021-22)		
	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	NA	NA	NA	NA	NA

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

Not Applicable



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

Essential Indicators

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

Category	% 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	498	498	100%	498	100%	0	0%	0	0%	0	0%
Female	34	34	100%	34	100%	34	100%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	532	532	100%	532	100%	34	6.39%	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	% 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	68	68	100%	68	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	70	70	100%	70	100%	2	2.86%	0	0%	0	0%
				Other than permanent workers							
Male	352	352	100%	352	100%	0	0%	0	0%	0	0%
Female	13	13	100%	13	100%	13	100%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	365	365	100%	365	100%	13	3.56%	0	0%	0	0%

2. Details of retirement benefits

Benefits	FY (2022-23)			PY (2021-22)		
	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	25.00%	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. 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 accessed at : http://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	
	Permanent workers	Retention rate	Return to work rate	Retention rate
Male	0	0	NA	NA
Female	0	0	NA	NA
Total	0	0	NA	NA

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

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	<p>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 :</p> <p>Employee and worker shall discuss the same with immediate superior and department Head.</p> <p>If the grievance is not resolved after discussion at department level, the employee and worker shall raise the grievance through HRIS at Unit Level and if still not addressed, employee can approach Manager HR or Stakeholders Grievance Committee.</p>
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Benefits	FY (2022-23)			PY (2021-22)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	602	0	0%	532	0	0%
Male	566	0	0%	496	0	0%
Female	36	0	0%	36	0	0%
Other	0	0	0%	0	0	0%
Total Permanent Workers	365	0	0%	364	0	0%
Male	352	0	0%	354	0	0%
Female	13	0	0%	10	0	0%
Other	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY (2022-23)					PY (2021-22)				
	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	566	566	100%	480	84.81%	496	496	100%	320	64.52%
Female	36	36	100%	30	83.33%	36	36	100%	31	86.11%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Total	602	602	100%	510	84.72%	532	532	100%	351	65.98%
Workers										
Male	352	352	100%	166	47.16%	354	354	100%	80	22.60%
Female	13	13	100%	10	76.92%	10	10	100%	10	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Total	365	365	100%	176	48.22%	364	364	100%	90	24.73%

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

Category	FY (2022-23)			PY (2021-22)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (D/C)
Employees						
Male	566	523	92.40%	496	484	97.58%
Female	36	30	83.33%	36	29	80.56%
Other	0	0	0.00%	0	0	0.00%
Total	602	553	91.86%	532	513	96.43%
Workers						
Male	352	352	100.00%	354	354	100.00%
Female	13	13	100.00%	10	10	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	365	365	100.00%	364	364	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 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	PY (2021-22)	FY (2022-23)	PY (2021-22)
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	1
	Workers	1	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.

We prioritize safety in all of our operations and have implemented a well-defined and documented Hazard Identification and Risk Assessment process for both routine and non-routine activities. We also have a detailed Permit to Work system in place to ensure that all tasks are carried out safely.

To further ensure the safety of our employees, we have established an Accident Management System that requires all employees to report any accidents, incidents, near misses, or unsafe conditions/acts in the workplace. Each case is thoroughly investigated, and preventive/corrective actions are implemented to prevent future occurrences.

As part of induction program, all employees of the Company are provided with training on Health and Safety at workplace by EHS department. In addition to this, safety mock drills are also conducted periodically for all employees to prepare them for quick response during emergencies. All measures as prescribed by ISO standards, Factory Act, Environment Protection Act, Pollution Prevention Act, are taken to ensure safe environment and workplace. Best practices such as Risk Assessment, Workplace Exposure Measurement, regular medical checkups, and accident/incident reporting are routinely implemented.

In addition, we have established adequate emergency preparedness measures to mitigate any unforeseen events. We are committed to maintaining a safe and secure workplace for all employees.

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

	FY (2022-23)			PY (2021-22)		
	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:

	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 (2022-23)	PY (2021-22)	FY (2022-23)	PY (2021-22)
Employees	0	0	0	0
Workers	0	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	E-mail <ul style="list-style-type: none"> 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"> Product quality and safety Data privacy and security Value added services Supply chain management
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"> Ethical business conduct Risk and opportunity management Material sourcing Contract development and procurement Timely payment of invoices
5	Local Communities	Yes	Community Meetings <ul style="list-style-type: none"> CSR projects Employee social impact Awareness programs 	Continuous / Need based,	Health, Education, Sanitation, Community Development Initiatives ,Local Hiring, etc.
6	Contractors	No	Notice Board	Continuous basis	Compliance with applicable laws and regulations, Efficient service, Long-term association, Health & Safety
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

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The 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 continue engagement with its key stakeholders who helps to set expectations, thereby establishing trust and fostering open communication

2. **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

3. **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

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

Category	FY (2022-23)			PY (2021-22)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	532	532	100%	461	461	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	532	532	100%	461	461	100%
Workers						
Permanent	70	70	100%	71	62	87.32%
Other than permanent	365	365	100%	364	300	82.42%
Total Workers	435	435	100%	435	362	83.22%

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

	FY (2022-23)					PY (2021-22)				
Category	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	532	0	0%	532	100%	461	0	0%	461	100%
Male	498	0	0%	498	100%	427	0	0%	427	100%
Female	34	0	0%	34	100%	34	0	0%	34	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%

Category	FY (2022-23)					PY (2021-22)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Other than Permanent	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	70	0	0%	70	100%	71	0	0%	71	100%
Male	68	0	0%	68	100%	69	0	0%	69	100%
Female	2	0	0%	2	100%	2	0	0%	2	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	365	365	100%	0	0%	364	364	100%	0	0%
Male	352	352	100%	0	0%	354	354	100%	0	0%
Female	13	13	100%	0	0%	10	10	100%	0	0%
Other	0	0	0%	0	0%	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 (in Rs.)	Number	Median remuneration/salary/ wages of respective category (in Rs.)	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	6	1,12,20,000	2	10,00,000	0	0
Key Managerial Personnel	1	50,00,004	1	12,24,000	0	0
Employees other than BoD and KMP	492	3,50,016	35	3,39,996	0	0
Workers	420	2,87,328	14	2,41,644	0	0

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 has adopted Grievance Redressal and Handling Policy and Human Rights Policy as it is committed to create an environment which inculcates respect and support for human rights and seeks to avoid connivance in human rights abuses. Both the policies are available internally for all employees. The company supports the dignity and well-being of all stakeholders including employees, management, community, customers and suppliers. As outlined in the policy, HR is made responsible for implementation, periodic review, and compliance of the Human Rights matters.

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

Benefits	FY (2022-23)			PY (2021-22)		
	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	1	0	NIL
Discrimination at workplace	0	0		0	0	
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 humanrights related issues	0	0	NIL	0	0	NIL

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

The Company has Prevention of Sexual Harassment Policy in place. Company has constituted Internal Complaints Committees for addressing the sexual harassment complaints and providing resolution with utmost fair manner and integrity. The policy has defined steps on how to raise complaints with the corrective actions for offenders and provision of protection to complainant. Under the policy, complainants are protected from any adverse action of management / head of departments and they are not mis treated or face any sort of discrimination, if they raise their concerns.

8. 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.

9. Assessments for the year

	% 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%

10. 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

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

No such grievances on human rights violations.

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

Company has applied for recertification for SA8000. 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,

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?

Yes

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	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.

Employees living cost survey has been conducted on and above minimum wage compliances.


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: In Giga Joules**

Parameter	FY (2022-23)	PY (2021-22)
Total electricity consumption (A)	41056.35	33457.09
Total fuel consumption (B)	50097.64	24162.35
Energy consumption through other sources (C)	94621.64	69741.73
Total energy consumption (A+B+C)	185775.63	127361.17
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees million)	30.122	24.486
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?

Yes. 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 (2022-23)	PY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) Surface water	96617.46	79719
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	7510.97	9866
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	104128.43	89585
Total volume of water consumption (in kilolitres)	104128.43	89585
Water intensity per rupee of turnover (Water consumed / turnover Rs. million)	16.884	17.224
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. 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.

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

Parameter	Please specify unit	FY (2022-23)	PY (2021-22)
NOx	Microgram/m3	18.61	20
SOx	Microgram/m3	24.88	21.01
Particulate matter (PM)	Microgram/m3	PM 10: 83 PM 2.5: 44.03	PM 10: 49.18 PM 2.5: 42
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	Below detection limit	Below detection limit
Hazardous air pollutants (HAP)	-	Not Applicable	Not Applicable

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

Parameter	Unit	FY (2022-23)	PY (2021-22)
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	23367.00	12,765.00
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	11417.18	8954.66
Total Scope 1 and Scope 2 emissions per rupee of turnover	MTCO ₂ /Rs. Million	5.640	4.176
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

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

Yes. In Jhagadia unit company has planted more than 1100 trees. Company has also planted around 3500 trees to develop a green belt in Sachin GIDC, which will allow to set off and minimize GHG emissions. In a year, Company aim to absorb and eliminate up to 100,000 kg of CO₂ equivalent.

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

Parameter	FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	128.09	138.83
E-waste (B)	0	0
Bio-medical waste (C)	0.0036	0.0011
Construction and demolition waste (D)	0	0
Battery waste (E)	1.46	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1575.27	1960.04
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Recycle plastic 60.6 Wooden 1.17 Metal 81.93	Recycle plastic 154.10 Metal 45.01
Total (A+B + C + D + E + F + G + H)	1848.5236	2297.9811
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	3822.73	7409.13
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	3822.73	7409.13

Parameter	FY (2022-23)	PY (2021-22)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	27.33	0
(ii) Landfilling	1080.93	1328.044
(iii) Other disposal operations	0	0
Total	1108.26	1328.044

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

Yes. Hazardous waste through online XGN Manifest System

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

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.

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

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

11. 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 2022-23.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

Leadership Indicators

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

Parameter	FY (2022-23)	PY (2021-22)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	41056.3476	33457.0788
Total fuel consumption (E)	50097.61	24162.33
Energy consumption through other sources (F)	94621.63809	69741.7344
Total energy consumed from non-renewable sources (D+E+F)	185775.5957	127361.1432

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

Yes. Growlity Private Limited

2. Provide the following details related to water discharged:

Parameter	FY (2022-23)	PY (2021-22)
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
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	22810	33045
No treatment	0	0
With treatment – please specify level of treatment	22810	33045
Total water discharged (in kilolitres)	22810	33045

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

Yes. GPCB and NCTL

3. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** For each facility / plant located in areas of water stress, provide the following information:

None of our manufacturing units fall under water stress areas

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

Parameter	Unit	FY (2022-23)	PY (2021-22)
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	8329.65	11252.02 TCO ₂ EQ
Total Scope 3 emissions per rupee of turnover	MTCO ₂ /RS Million	1.350	1.824
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

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

None of our manufacturing units fall under ecologically sensitive areas.

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

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1.	During the financial year of review Company has successfully developed and commercialized 2 products under continuous flow reactors.	Continuous flow reactors are more efficient and sustainable when compared to manufacturing products using traditional reactors. Company has successfully developed capabilities in Plug Flow, Catalytic fixed-bed flow, Tubular flow kind of reactors. This technology reduces the cycle time to manufacture a product, less energy consumptions which leads to lower utilization of efficient utilities.	Company got benefits of less space, less energy and also less process times after establishing so many flow processes / reactors compared with traditional reactors. The benefits derived are increase in yield, reduction in timelines of the reaction process, proportionate reduction in cost of manufacturing and reduction in power consumption. Company increased yield of its four products, decreased consumption of raw materials in eight products, decreased consumption charge of solvent in products, recovered few products from pollutants	NIL

7. 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 its 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.

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

No significant impact.

9. 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	Chemexcil 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		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	No	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 http://www.amiororganics.com/static/uploadfiles/downloads/download_1008.pdf?20230220115137

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

	FY (2022-23)	PY (2021-22)
Directly sourced from MSMEs/ small producers	20.00%	17.00%
Sourced directly from within the district and neighbouring districts	42.00%	39.00%

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:

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	NIL	The company has implemented CSR projects/ activities in Gujarat and Uttar Pradesh states of India. However, it has not undertaken any CSR activities in the designated aspirational districts identified by government bodies	0

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:

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.

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

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Shree Gujarat Vanvasi Kalyan Parishad	55	100%
2	Guru Maa Mahila Grah Udhog Samiti	126	100%
3	Sevarth Sansthan Seth	366	100%
4	GCSA Foundation	13	100%
5	Shree Brahmani Charitable Trust	220	100%
6	Raika Education Charitable Trust	200	100%
7	Friends of Tribal Society	440	100%
8	Distribution of healthcare kit, books and stationaries, foodgrains & clothes items.	487	100%
9	Distribution of educational books for children in association with Rotary Club of Surat	250	100%
10	Payment of School fees for needy children	3	100%



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 a robust mechanism in place to channelise and redress consumer complaints, welcomes feedback for incorporation in business operations through on-going interactions, and strives to respond to them promptly. With the intent to work in collaboration with its consumers, the Company has a dedicated segment on its website 'Enquire Now' which provides a platform to the consumers and other stakeholders to raise any query.

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 :

Benefits	FY (2022-23)			PY (2021-22)		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
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	24	0	Customer Issues	37	0	Customer 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 is in the final stages of implementing the ISO 27001 standard for information security.

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.

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.amiororganics.com/index.php>

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

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

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. 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%