



ANUPAM RASAYAN INDIA LIMITED

Building the sustainable future.

SUSTAINABILITY REPORT
2020-2021



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Sustainability Goals - 2030

Since inception, Anupam has a strong focus on building a safer and more sustainable approach in its day-to-day transactions. Hence, we combine economics with environment protection and social responsibility to be in a proper balance. We are committed to ensure environmentally sustainable and responsible operations to achieve the highest standards of environmental excellence.

Anupam has launched its sustainable commitments in 2020 for the next 10 years. Going forward, we will use safety guidelines as a tool to improve our gaps lying in our sustainability practices and accordingly align our actions of improvement.

Our long term sustainability goals are as follows:



	7 AFFORDABLE & CLEAN ENERGY	Adoption of renewable energy and increase usage by 20 to 25% across all sites
	13 CLIMATE ACTION	Reduce GHG emissions by 10% in overall operations of the company
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Reduce freshwater consumption by 5 to 10% in our processes across all sites
	3 GOOD HEALTH AND WELL-BEING	Ensure nil fatality across all sites
	4 QUALITY EDUCATION	Increase average training hours of all employees by 50% (including both contract-based and full-time employees)
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	50% of key suppliers' assessment on sustainability criteria
	5 GENDER EQUALITY	Increase women participation in workforce between 1.5% - 2% of total workforce

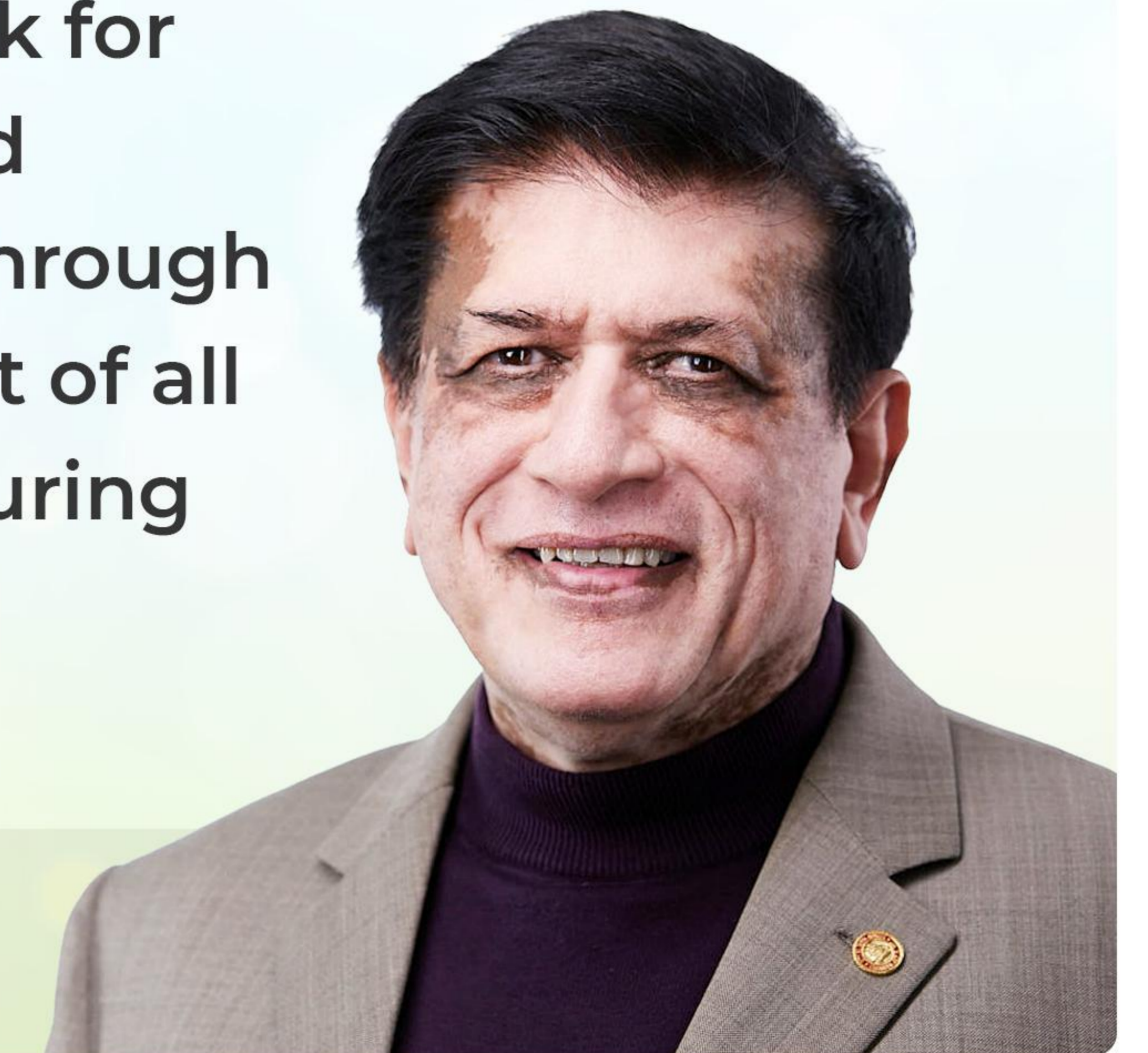
VISION AND APPROACH



OUR VISION & APPROACH

Chairman's message

"We endeavour to become a leading industry benchmark for sustainability processes and continuous improvement through the qualitative engagement of all the stakeholders while ensuring profitable and sustainable growth."



DR. KIRAN C. PATEL, CHAIRMAN & NON-EXECUTIVE DIRECTOR

It is my pleasure to introduce our Company, Anupam Rasayan India Limited's first Sustainability report. We endeavour to become a leading industry benchmark for sustainability processes and performance by 2025 through the qualitative engagement of all the stakeholders while ensuring profitable and sustainable growth. We thus started making a decision that will shape the future of our company, our communities, and our planet.

At Anupam Rasayan, sustainability in business is the holistic pursuit of a three-step agenda-

- Responsibly managing the business operations, which includes, but is not limited to, creating a safe working environment at all sites and workplaces, conserving energy and water, managing waste and emissions and protecting human rights.
- The understanding of material issues of all stakeholders from their perspective; and
- The usage of this knowledge to actively seek ways to create and share value with each of these stakeholder groups.

We have invested in technology upgrades, automation, computerised process control systems, and operational process efficiencies during the past year, making the operations efficient.

We developed our sustainability roadmap in the financial year 2020-21, which identified the focus areas, risks and risk mitigation plans. The enablers have helped a strong sustainability governance structure, champions who have helped strengthen the initiative, and our existing management systems that have helped us leverage and work towards integrating sustainability into our business strategy.

We want to take this opportunity to take you through the cornerstones of Anupam Rasayan - the pillars on which our business model rests:

QUALITY

We believe in setting ourselves apart by ensuring excellence in our products and deliverables.

INNOVATION

We have a dedicated team continually working on process innovation, identifying and solving complex chemistries and enabling multi-step synthesis. We are committed to a robust research and development function in our organisation.

ENVIRONMENTAL SUSTAINABILITY

We are constantly working towards adopting sustainable practices in each of our functions. In this endeavour, we are using natural-gas based steam to run our plants and have tried to minimise our dependency on fossil fuels. We have also recently started working towards using solar power as a renewable source for the power needs of our Company.

PEOPLE RESPONSIBILITY

We invest our efforts to be ready for all the eventualities by conducting hazard and operability studies, training our manpower to meet the highest safety standards and securing the workspace practices while mitigating risks by engineering adequate controls.

“We have also recently started working towards using solar power as a renewable source for the power needs of our Company”

We are looking for ways to collaborate with all stakeholders to achieve sustainable performance and implement sustainability practices. We want to thank the latest additions to our family of stakeholders - you, our public shareholders, for being part of our growth story. We look forward to working with you on solutions that make a difference and help create a cleaner world.

-
DR. KIRAN C. PATEL,
CHAIRMAN & NON-EXECUTIVE DIRECTOR

Managing Director's message



We are one of the leading companies in the specialty chemicals industry, weaving the values of sustainable development. We are focused on our corporate goals by engaging our vision of responsible stewardship, stakeholder engagement and future-proofing in our work.

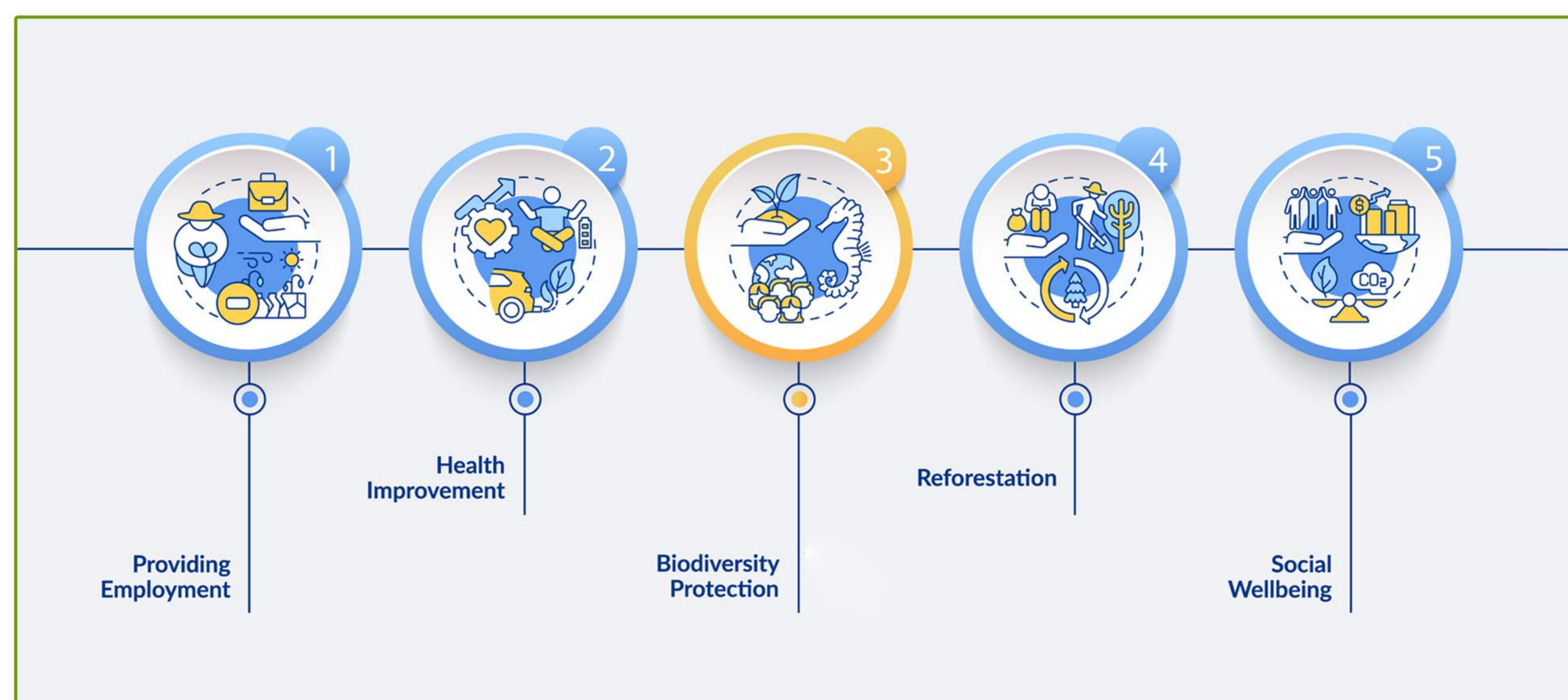
We have paved our way for a leading position in the speciality chemicals industry through robust technological capabilities and a strong relationship with our existing clients. Currently, for many of our products, we are a preferred supplier of top major multinationals in the sector. We are one of the very few companies with a track record of commercial manufacturing products through continuous process technology instead of the conventional batch process. It gives us many operational advantages such as safer processes and less effluents discharge. It also gives me immense pride to inform you that we are currently in the initial stages of developing technology and processes for photo-chemistry, with continuous process systems. This photo-chemistry technology offers high potential for automation, reduced lead time for multistep synthesis and provides increased accessibility to a portfolio of novel families of compounds.

We are deploying projects aiming to improve our performance in areas of energy, carbon mitigation, water, exploring renewable resources as an energy alternative, waste management and occupational health and safety. We involve our employees through awareness creation, capacity building, training them for certification in areas of continuous improvement, and bringing them to the forefront as we work on delivering solutions together with other stakeholders. We believe the results will build our resilience and will positively impact the organisation's future.

Our employees are at the heart of our operations, and we work consistently towards building a culture empowering our employees, building their confidence to create a conducive environment. We are also building managerial capacities at different levels, including senior management for succession planning and growth.

Gender equality is one of the objectives in our agenda of diversity as we work towards a growth trajectory. Hence, for inclusive growth, we are working on initiatives to empower women and help them further their career growth and work towards senior management positions. We also encourage diversity at the workplace and encourage those with skills, background, experience and education to work with us. We encourage our employees to develop their professional and personal capabilities through our assessment systems and a well-structured training and development program.

Our focal area in FY 2021 has been to minimise our environmental footprint on critical aspects such as materials, energy, water, waste and effluent and ensure our employees' health and safety. In FY 2022, we aim at improving stakeholder engagement, carbon management, and performance on economic and social parameters.



In addition to improving our performance on sustainability parameters, we are utilizing Management Systems like QMS, EMS, OHSMS, Social Responsibility (ISO 26000) and Sustainable Procurement (ISO 20400) to improve our environmental sustainability performance and drive behaviour based change. A comprehensive sustainability dashboard is being developed to help us track and monitor our performance.

Over the past few years, we have worked towards complying with the local laws and regulations in all areas and fulfilling our social responsibility. In the coming years, we are keen to work with our suppliers and support them through awareness-raising to improve their performance on safety, human rights, environmental preservation issues. We have been the proud recipient of the “Green Innovation Award” for customer excellence in Advanced-Flow Reactor™ applications development for 2015 and have obtained a ‘Bronze Grade’ for sustainability rating by Ecovadis. We hope our initiatives will develop a culture of sustainable growth in our organisation and will also motivate our stakeholders.

-
MR. ANAND S DESAI,
MANAGING DIRECTOR

CFO's message



We have developed process to bring the key economic, social and environmental indicators into regular monthly management, standardization and board reporting process. In addition to financial growth, we also strive to achieve resource efficiency resulting in financial savings which forms fundamental part of our operational excellence. The inclusion of sustainability criteria in risk identification has brought to the forefront climate change - one that we understand can have significant financial implications if not addressed proactively, we are now exploring alternatives to fossil fuel, and mitigating our environmental footprint.

We have also started capturing and monitoring expenditures incurred towards environmental protection, transportation and business travels, we are also setting aside funds towards investments in new projects and improving our environmental performance. A project evaluation matrix that integrates sustainability aspects for categories and stages of projects is being developed which would be beneficial during evaluation of all potential investments going forward.

Business cannot sustain without engaging its stakeholders, and we believe that value creation and stakeholder engagement go hand in hand. Stakeholder engagement is key to our sustainability framework, our stakeholder engagement policy highlights our commitment to integrate the stakeholder engagement into organisations strategy, operations management and decision making process.

We have a robust mechanism in place for both communities and employees. We are in the process of developing and strengthening stakeholder engagement processes specific to each stakeholder group that are inclusive, material and responsive.

We aim to strengthen our financial performance and at same time we want to focus on improving the livelihoods of communities within which we operate. Our activities has placed Anupam on sustainability as a leader in responsible behaviour, enabling us to deliver long term sustainable profitable growth.

-
MR. AFZAL MALKANI,
CHIEF FINANCIAL OFFICER

ABOUT OUR REPORTING

ABOUT OUR REPORTING

Company Profile

Anupam Rasayan India Limited is one of the leading company engaged in the custom synthesis and manufacturing of speciality chemicals. Since inception, sustainable manufacturing and consistent growth have always been a top priority at Anupam.

We have six manufacturing units located in the state of Gujarat, India, as listed in the table below, with sales offices located in strategic locations in India. Our products fall under broadly two categories: (i) Life Science related Specialty Chemicals and (ii) Other Specialty Chemicals. The former further include the sub-categories of Agro-chemicals, Personal Care and Pharmaceuticals.

FACILITY	INSTALLED CAPACITY (IN MT)	ADDRESS
Unit 1 Sachin	5,202	Plot No 268/1, 8109-8110, Sachin GIDC, Surat-394230, Gujarat, India
Unit 2 Sachin	2,520	Plot No 701, 2419-1, 2419-2, Sachin GIDC, Surat-394230, Gujarat, India
Unit 3 Sachin	6,130	Plot No 8104,8106, Sachin GIDC, Surat-394230, Gujarat, India
Unit 4 Jhagadia	3,685	Plot No 907/3, Jhagadia GIDC, Bharuch-393110, Gujarat, India
Unit 5 Jhagadia	5,520	Plot No 905/1, Jhagadia GIDC, Bharuch-393110, Gujarat, India
Unit 6 Sachin	1,238	Plot No 2425, Sachin GIDC, Surat-394230, Gujarat, India

From an installed capacity of 12,178 TPA since FY'18, the company has grown consistently to reach 24,295 TPA. Advanced technology, automation, and computerised process control systems make the operations of Anupam extremely efficient and reliable. The company has a strong focus on systems improvement and has established comprehensive standards of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. In addition to these, we are also complied with the requirements of ISO 26000 and ISO 20400.

With several different varieties of specialty chemicals products, we cater to 64 clients across the globe including 18 MNCs. The products are primarily sold across Europe and in Asian countries such as Japan, China and Singapore, besides a good share of business catering to the domestic market. More than 90% of our revenue is accrued from the sales of the Life Science related Specialty Chemicals and the rest from that of the Other Specialty Chemicals.

Our innovative manufacturing processes while applying our expertise in executing complex chemistries, along with our research and development ("R&D") and engineering capabilities have made the company one of the most favoured partners of our clients both in the domestic and international arenas.





1286

Total Employee Strength
as on March 31, 2021



6

Commercialised Units



810.9 Cr
(USD 109 Million)

Net Sales (In INR)
for the year FY 2021

Product Portfolio

Anupam is engaged in the custom synthesis and manufacturing of speciality chemicals. Its business verticals are –

- Life science related speciality chemicals: including products related to

- Other speciality chemicals, including

- Agrochemicals: Agro-Intermediates and Agro-Active Ingredients (Insecticides, Fungicides and Herbicides)
- Personal Care: Anti-Bacterial and Ultraviolet Protection Intermediates and Ingredients
- Pharmaceuticals: Intermediates and 'Key Starting Materials' for APIs, Material Sciences and Surface Chemistry

- Speciality Pigment
- Specialty Dyes, and
- Polymer Additives

Each such product is the result of our commitment to research and development and every product offers our value chain partners and the end consumer a singular set of special benefits.



Scope and Boundary

This is our first year of reporting, we are publishing the report as per the guidelines of GRI 2016 standards (and applicable revisions thereof) of Global Reporting Initiative (GRI). The report is compiled in accordance of the Core Option of GRI to consider the relevant aspects of our sectors.

This report covers information from the period 1st April, 2020 to 31st March, 2021. The information includes overall performance results, targets, future plans primarily collected from head office situated in Surat, Gujarat.

Reporting Principles

We are committed to measure and report on our material topics related to environmental and social aspects which turns out to be challenging and opportunistic in terms of improvement, at the same time. Our report covers those aspects that we have deemed material to our business and our stakeholders. In this respect, we also conducted materiality assessment with guidance from external consultants which reaffirmed the most important issues that we continue to focus on as a company.

The assessment included analysis of identification and prioritization of issues that can pose risks to business in short term and long term. This was conducted in consultation with management, internal and external stakeholders to ensure interests of business and stakeholders are accounted. Further, we have also made efforts to introduce sustainability context in various material findings which are highlighted in the report. The quality of the report is defined in such a manner so as to ensure information presented to stakeholders is unbiased, comparable, accurate, reliable and understandable.

In accordance with the Global Reporting Initiative's reporting framework, we describe our approach for identifying and responding to our most material social and environmental topics within the contents of this report. Our report is aligned with our sustainability framework that includes:



RESPONSIBLE STEWARDSHIP

Where we take care of all the Risks associated with our business today, particularly win-win opportunities.



STAKEHOLDER ENGAGEMENT

With our Key Stakeholders Groups to identify their material issues which will affect us or for which we can help.



FUTURE-PROOF COMPANY

To create and share Financial and Non Financial Value material to our different Stakeholder group.

These 3 key pillars encompasses the material issues in our sustainability efforts and are reflected in our reporting wherein each pillar incorporates social, environmental and economic considerations. All impact boundaries are global and apply to Anupam unless otherwise stated throughout the content of this report or reports mentioned therein.

Assurance

We believe that independent assurance leads to quality and process improvements, and reassures readers and our management that the information we publish is accurate and material, and therefore contributes to building trust and credibility with key interest groups. We engage professional assurance providers who combine the strengths of non-financial assurance experience with technical competency in environmental and social standards.



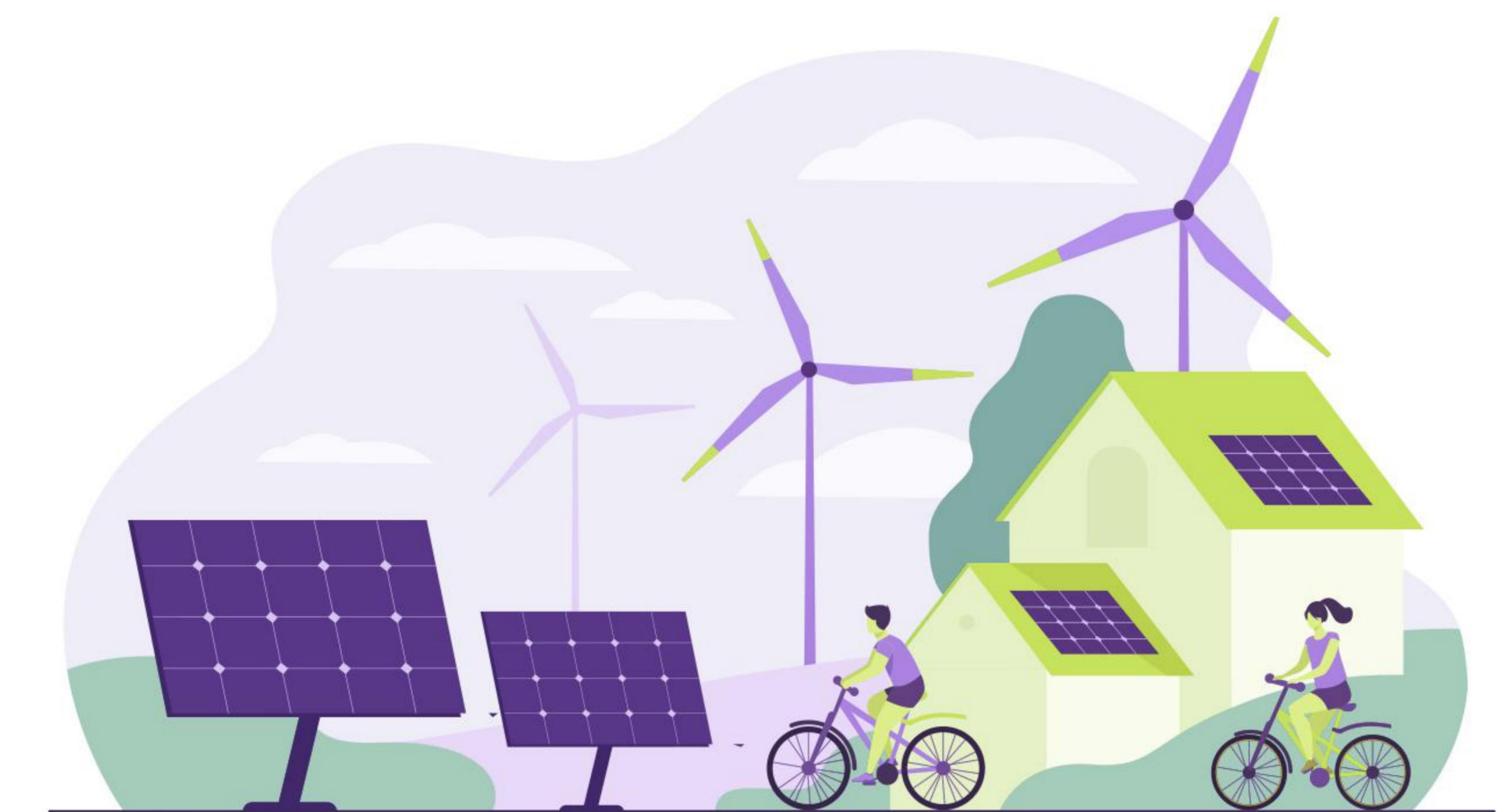
MANAGING SUSTAINABILITY

MANAGING SUSTAINABLY

At Anupam, steered by our board, we firmly believe in sustainability practices involving responsible stewardship, stakeholder engagement and future-proofing our business. Aspirations and concerns of our diverse stakeholders shape our performance as much as any business decision. Everyone we deal with – our customers, suppliers, employees, shareholders, partners, elected representatives, regulators, NGOs and the media – expects everyone at Anupam to act responsibly and with integrity at all times. Financial results alone are not enough: the societies and communities within which we operate want companies to focus on enhancing lives and livelihoods by delivering value to all stakeholders, i.e. financial and non-financial. We are aware that overlooking that expectation would risk undermining our prospects for long-term value creation.

We are aware that the purpose of our business is to generate and deliver value for social good. We exist to provide value to all our customers worldwide; we communicate, share, create, learn, and grow with our direct customers, suppliers and other partners. We are aware that engaging stakeholders is an important element of sustainable business. We engaged internal and external stakeholders to understand how we impact and are impacted by the societal pursuit of sustainable development. Along with our stakeholders, we identified material aspects. We have put policies and performance management systems in place to address all material aspects. We have put in stakeholder engagement, grievance redressal and whistle-blower mechanisms.

An increase in wealth and its inclusive distribution profoundly impacts the way people manage their daily lives and expectations. We have to provide solutions to the increasing and changing demands of society. To address varying and increasing agricultural, pharma and personal care demands, we provide specialty chemicals that are safe and healthy to customers and has minimal life cycle impact. While doing so, we work with our supply chains to innovate, generate and share value.



We follow positive compliance with the applicable environment, social and economic regulations and good industry practices across our operations. We are aware of the risks and responsibilities of our markets across the continents, evolving regulations and demands by customer groups for product's health and safety. All our products are compliant with applicable regulations in various markets. Our operations in Gujarat (India) follow Quality, Environment, Occupational Health and Safety Management Systems and are certified for adhering to ISO 9001, 14001, 45001 Management Systems standards. Along with these standards, we are also complying with the requirements of ISO 26000 (Social Responsibility) and ISO 20400 (Sustainable Procurement). We work with our supply chains to ensure that they too improve their management systems and practices to reduce costs and risks and derive value from our association. Our youthful workforce is the engine for our innovation and growth. Our board and management are conscious of our employees' role and make best efforts to deliver fair value to employees and their families. Finally, the community around our operations has been an immense support in growing our business and we continue contributing to the economy and society in this region.

Listening to our stakeholders helps us prioritize sustainability issues that are most important to them and also to us. We have robust policies and systems in place to manage the wide range of sustainability issues we encounter in our business activities. We supplement our policy articulation with robust performance management systems. Many of the significant and material environmental and social aspects, are managed through ISO based Management system standards. We follow ISO 9001 based Quality Management, ISO 14001 based Environment Management, and ISO45001 to address Occupational Health and Safety issues. The Management Systems are periodically audited by certification bodies.

Come 2020, a new normal was set by the advent of the COVID 19 pandemic. What it did to the ESG agenda is that worldwide people became more aware of the social, economic and environmental inequalities and vulnerabilities as the pandemic raged on. As businesses are discovering the needs to re-imagine and re-prioritize their ESG agenda, we are seeing this as an opportunity and a pedestal to serve ourselves and serve our stakeholders in a better and more impactful manner. We are actively working since beginning of the pandemic and despite the challenges posed by the novel corona virus (COVID-19) outbreak, we provided relief and assistance to the hospitals and health workers, COVID hit villages, migrant workers and underprivileged individuals. We have provided free food to daily wage earners, slum dwellers, factory workers, COVID Isolation Centres and free ambulance services to transport COVID-19 patients. We have adopted best practices for protection of our employees, workers and other stakeholders both within and outside our factory premises.



Governance

In order to drive towards a sustainable future, a strong, responsive and all-inclusive governance structure needs to be in place. Balancing value and caring environment and society is primarily steered by our board. Anupam is committed to the adoption of best governance practices and adhering to it in the true spirit. Our governance practices are a product of self-desire reflecting the culture of the trusteeship i.e., deeply ingrained in our value system and reflected in our strategic thought process. At a macro level, our governance philosophy rests on five basic tenets viz., (i) Board accountability to the Company and the shareholders, (ii) Strategic guidance and effective monitoring by the Board, (iii) Protection of human rights, (iv) Equitable treatment of all stakeholders as well as transparency and (v) Timely disclosures.

In line with this philosophy, Anupam is striving for excellence through adoption of best governance and disclosure practices. The Company, as a continuous process, strengthens the quality of disclosures, on the Board composition and its functioning, remunerations paid and level of compliance with various Corporate Governance Codes to the extent practicable and required by applicable regulations.

The Board

In the financial year 2020-21, Anupam has a Board comprising of 8 directors – of whom 2 are non-executive directors and 4 are independent directors. The directors are -



DR. KIRAN C PATEL
(Chairman &
Non-Executive Director)



MR. ANAND S DESAI
(Managing Director)



MS. MONA A DESAI
(Vice-Chairman &
Whole-Time Director)



MR. MILAN THAKKAR
(Non-Executive Director)



MR. HETUL K MEHTA
(Independent Director)



DR. NAMRATA D JARIWALA
(Independent Director)



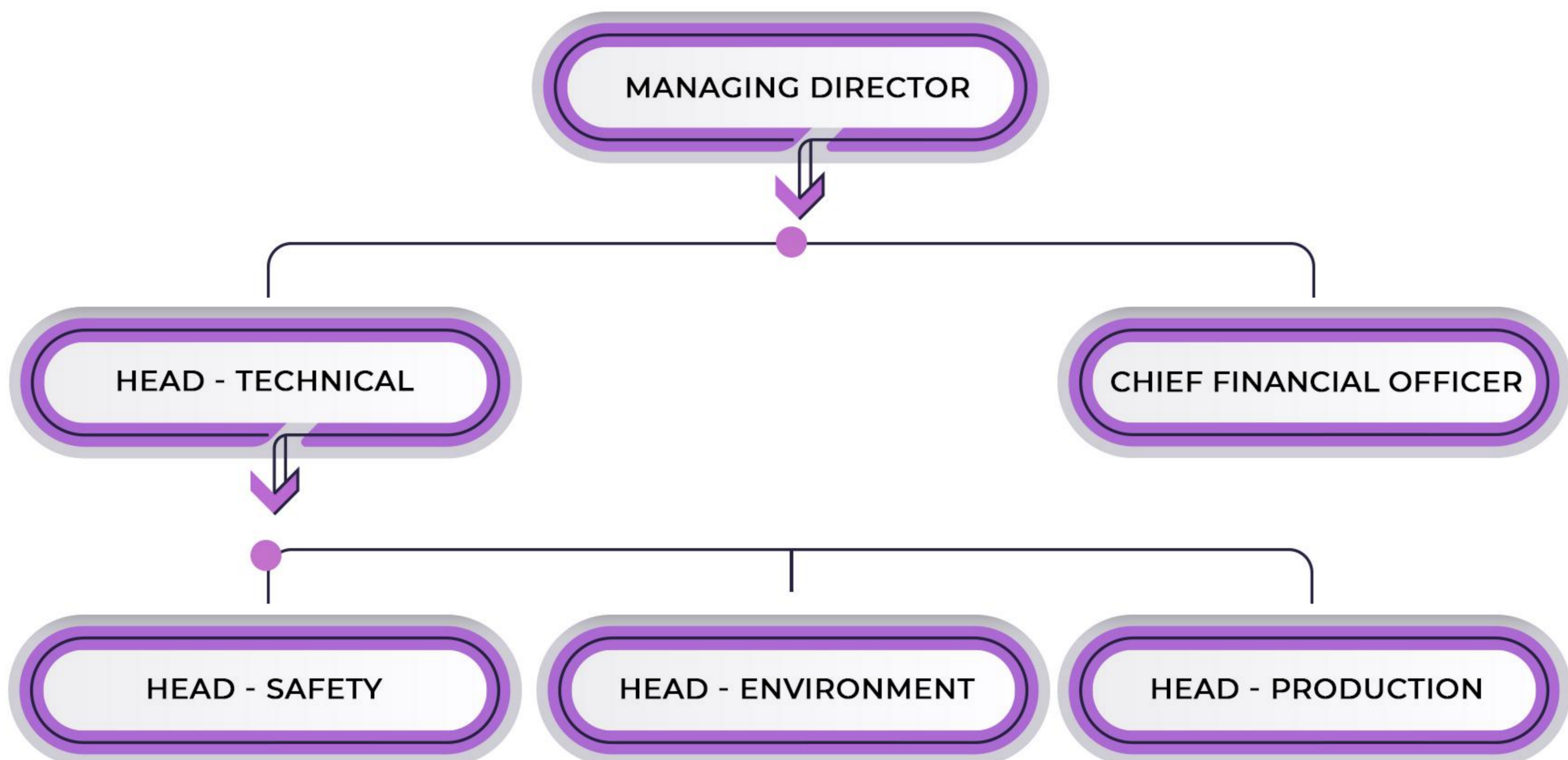
MR. VIJAYKUMAR BATRA
(Independent Director)



MR. VIJNESH P SADEKAR
(Independent Director)

The board constitutes part of different committees upholding a broad set of governance principles, delegating management authority to the Chief Executives within the defined limits. The board reviews key risks including risks arising from imperatives of sustainable development and how they are managed. Risk management is exercised through appropriate internal controls and is periodically reported to the board.

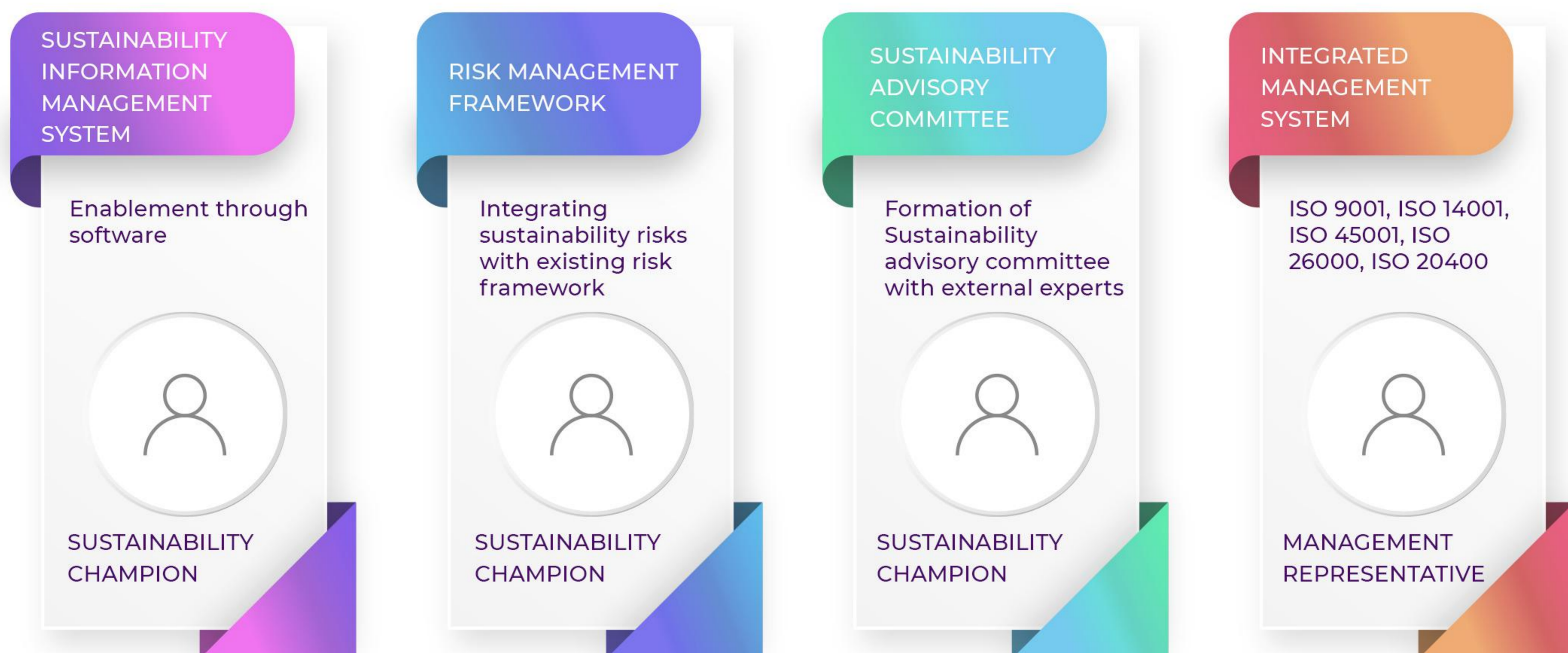
Our board has voluntarily adopted Anupam's sustainability framework comprising responsible stewardship, stakeholder engagement and future proofing. We also customize and adhere to values and code of conduct as articulated by the company and voluntary codes and declarations signed or adopted by the company such as UN Global Compact. We operate in coordination with selected representatives of Anupam in many related matters. For managing sustainability, all the business verticals coordinate and share resources and knowledge, under a common coordinating group. Our company has a sustainability committee consisting of:



This institutional mechanism is the main enabler for driving sustainability practice and performance. Besides, we have deployed comprehensive set of enablers that drive sustainability:

VISION, KFAS, KPIS, ROADMAP & PROJECTS	SUSTAINABILITY VISION, VISION DRILL DOWN, KPIS FINALIZED & APPROVED BY CXOS	BUSINESS SUSTAINABILITY CHAMPION
	KEY FOCUS AREAS (KFAS) FOR 2020-2025	CEO/MD/CFO
	SUSTAINABILITY ROADMAP & PROJECTS	SUSTAINABILITY CHAMPION
DASHBOARD & REVIEW MECHANISM IN PLACE	SUSTAINABILITY DASHBOARD FINALIZED AND REVIEWED ON QUARTERLY BASIS	CSO/ SUSTAINABILITY CHAMPION

Driving Sustainability



In medium term, we want sustainability be integrated with different functions of our business. But in the short term, its separate identity is maintained for focus and emphasis. Many aspects are already integrated with existing functions.

Norms of Behaviour

We voluntarily follow the code of conduct outlined by the company, internally. The code of conduct, which incorporates the business principles, is our central guidance document for norms of behaviour. This code outlines the requirements that every single person working for and with Anupam must comply with.

Anupam ascribes to code of conduct which is binding on all employees who must sign it on their induction into the company. It protects the interests of the employee and other stakeholders. "Integrity, trust, fairness and honesty are the basics that guide our strategies, our behaviour and the relationships we build with people, both internally and externally. Each of us will exercise the highest level of ethical and professional behaviour" states the code.

Anupam is a member of Global Compact, an international forum that operates under the aegis of the United Nations. The forum's vision is to usher in a "more sustainable and global economy".

Our policies help to ensure that our business principles are put into practice in our day-to-day operations. In our policy articulation, we follow positive compliance with applicable regulations and good industry practices; extend our responsibility to value chain; engage and co create with stakeholders and apply precautionary approach to environmental impacts.

Our key policies, addressing these material issues include:

TITLE	ELEMENTS ADDRESSED
ENVIRONMENTAL POLICY	<ul style="list-style-type: none">• Positive legal compliance• Environmental management system• Conserve materials, and Pollution Prevention• Waste prevention, reduction, reuse, recycle and disposal• Engage with stakeholders• Extend environmental care to suppliers• Transparency and disclosure
ENERGY AND CARBON POLICY	<ul style="list-style-type: none">• Positive legal compliance• Reduce the energy intensity and carbon footprint• Increase use of renewable energy within our operations• Promote research and development for low carbon solutions• Continually improve energy and carbon management• Engage with stakeholders• Monitor, measure and report energy usage and carbon emissions
SAFETY POLICY	<ul style="list-style-type: none">• Maintain safe and healthy work environment,• Share responsibility for safety amongst employees• Raise safety awareness• Engage with all stakeholders• Influence our contractors and suppliers,• Continually improve safety performance of our products• Actively communicate and disclose
HEALTH POLICY	<ul style="list-style-type: none">• Maintain healthy work environment• Raise preventive health awareness• Engage with relevant stakeholders• Influence our contractors and suppliers,• Minimise negative health impacts of products• Actively communicate and disclose
BIO DIVERSITY POLICY	<ul style="list-style-type: none">• Not applicable, as no species listed in the International Union for Conservation of Nature (IUCN) Red List and National Conservation List was found to exist in near the manufacturing operations of the company. Our manufacturing facilities are located outside biodiversity sensitive or notified protected areas.
WATER STEWARDSHIP POLICY	<ul style="list-style-type: none">• Maintain positive legal compliance• Manage efficient use of water resource by reducing, recycling and reusing water• Minimize and mitigate impacts on water sources and receiving bodies• Continually improve water footprint management• Engage internally and externally with stakeholders• Actively communicate and disclose• Monitor, measure and report water usage and effluent discharges
QUALITY POLICY	<ul style="list-style-type: none">• Maintain positive legal compliance• Quality management system• Regular customer engagement, feedback gathering• Engage contractors and suppliers,• Actively communicate and disclose

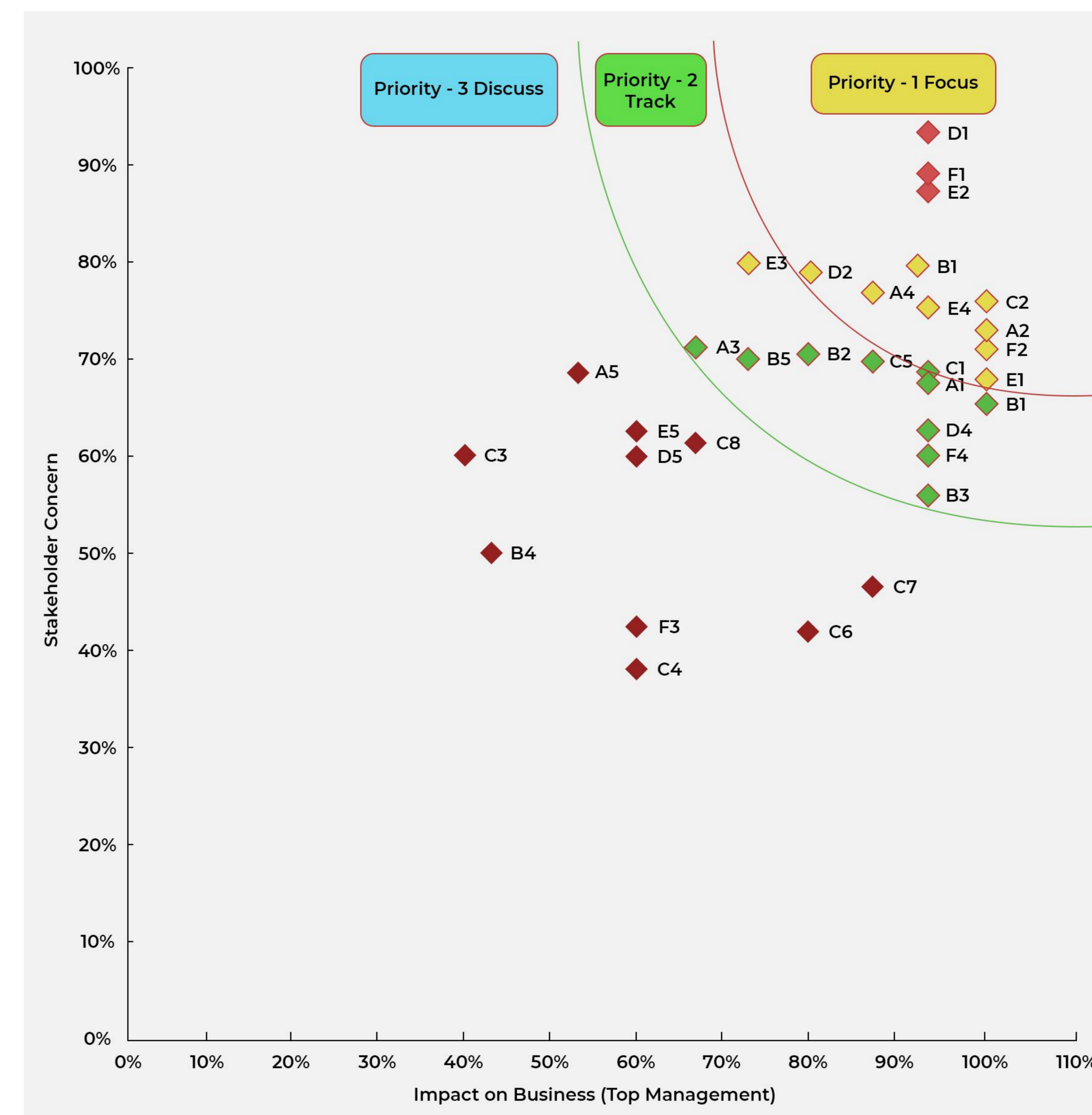
HUMAN RIGHTS POLICY	<ul style="list-style-type: none"> Human rights including non-discrimination, prohibition of child and forced labor, and freedom of association and the right to engage in collective bargaining Respect the customs and values Provision of security in keeping with the laws Disclosure to relevant stakeholders Protection of whistleblowers
STAKEHOLDER ENGAGEMENT POLICY	<ul style="list-style-type: none"> Engagement processes specific to each stakeholder group, that is inclusive, material and responsive Inform, encourage, and build capacity Delineate scope and mode of engagement Integrate stakeholder engagement Review mechanism Communicate to stakeholders
SUPPLY CHAIN AND PROCUREMENT POLICY	<ul style="list-style-type: none"> Screen and evaluate new and existing suppliers No tolerance to child labour, forced labour, non-discrimination. Periodic audits of supplier Build and enhance the capacities Prefer renewable or recycled materials Grievance and whistleblower mechanisms for suppliers
TRANSPORTATION POLICY	<ul style="list-style-type: none"> Compliance with safety & emissions, of all vehicles, owned or contracted, Choose mode which minimizes transportation Periodic audit Training to drivers Right information Grievances of the communities
PRODUCT STEWARDSHIP POLICY	<ul style="list-style-type: none"> Positive legal compliance to product health, safety and environment Product stewardship practices; Life cycle assessment Engage with stakeholders across product value chain Recycling of our products Disclose information of products
SECURITY POLICY	<ul style="list-style-type: none"> Physical and information security Deterrence, intrusion detection and access controls Share responsibility Raise security awareness Security practices in keeping with human rights and right to information Contractors and suppliers Protect the information of customers and suppliers Communicate and disclose
SUPPLIER CODE OF CONDUCT	<ul style="list-style-type: none"> Prohibition of child labor, forced labor, harassment or abuse, discrimination, unfair working hours, wages, benefits and leave, Compliance of environment, health and safety rules and regulations

Material Findings

We prioritize our sustainability activities on findings that are material to Anupam and our stakeholders.

We engaged external consultants to manage engagement with board, management team of different relevant functions, employees, suppliers, customers and community to obtain feedback to feed into the process in order to identify the issues that are most significant – or ‘material’ – to Anupam. Wherever necessary, engagement with stakeholders was held separately by our advisors along with the internal relevant functional management teams.

Materiality analysis has been carried out based on the ratings obtained from the internal stakeholders as well as the external stakeholders on the sustainability issues identified. Each issue is mapped based on the scoring obtained from these two groups as shown below in Materiality Map.



The sustainability findings identified for materiality assessment along with the corresponding abbreviations used in the materiality map are as listed below:

THEMES	SUSTAINABILITY ISSUES	ABBREVIATIONS
Governance	Leadership, policy and oversight on sustainability	A1
	Promoting ethical behaviour	A2
	Responsible public policy advocacy	A3
	Stakeholder identification and management	A4
	Sustainability reporting and disclosures	A5
	Leadership, policy and oversight on sustainability	A6
Supply Chain Management (includes suppliers, contractors)	Employment practices (health & safety, human rights such as wages, work conditions, child/forced labour etc.)	B1
	Environmental management beyond compliances (emissions, effluents, waste)	B2
	Capacity building of employees	B3
	Sourcing from local/small suppliers	B4
	Fair/transparent vendor selection	B5
Employment practices at plant sites	Occupational health and safety	C1
	Capacity building of employees	C2
	Diversity at workplace (gender, ethnicity, disability)	C3
	Affirmative action for the SC/ST community	C4
	Contract labour management practices	C5
	Collective bargaining/freedom of association	C6
	Market based compensation, benefits and amenities	C7
	Career planning and development	C8
Community engagement at plant sites	Land acquisition and R&R	E1
	Community involvement, engagement and satisfaction	E2
	Benefit sharing/socio-economic benefits	E3
	Local infrastructure development	E4
	Difference in living standards between lease-hold and non lease-hold areas	E5
Product and Customer	Resource footprints (water, energy, carbon) during the entire product lifecycle	F1
	Resource consumption (water, energy) during usage	F2
	Packaging material disposal	F3
	Investments in new products and processes	F4

Product and Customer	Emissions (GHG, SOx, NOx, dust, VOCs, Ozone depleting substances, etc.)	D1
	Environment performance management significantly beyond compliance (effluents, solid waste)	D2
	Water consumption	D3
	Energy consumption	D4
	Promoting biodiversity/ecology protection	D5

Based on the outcomes of the Materiality assessment plotted on the map above, we use a ‘materiality matrix’ (see below) to list the issues that our stakeholders are most concerned about against those that have the biggest financial or operational impact on our business.

To create the matrix, we also consulted relevant literature specifically for the chemicals industry combined with Anupam’s own criteria to assess and quantify risk.

The matrix below shows our most material issues based on our last assessment on 20 May, 2020.

Governance	<ul style="list-style-type: none">Stakeholder identification and managementPromoting ethical behaviour
Environmental	<ul style="list-style-type: none">Emissions (GHG, SOx, NOx, dust, VOCs, Ozone depleting substances, etc.)Environment performance management significantly beyond compliance (effluents, solid waste)Resource footprints (water, energy, carbon) during the entire product lifecycleResource consumption (water, energy) during usage
Social	<ul style="list-style-type: none">Capacity building of employeesEmployment practices (health & safety, human rights such as wages, work conditions, child/ forced labour etc.)Community involvement, engagement and satisfactionLocal infrastructure developmentLand acquisition and R&RBenefit sharing/socio-economic benefits



We focus on identified material aspects – articulate our position and policy and deploy management systems to address these aspects. We also focus our sustainability reporting and ongoing stakeholder engagement on these material issues.

Economic Performance

We quantify and analyse the economic value we are adding, first and foremost for our shareholders, then for our internal stakeholders (i.e. employees), and then for our external stakeholders – suppliers and the broader economic community.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (INR IN MILLION)

PARAMETERS	FY20	FY21
ECONOMIC VALUE GENERATED		
Revenues	5,397.58	8,373.19
ECONOMIC VALUE DISTRIBUTED		
Operating costs	2,109.24	3,396.95
Employee wages and benefits	210.88	324.43
Community investments	5.97	12.39
PAYMENTS TO PROVIDERS OF CAPITAL		
Finance cost	452.61	685.43
Depreciation, amortization and impairment expenses	287.12	516.52
Other expenses	1,618.02	2,443.23
PAYMENTS TO GOVERNMENT (BY COUNTRY)		
Corporate tax	183.81	295.02
ECONOMIC VALUE RETAINED		
Donations and funds invested/contributed to charities, NGOs and research institutes	4.77	9.09
Funds to support community infrastructure	1.20	3.30
DEFINED BENEFIT PLAN OBLIGATIONS		
Provident fund and other fund	8.01	8.62
Percentage of salary contributed by employee or employer	12%	12%
Defined contribution plan	6.96	7.76

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

Tax relief	0.00	0.00
Financial assistance from export credit agencies (ECAs)	70.42	51.09
Other financial benefits received or receivable from any government for any operation	41.72	50.25

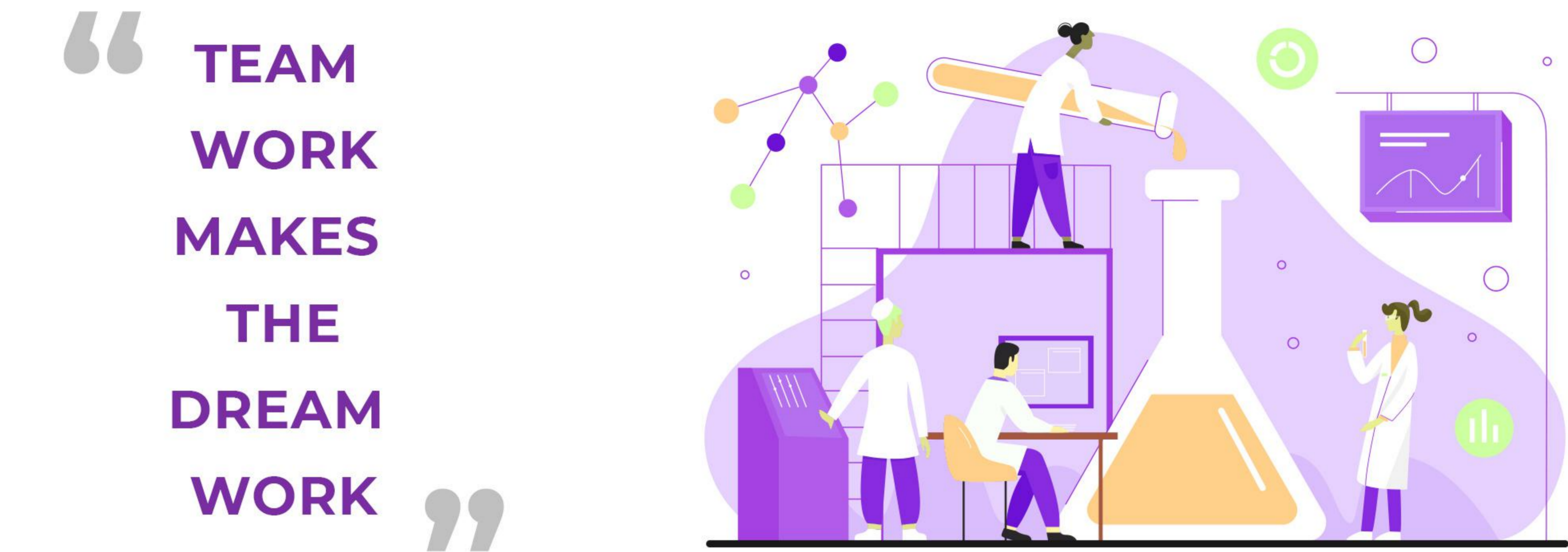
Indirect Economic Impacts

The company has been established and managed from its location at Sachin for over 37 years and enjoys a long-standing relationship with its stakeholders including its suppliers. The indirect economic impacts, comprising development and impact of common infrastructure investments and services supported (transport links, utilities, community social facilities) by Anupam saw an increase by 107.49% in FY 21 as compared to FY 2020.

Local Employment

The employment policy of the company is to give maximum employment to people from local and surrounding community. Today, we have a workforce of 1286 employees, out of which 88% of the employees are from the surrounding community.

We outsource services like security, fabrication, gardening, cleaning, and few maintenance jobs. The company as a policy has given priority to the neighbouring industries and establishments while exploring the agencies for these services. This year, the business we have provided to local vendors and establishments has increased by 46% compared to last year, thereby supporting local economy in our small possible manner.



Compliance

Meeting all applicable requirements to achieve compliance is one of the key focus areas of our organization. We have been giving utmost priority to meet the applicable laws and regulations. Our management systems, periodic audits ensure that we review and comply our list of legal requirements. We are maintaining a tracking system which has all the applicable laws listed and assigned to the person responsible, along with actions that are required to be taken. These robust systems also safeguard our preparedness to go beyond meeting the compliance and manage potential risks. As a part of risk assessment to ensure that we meet compliance not only in our country but also to those where our products are exported, we analysed product safety legislations of those countries where the standards we use may not be recognized. For FY 21, there have been no fines or sanctions imposed on Anupam for non-compliance of laws and regulations.

RESPONSIBLE STEWARDSHIP



RESPONSIBLE STEWARDSHIP

Environmental Footprint

The chemical manufacturing industry's potential to impact the environment is considered moderate. We recognize our responsibility to monitor, manage and reduce our environmental impacts wherever possible.

Hence, at Anupam, we aim to minimize the environmental footprint of our operations to enable us to do more with less i.e. less energy, less carbon, less waste and less use of resources.

Since inception, our plant and its surroundings were designed to follow the highest standards of environmental excellence. Our plant is installed with state-of-the-art equipment for emission control and online environmental monitoring system for controlling air, water and land pollutants. Our specialty chemicals business attaches great importance to environmental preservation and has integrated environmental concerns into every business decision.

In order to minimize our environmental footprint, we have prepared roadmap for sustainability parameters which are built on our existing management systems. We continuously monitor the performance indicators through our sustainability dashboard and work towards achieving the defined targets. As a part of these, we have also undertaken sustainability projects to reduce energy consumption, increase in renewable energy percentage, energy risk management, GHG assessment, emission reduction projects, managing of waste and waste water, reducing water consumption, increasing water recycling percentage, protecting diversity, compliance.

Environmental Policy

Anupam is committed to continual improvement in its environmental performance through participation of employees at all levels and adherence to "ISO-14001 Requirements". This is achieved by:

- Compliance with legislative requirements.
- Prevention of water, air and land pollution.
- Conservation of natural resources.
- Maintenance of ecological balance.
- Improvements in product characteristics and process technology.

Materials

As an industrial manufacturer, we rely on raw materials to make our products in a resource constrained world. Our business prospects and corporate image will be jeopardised if we do not strive to improvise on material intensity and look for alternative materials with minimal impact. Our material management policy ensures our commitment to systematic and quality purchase and inventory management by adhering to best practices. We have also initiated a practice of looking for alternative materials and seek such information from our vendors on the same.



The consumption of raw materials (non-renewable) has increased this year by about 25% compared to last year.

Being a specialty chemical company, there are very few opportunities to use recycled material in our production.

Our R&D centre provides the greatest support for our sustainable growth, not only with the new products it develops, but also with its focus on achieving the utmost efficiency with existing resources. It is a state-of-the-art setup to study developments in specialty chemicals. The centre helps to conduct studies on optimisation and benchmarking of different products and processes. The centre facilitates developments of new chemistries and blends for a range of products and applications in tune with the market demand and trends, thus reducing the development time. Please refer to the section on “Product innovation” to know about our wins in process optimization whereby we have achieved better quality, increase in productivity, reduction in residue, reduced capital cost across various processes, among several other benefits.



Energy

Energy is of key importance for the company to carry on its activities. This has led us in generating our own energy (steam) from natural gas and coal based boilers. Through energy management, we work on projects to decrease environmental impacts by bringing the energy consumption under control. Accordingly, the targets for energy intensity from renewable and non-renewable sources are defined on yearly basis and monitored; it is reported to senior leadership on a quarterly basis.

To reduce the dependence on non-renewable fuel and also to reduce the environmental impact, Anupam has planned to opt for renewable fuels (solar) which is planned to be introduced from FY 2021-22. Diesel generator is used for emergency captive power generation; Diesel is also used in the transportation of material for manufacturing operations within the premises.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

PARAMETER	UNIT	FY 2020-21
Natural Gas	GJ	2,41,390.64
Diesel	GJ	7,260.93
LPG	GJ	837.14
Electricity Consumption	GJ	1,89,588.21
Steam Purchased	GJ	8,898.74
Coal Purchased	GJ	6,42,966.71
Total Energy Consumption	GJ	10,90,942.37

**The data represents the energy consumption at the manufacturing units (including administrative office and R&D centre) only. The conversion factors used for calculations are based on the gross calorific values of fuels and consumption. Total energy consumption= Energy consumption for: NG (consumed) + diesel (purchased) + LPG (consumed) + coal (purchased) + purchased electricity + steam purchased. Diesel data does not include company owned vehicle data. The same will be included in the next report.*

There has been an increase in the energy consumption in FY21 over the previous year due to increase in production. However, we have also undertaken multiple energy conservation projects to identify areas of opportunity for energy savings. The energy intensity has also decreased marginally over the previous year due to planned energy conservation measures undertaken.



Electricity consumption is the main contributor to the impact of this process as a result of the use of non-renewable energy sources. This, therefore, validates and highlights the importance of our ongoing investment in energy efficiency projects. Some of the key energy saving projects implemented in FY 21 were as follows:

- Energy saving by managing power factor.
- Energy conservations as steam condensate & flash steam recovery (effimax system): tThis system consists of one tank to collect condensate, one jacketed feed water tank, deaerator etc. By installation of this system entire quantity of steam condensate as well as flash stream could be recovered in systematic manner.
- Novel Thermal Insulator (Poly Urethane Foam): Thermal insulation which we are using now days in our process as well as for utility pipe lines is based on LRV/PUF which eliminates the use of conventional insulation method using glass-wool as it is hazardous for human health. LRV/PUF are basically polymers and considered to be non-conductor of heat so it helps to have better effect of insulation. Heat loss is negligible as compared to conventional insulation based on glass wool as the quality of such insulation is better and so the outer part of the insulated pipe lines always remain at ambient temperature thus eliminates the risk of burn to operating staff.
- Heat saving through material melting in drums: We are practising a system of indirect heating of drums with the help of air heated by steam instead of direct heating by steam. Due to close loop system, vapor is not able to mix up in air hence air pollution has been avoided and due to which operators would face less chemical vapor exposure. Condensate recovery and recycle is possible now which has reduced effluent.

“**SAVE ENERGY
TODAY TO
SECURE YOUR
TOMORROW**”



In last year, despite the increase of savings from energy efficiency projects, overall energy consumption has increased due to an increase in production. Certain environmental friendly projects were also implemented during reporting period which are described in the subsequent sections.

An energy efficiency and audit study was also conducted to enable us to identify opportunities to reduce energy consumption and subsequent GHG emissions.

Waste Management

We are committed to reduce, reuse and recycle the waste we produce where possible. According to the waste categories specified in accordance with the legislation, the waste is separated into main items as hazardous, non-hazardous waste and domestic garbage.

The main wastes produced by our facilities are drums, lubricants, chemical waste, sludge, scrap, paper, plastic, etc. The waste handlers provide us the certificates on end of life treatment of the waste. This also enables us to track, monitor and manage the waste.

In FY21, our total waste generation increased compared to previous year due to increase in production. While disposing of waste, we take utmost care in disposing responsibly so that it does not impact environment and society. While the hazardous waste is being disposed of by being sent for co-processing in cement plants, non-hazardous waste generation is of negligible quantity and is sent for recycling, landfill depending upon the category defined by the State Pollution Control Board of Gujarat. We ensure that all waste is being sent only to those recyclers which are approved by regulatory bodies. Domestic waste originating from office utilizations and cafeteria are sent to the landfill of the affiliated municipality. The recyclable waste such as packaging and paper are collected in separate waste containers within the office and the site by their types and sent to waste handlers. We are in the process of drawing up a plan to minimise the amount of waste to be sent to the landfill and to recycle more, this plan will be deployed by FY 2030.

There was no spillage of any chemicals or fuels during the reporting period.

WASTE GENERATION AND DISPOSAL BY CATEGORY

WASTE	UNIT	FY 20-21
Waste Generated	MT	37,323.88
Hazardous Waste Disposed: Co-Processing	MT	7,796.93
Hazardous Waste Disposed: Incineration	MT	245.39
Hazardous Waste Disposed: Landfill	MT	7,217.03
Hazardous Waste Disposed: Recycling	MT	21,559.22
Hazardous Waste Disposed: Reuse	MT	4,674.02
Non-Hazardous Waste Disposed	MT	190.35

We have diverted 82% of our total waste to either recycling or reuse instead of landfilling.

Emissions

Minimizing our carbon footprint

Our priority is to manage CO₂ emission from our operations. We are doing this by investing in more efficient technologies and exploring innovative solutions that cut CO₂ emissions by reducing energy consumption or using alternative energy.

We also have targets to help us manage emissions in Scope-1, 2 in our own operations. Though meeting this target proves challenging in some cases, we are determined to reduce our environmental footprint as far as possible. We are doing this by implementing new technologies that improve energy efficiency and looking for opportunity to use alternate efficient energy sources.

We put in our best efforts as and when possible to reduce the need for business travel – and associated greenhouse gas emissions – by equipping our offices with state-of-the-art technology to enable our people to communicate and work together through voice, video and web-based conferencing programmes. We have also started familiarising our drivers, related staff and employees on good driving practices to improve vehicular efficiency, and will continue to do so in the coming years. We have in place Bus facility in Jhagadia, and we are Responsible Care signatory which includes distribution policy.

GHG EMISSIONS TABLE

GHG EMISSIONS	FY 20-21
Scope 1 (tCO ₂ /year)	70,351.40
Scope 2 (tCO ₂ /year)	42,026.84
Total Emissions (tCO ₂ /year)	1,12,378.24



Methodology

In order to obtain greenhouse gas data, Anupam collects and reports environmental data in accordance with the guidelines of the Global Reporting Initiative and the Greenhouse Gas Protocol, to the extent that this is practicable. The figures indicate the emissions caused due to operations in manufacturing unit and corporate office. Scope 1 emissions includes fuel consumption but excludes company vehicles; Scope 2 emissions include electricity purchased, steam purchased and natural gas purchased. The GHG emissions are calculated based on emission factors specified by DEFRA.

Air Emissions

At Anupam, we realize the impacts that emissions have on the atmosphere which invariably affect community and biodiversity, hence we continuously monitor parameters such as CO₂, SO_x, NO_x and dust on-line, emission measurement systems as required pursuant to Pollution Control Board of Gujarat.

The company has state of the art equipment for pollution control and an online environmental monitoring system for controlling air, land and water pollutants.

Our state of art technologies installed in the power plant such as Flue Gas treatment systems, ESP (Electrostatic Precipitator) and FGD (Flue Gas Desulfurization) ensures that the flue gas emissions fall significantly below the limits specified by the regulation.

Overall, our average SO_x emissions and NO_x emissions are within regulatory limits across all sites.



Ozone Depleting Substances

We have phased out R410A based refrigerants (except in ACs) to replace them with gas based refrigerants. We have planned to phase out all ODS by FY 2030.

Water Resource Management

Our water is entirely sourced from the GIDC (Gujarat Industrial Development Corporation); the water is used mainly for industrial purposes. Our water consumption is used during our production processes, cooling towers, steam generation.

The water consumption at our manufacturing unit is monitored on daily basis and efforts are on for water use optimization based on product design and innovation.

Recycling and Reuse

To treat the effluent generated from our manufacturing operations, we are equipped with in-house facility of primary treatment, secondary treatment through multi effect evaporators (MEE) followed by agitated thin film dryers (ATFD) and soil bio technology reactors as tertiary treatment which helps us to recycle the effluents in most effective manner.

As a result, we are able to reuse treated effluent within the facility which helps us in maintaining zero liquid discharge (ZLD) stature. We constantly work towards improving the recycling rates at our facility.

We are founding members of common effluent treatment plant (CETP) situated in Sachin Industrial Estate. By disposing small quantities of tertiary treated effluents to common effluent treatment plant (CETP), we are continuously encouraging our neighbouring industries to discharge the effluents in more responsible way. Some of the projects that we have worked on are:

- > Condensate water generated from evaporator is reused in to process and washing.
- > Tertiary treated water is reused in cooling tower makeup and gardening.



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PARAMETERS	FY 21
Total water withdrawal (ML/year)	334.2
Water recycled & reused (ML/year)	222.25
Water recycled and reused as a percentage of total (%)	66.5

**The figures mentioned are for manufacturing units and corporate office only.
**Total water consumption includes water sourced from GIDC and third party.*

Waste Water Management

Industrial waste water is treated at the plant in line with the legislation requirements using advanced high efficiency treatment technology. The water treated at wastewater treatment plant is discharged as per the prescribed limits of the Pollution Control Board of Gujarat. We have undertaken a number of projects including enhancement of effluent treatment capacity to reduce COD and to ensure that there is a reduction in chemical contamination of waste water.

The wastewater treatment plants, with the required installed capacities at each site, ensure that water from certain processes can be reused back into the processes and also in domestic activities like gardening. Hence, there are no negative environmental impacts thereby assuring protection of the environment in the most efficient manner possible.

DISCHARGED WATER DETAILS	FY 21
Discharge destination	Govt. approved discharged sites
Effluent water discharged (in ML)	21.70
COD (in mg/l)	1,611.2
BOD (in mg/l)	499.35
TDS (in mg/l)	775.63
TSS (in mg/l)	540.75

Products & Services

Our DSIR approved Research & Development centre is a fully equipped facility at Unit 6 in Sachin, Gujarat, to accomplish breakthrough improvements in technology for quality improvement and cost reduction and for developing new value-added products for high-end applications.

Sectoral developments and both national and international regulations are closely followed and environment friendly products are offered. We strive to reduce our use of hazardous chemicals and continue to conduct research in both product and process innovations that improve resource usage and have low environmental impacts.

In particular with respect to the use of chemicals, we comply with applicable international directives and national legislation. For this purpose, the methods and substances for increasing the measures regarding human health and environment are investigated both in development stages and during production phase. All our products are accompanied by detailed MSDS documents.

Environmental Expenditures

Efforts are needed to pursue ambitious environmental activities. We invest significant amounts in process equipment intended for economical use of energy and reducing the impacts. Environmental and energy concerns are important aspects in planning of productions and investments. The costs for environmental expenditures includes environmental personnel, operation of treatment equipment, waste management, supervision, environmental training, operating cost such as waste disposal, permit applications, environmental consultants, and costs of measures when operations are discontinued. Our total investments towards protection of environmental resource, improving performance accounted for an increase by 75% in FY 21 compared to the previous year.

Social Footprint

Employee Diversity

At Anupam, we believe that diversity is a business asset that fosters innovation and helps us better understand meeting the needs of our customers.

We believe that diversity and inclusion bring fresh ideas, perspectives and experiences to our business, thereby enabling an innovative and stimulating environment where everyone has the opportunity to grow and deliver value.

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We are therefore, committed to providing a workplace that is diverse, encouraging and enabling each employee to fully contribute. We recognize that a diverse workforce strengthens the social fabric and creates an environment that respects, values and empowers every individual to work effectively towards the achievement of our business goals.

As a part of our corporate principles, we encourage our employees to grow professionally and personally to their highest capabilities regardless of their race, colour, gender, age, religion, nationality or disability. We have also adopted the No discrimination policy to ensure workplace that fosters inclusive practices and behaviour. We ensure that these principles and policies are supported through goals and communicated to all employees so that they understand and relate to these. We have representations at various diverse committees constituted include both local and expat employees, both men and women ranging from ages 25 – 60 years of age.

“The secret of getting ahead is getting started.”



Employment

36New employee hire and employee turn-over

ANUPAM NEW EMPLOYEES HIRING

	FY 20	FY 21
New employees hire by age group		
Under 30 years old	306	329
30-50 years old	78	67
Over 50 years old	0	0
New employees hired by gender		
Male	380	383
Female	4	13
New employees hired by region		
Sachin	74	87
Jhagadia	310	309

ANUPAM EMPLOYEES TURNOVER

	FY 20	FY 21
Employees turnover by age group		
Under 30 years old	37	46
30-50 years old	9	15
Above 50 years old	2	3
Employees turnover by gender		
Male	48	64
Female	0	0
Employees turnover by region		
Sachin	9	29
Jhagadia	39	35

Entry level wage, basic salary and remuneration

Regardless of gender and all other parameters being equal, female employees are paid the same as male across different employee categories. The entry level wage offered by Anupam is above the industry standards. All employees gradually grow through a fair evaluation and promotion program at Anupam.

Training & Education

Skills Management and Career Development

Our employees are our asset and our focus is to harness knowledge and intellectual capital of our employees to achieve the goals and objectives of the business. We understand that developing employee skills creates a win-win situation in which the company benefits from a more skilled, knowledgeable and capable employee, while the employee gains additional skills or qualifications and has the chance to enhance their career or increase their earning potential in the longer term.

We are committed to develop our human resources through promotion of various activities for all level of employees. We are continually improving our assessment systems and workforce planning, so that we have the right people in place to lead the company in the years ahead. Our appraisal process helps us to understand our employee’s challenges, strengths and areas where they require improvement. We conduct training programmes in areas such as IMS and Process Safety courses. These have helped us to develop in our employees a sense of belongingness, teamwork, morale, work area improvement and self-management skills. We impart need based, well planned and effective training to our employees throughout the year.

Our employees are motivated to be responsible for their own development and consult about their growth with line manager. We have also developed skill matrix framework to identify competency levels, skills and qualities of employees vis-à-vis skills required to perform the job well. Based on such mapping, we develop the training calendar for all employees and ensure their progress in their career. It also provides our employees with an opportunity to accelerate their personal development and effectiveness.

Our line managers continuously provide feedback and guide their teams on an informal basis throughout the year, and hold yearly performance reviews to ensure that each individual's objectives contribute to the company's overall goals and strategy. Our performance appraisal review system focuses on improving skills, motivating employees and ensuring that we have a pipeline of talent for the future. Each year, all our employees go through the performance appraisal systems to assess their performance and scope of improvement for their growth.



Lifelong Learning

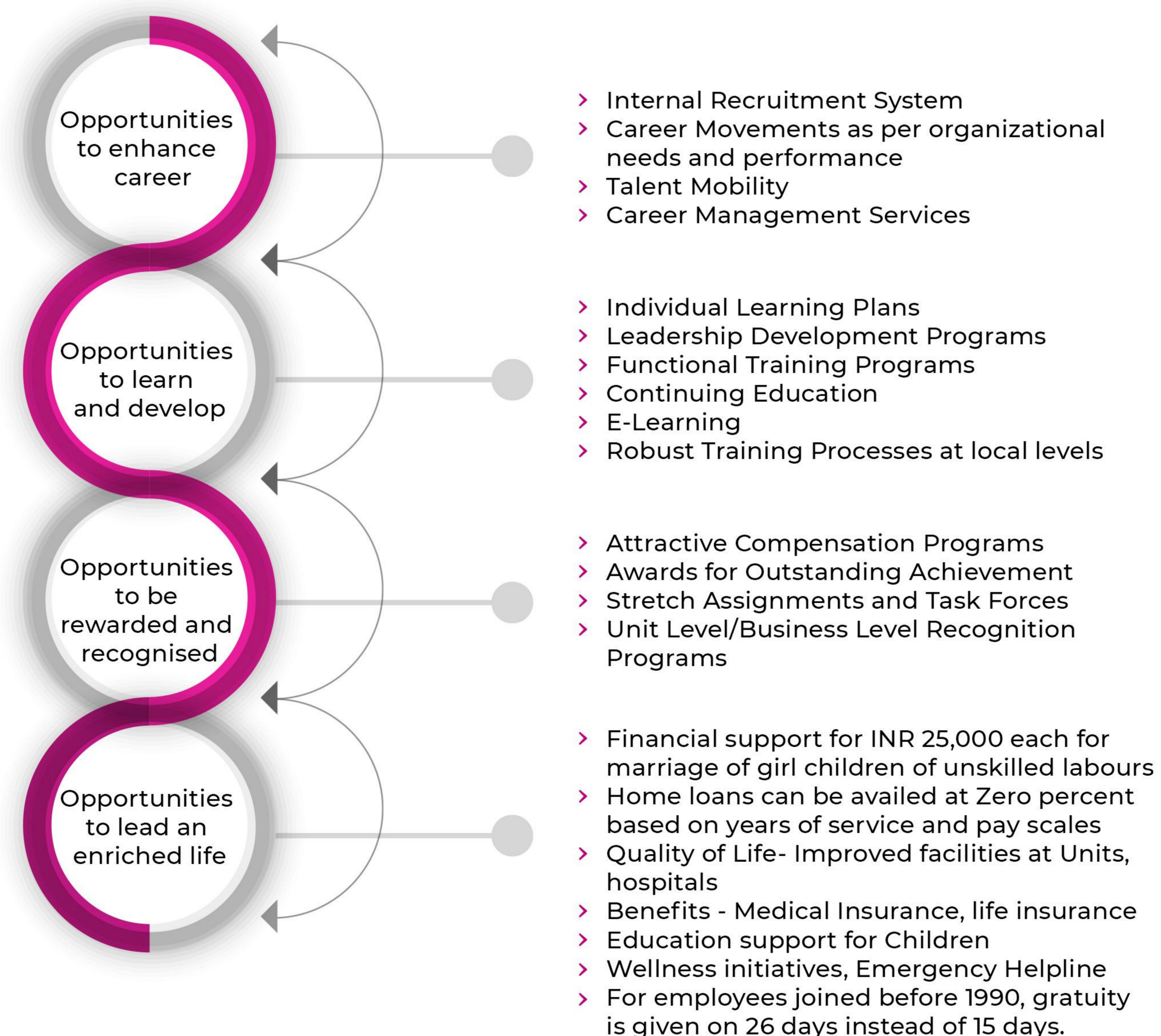
We are committed to develop the skills of employees where we operate. In FY21, we have conducted employee training programs on skill development and safety training. We have conducted training for approximately 23,740.84 hours for our full time employees which does not include training hours given to contractor employees. Our training programmes are continuously evolving based on the need assessment of industry and individuals.

These programmes not only assure lifelong learning but also establishes platform to make progress in their careers. It offers an extensive range of online and classroom training courses on leadership, management, and technical and professional skills.

Training programme is scheduled which includes internal training on quality, technology, material handling, safety, improvement in productivity, machine operations, work practices etc. Apart from the internal training, employees are also provided training and guidance on career development and performance improvement by external professionals. Regular performance evaluation of employees helps them to define their own goals and identify development opportunities.

The company has a well-structured training program to fulfil its HR mission to develop people not only for the organization but for the society as a whole.

A World of Opportunities



Training hours and topics covered

Employee Benefits

Defined Contribution Plan

We operate a provident fund that is a defined contribution plan, the assets of which are held in a separate trust fund. The provident fund is funded by payments from employees and by the company.

Defined benefit plan

We provide for retirement benefit, payable to employees under Indian Labour Laws. The amounts payable in the future depend on salary and years of service of the respective employees. The obligation is calculated annually by independent actuary using projected unit credit method. The present value of long service award obligation is determined by discounting with interest rates of government bonds that are denominated in the currency in which the benefits are paid, and that have terms to maturity approximating to the terms of the related liabilities. Both employees and employers contribute the allowable percentage to the salary contribution.

Senior Management Hiring

Our belief in inclusive growth and diverse workforce helps us identifying individuals with required skill set from surroundings to be a part of our management and share their perspectives. In this respect, we also implement programs to improve local hiring at senior management level. We consider employees at cadre of functional heads and above as senior management; a total of 100% persons are hired at senior management levels. In Anupam, 396 persons were hired from local, and 100 %, were hired from local region.

Occupational Health & Safety

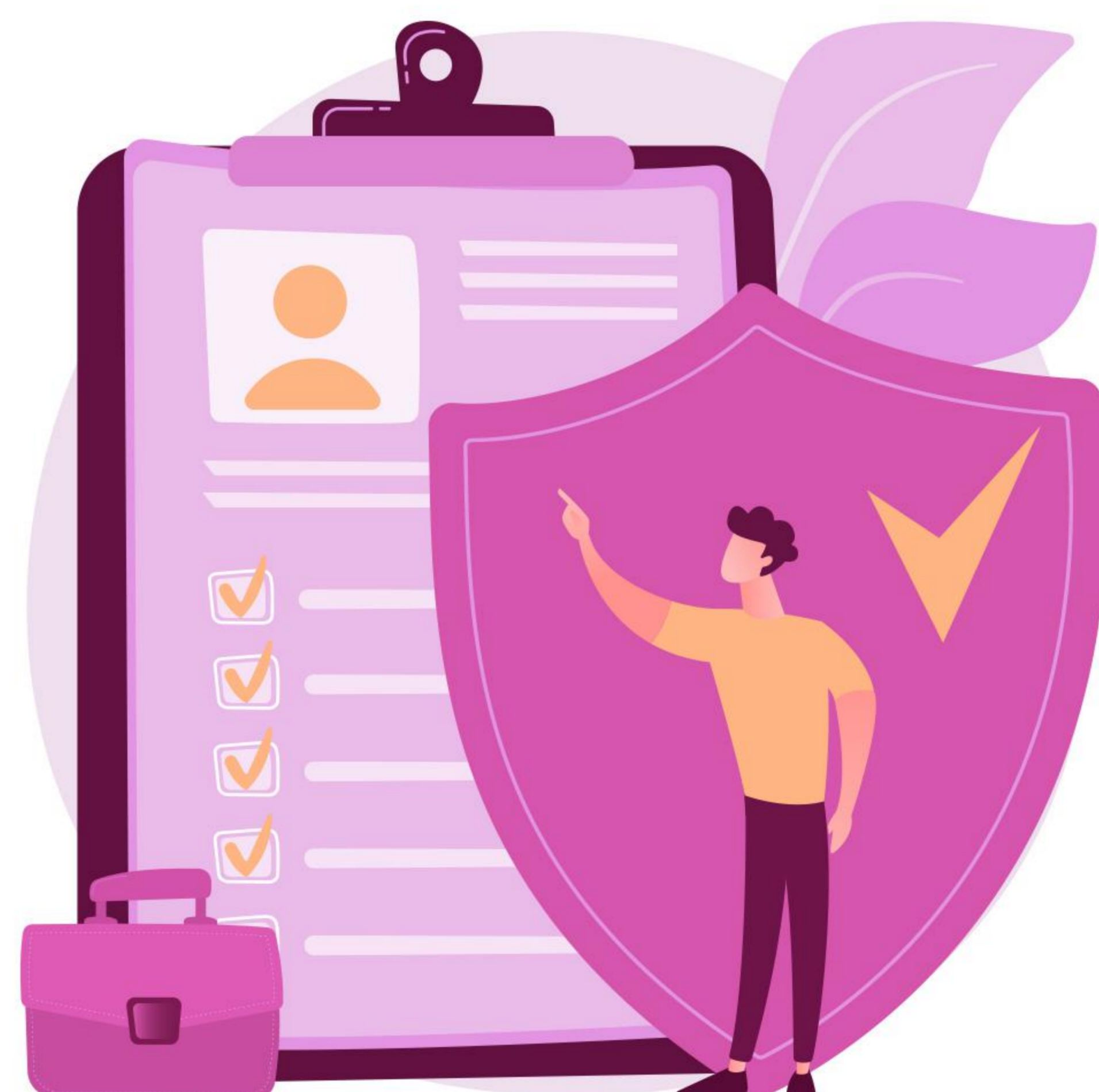
We are aware of the pressures that life places on its employees and this along with concerns over health and safety risks and hazards drives our desire to create security and maintain safety for employees within the workplace. Training our workers and sub-contractors on occupational health and safety hazards include improving awareness levels, undertaking activities that result in improved internalization of safety rules and reinforcement of positive and safe behaviour.

We work hard to create and maintain a healthy and safe working environment for employees, clients and affected neighbours. Our occupational health and safety policy sets out our commitment to zero harm and most of our employees are represented by health and safety committees. Committee members continue to monitor working conditions at our facilities and report any issues to management as they arise.

The EHS head of the company oversees health and safety across the group. Senior leaders including the MD conduct safety tours to raise awareness, personally assess health and safety standards and make recommendations for improvement.

Our strategies are designed to tackle the root causes of major incidents and to create a mature safety culture across the company using behaviour based as well as process-based safety awareness.

The potential hazards and risks that might arise during our activities are analysed and actions are planned to prevent accidents. Furthermore, eventual emergency cases are assessed and necessary action plans are prepared based on inputs from employees and workers. In order to improve OHS performance and to ensure the participation of the employees, programs such as suggestion development and improvement system are conducted.



All efforts are made to go beyond compliance and business as usual plan so that OHS is ensured, in case any unsafe conditions are observed by the workers or staff, the same is also brought forward through the grievance handling system and studies to prevent occupational accidents and health risks in a healthy and safe work environment are conducted.

Improvement in injury frequency rate and severity rates are included in the department performance targets of all company employees. Dangerous situation notifications, near-miss incidents and accidents are analyzed and the root-causes are tried to be eliminated by starting "Hazard Identification and Risk Assessment" process. Occupational accidents and their root-causes are assessed at monthly OHS meetings by designated executives and employee representatives. The root-cause of the occupational accidents occurring at the plant is usually found to be unsafe action rather than unsafe condition.

Occupational Health & Safety Management

The company believes that the well-being of our company and stakeholders is dependent on the health and safety of our workforce. We are committed to preventing the accidental loss of any of our resources, including employees and physical assets and damage and loss to lives and property in our surroundings.

We have reviewed our group safety policy in the reporting year and have reviewed the accompanying standards such as ISO 45001:2018 and associated processes. At Anupam, we have formed a health and safety committee of which atleast 50% have representation from workers.

In FY 21, a number of projects were undertaken such as

- Periodic Health Check-ups
- Nagrik Suraksha Policy (Citizen Safety Policy)
- Medclaim Policy for all employees
- Covid-Policy of all employees
- PPE Compliance
- Health Risk Assessment

Further, for employee well-being, the following were implemented:

- Medclaim Policy for all employees
- Defined working conditions
- Defined Code of Conduct
- Free doctor consultation and medicines
- Food on daily basis for all employees at a subsidized rate

We are continuously looking to strengthen our risk analysis frameworks, incident reporting and management of key risks including rolling out of EHS programs and projects so that we improve our performance on injury rates, lost day rates, absentee rates and LTI rates for our employees, contractors.



Occupational Health & Safety Trainings

Various trainings on Occupational Health and Safety are provided. Besides that, the personnel working at relevant position receives on-job trainings on occupational health and safety regarding the risks specific to operation.

Furthermore, trainings on compliances, risk assessment trainings, fire, emergency response trainings and emergency drills are conducted. In FY21, we provided on an average 37 hours of training to each employee.



Management of Occupational Health & Safety issues in the supply chain

We have rolled out the following programs:

- By sharing Supplier Code of Conduct, we are encouraging our suppliers to shift their focus towards sustainable model of business by adopting good practices related to the requirement
- Supplier Qualification through various means like vendor audit through vendor questionnaire, Product sample-based qualification etc.
- 6 monthly Supplier Performance Evaluation

At this time, we don't employ subcontractors. For contractors, we conduct audits or deploy occupational health and safety experts to conduct a risk analysis specific to the work they carry out and to have occupational safety expert at the site they work, but going forward as we deploy our supplier management programme, we would be very keen to work with our suppliers, provide them the necessary tools and monitor their performance.

For FY2020-21, the total manhours worked is calculated to approximately 21,90,993 which is exclusive of contractual employees manhours worked. The same is going to be included in the next report.

TYPE OF INJURY & INJURY RATE OF EMPLOYEES

	FY 20		FY 21	
	MALE	FEMALE	MALE	FEMALE
Injury Rate (<24 Hrs)	Nil	Nil	Nil	Nil
Absentee Rate(1-3 days)	Nil	Nil	Nil	Nil
Lost Day Rate(>3 days)	Nil	Nil	Nil	Nil
Occupational Disease Rate	Nil	Nil	Nil	Nil
Fatalities	Nil	Nil	Nil	Nil

**Recordable injuries are considered whereas minor (first aid level) injuries are exluded.*
***This excludes contractual employees data which will be incorporated in the next report.*

Anti-competitive behaviour, Anti-trust

Since inception, there has been no legal action taken against us for any anti-competitive behaviour, anti-trust or monopoly practices. We have not identified any instances of non-compliance with laws and regulations, and there have been no disputes, sanctions or fines for any form of non-compliance with any laws and regulations.



STAKEHOLDER MANAGEMENT



CREATING STAKEHOLDER VALUE

Mission: We are committed to delivering value to all stakeholders.

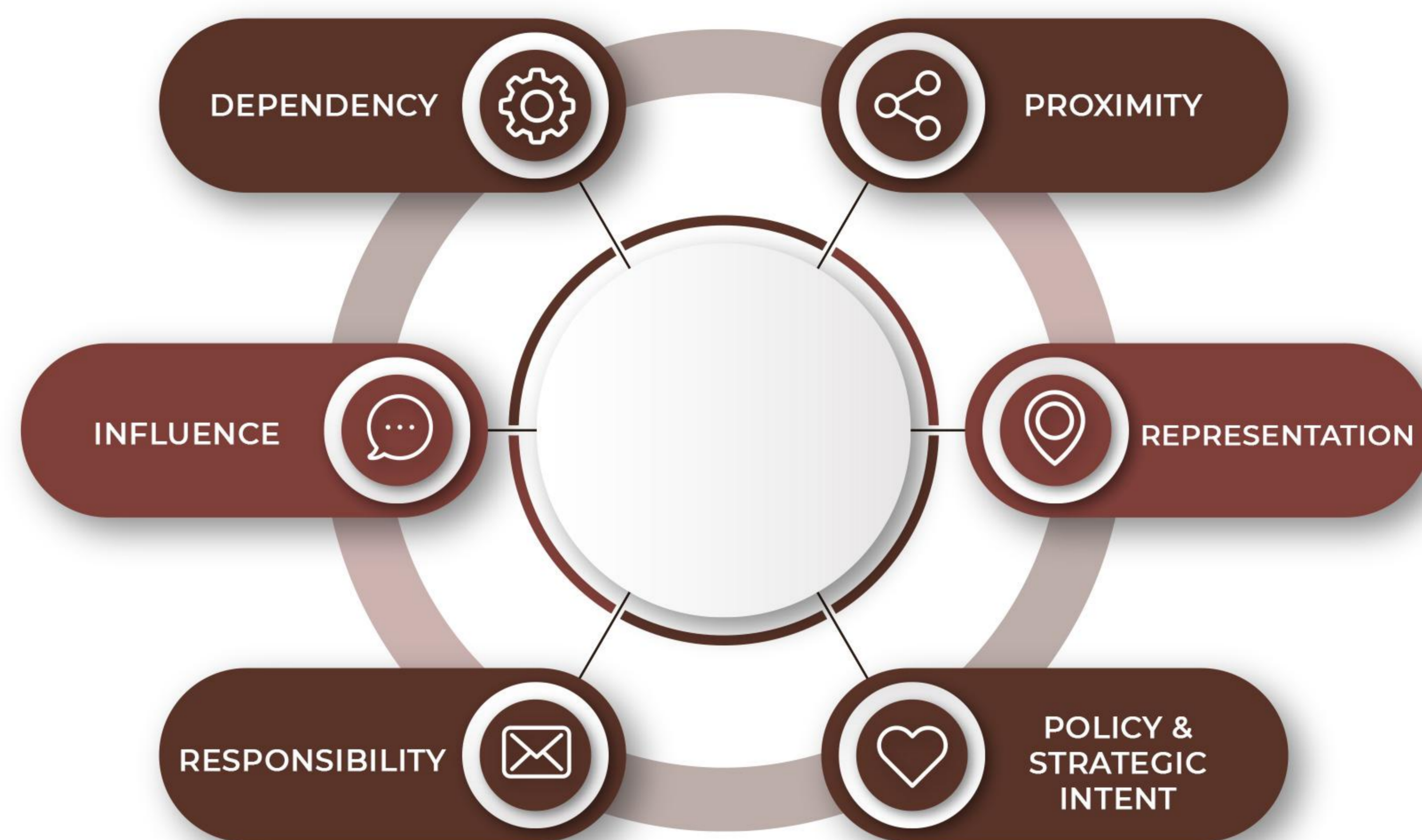
We have identified our stakeholders who are impacted by our business based on peer review, internal expertise, past experiences, survey reports and influence on organization. We believe that every stakeholder involved in our business has to be a winner and only then can it work i.e. employees, community, suppliers, customers, shareholders and society at large have to be winners, too.

To ensure this, we have taken cognizance of our stakeholder concerns and prioritised issues that were material and incorporated this knowledge to actively seek ways to create and share value with each of our stakeholders. We have tried to address sustainability concerns through our engagement platforms and integrating into our business strategy thus enhancing our reputation as a responsible organization.

To further strengthening our stakeholder engagement, we are developing deeper engagement plans and processes with each of our external stakeholder groups.



For a continuous effective engagement, we will engage with stakeholders through various channels since each stakeholder has different priorities and prefers particular communication channel such as meetings, emails, surveys, site visits, intranet, events, formal gatherings, grievance mechanisms etc. on an ongoing basis. Our approach is also updated on a regular basis based on their views and new trends. In FY 21, we have had stakeholder meetings in which we discussed about the issues concerning stakeholders.



The table below highlights the issues of the identified stakeholders and the communication channel.

STAKEHOLDER GROUP	CONCERNS	ENGAGEMENT PLATFORM
Customers	<ul style="list-style-type: none"> Timely delivery Quality Pricing Post-sales support Product related certifications EHS management systems 	<ul style="list-style-type: none"> Customer feedback Customer satisfaction survey Phone calls, emails and meetings Signed contracts Exhibitions, Events Customer visits & audits Websites
Employees & Labour Unions	<ul style="list-style-type: none"> Fair wages and rewards Work life balance Training & skill development Career growth Occupational health and safety Job security Transparent communication 	<ul style="list-style-type: none"> Emails and meetings Employee satisfaction surveys Training programmes Performance appraisal reviews Grievance redressal mechanisms
Suppliers	<ul style="list-style-type: none"> Timely payment Continuity of orders Capacity building Transparency 	<ul style="list-style-type: none"> Emails and meetings Vendor assessment & review Signed contracts
Communities	<ul style="list-style-type: none"> Local employment Environmental pollution control Infrastructure development Training & livelihood programs Participation in social services 	<ul style="list-style-type: none"> Training & workshops Regular meetings Need assessment & satisfaction surveys CSR reports

STAKEHOLDER GROUP	CONCERNS	ENGAGEMENT PLATFORM
Investors & Shareholders	<ul style="list-style-type: none"> Sustainable growth & returns Risk management Corporate governance Market share Operational performance 	<ul style="list-style-type: none"> Board meetings Annual reports Website Analyst call Investor conference
Governments & Regulatory Bodies	<ul style="list-style-type: none"> Tax and royalties Compliance to laws & regulations Employment Pollution prevention Local economy growth 	<ul style="list-style-type: none"> Annual reports Communication with regulatory bodies Formal dialogues
Media	<ul style="list-style-type: none"> Community relations Workplace safety and wellbeing 	<ul style="list-style-type: none"> Social media Press releases Interviews Website

Suppliers

Strengthening our supply chain

Our company is a signatory to the United Nations Global Compact.

We are committed to respect the human rights of everyone working for Anupam either directly as an employee or indirectly as a contractor or a worker employed by one of our suppliers. Our employment policies are consistent with the UN Universal Declaration of Human Rights and the International Labour Organization’s (ILO) Core Conventions.

With an extensive global supply chain, there is a risk that some suppliers or subcontractors might not meet acceptable standards of working conditions and human rights to mitigate this, We procure mainly from relevant accredited suppliers, we screen new suppliers and evaluate supplier performance on various traditional parameters and have recently revised our supplier policy and process to reflect the labour, health and safety, ethical and environmental standards we expect our suppliers to meet.

Based on company’s values and international standards, including the Universal Declaration of Human Rights and the International Labour Organization’s Conventions on labour standards, we do not engage child labour, forced or compulsory labour.



Our sustainable procurement policy details out list of material topics that needs to be considered while evaluating new and existing suppliers. We recognize our dependency on the quality products offered by our suppliers to meet the expectations of our customers in a long-term and therefore take utmost care while screening of new and existing suppliers. We have implemented ISO 20400:2017, also known as sustainable procurement guideline, to further strengthen our procurement strategy as per the guidelines defined in the international standard.

During the reporting period, we were not able to conduct on-site supplier assessments owing to Covid-19 outbreak policies though we have conducted supplier assessments through our supplier questionnaire and we have not identified any significant or potential negative impacts within our supply chain at this stage.

As a baseline for building a sustainable business relationship with our supplier, we are planning to require all our suppliers to conform to the environmental, social and economic requirements. These requirements will form an integral part of any commercial agreement between Anupam and the supplier.

Training & capacity building of suppliers, awareness and engagement are critical for building a sustainable industry. We are planning to hold training sessions, supplier day events and briefings, aiming to build knowledge and commitment among our suppliers.

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We plan to increase the number of audits and conduct structured engagements with our supply chain on sustainability concerns and, wherever possible, influence their behaviour or change to suppliers that use more sustainable business practices.

In the coming years, we plan to collaborate with the suppliers to assess the actual impacts and create an action plan for improvement in areas of concern. Audits will also enable Anupam to identify issues and build corrective action plans with suppliers to address them. We also have plans to develop our capability building programs to train suppliers in areas of concern revealed in audits.

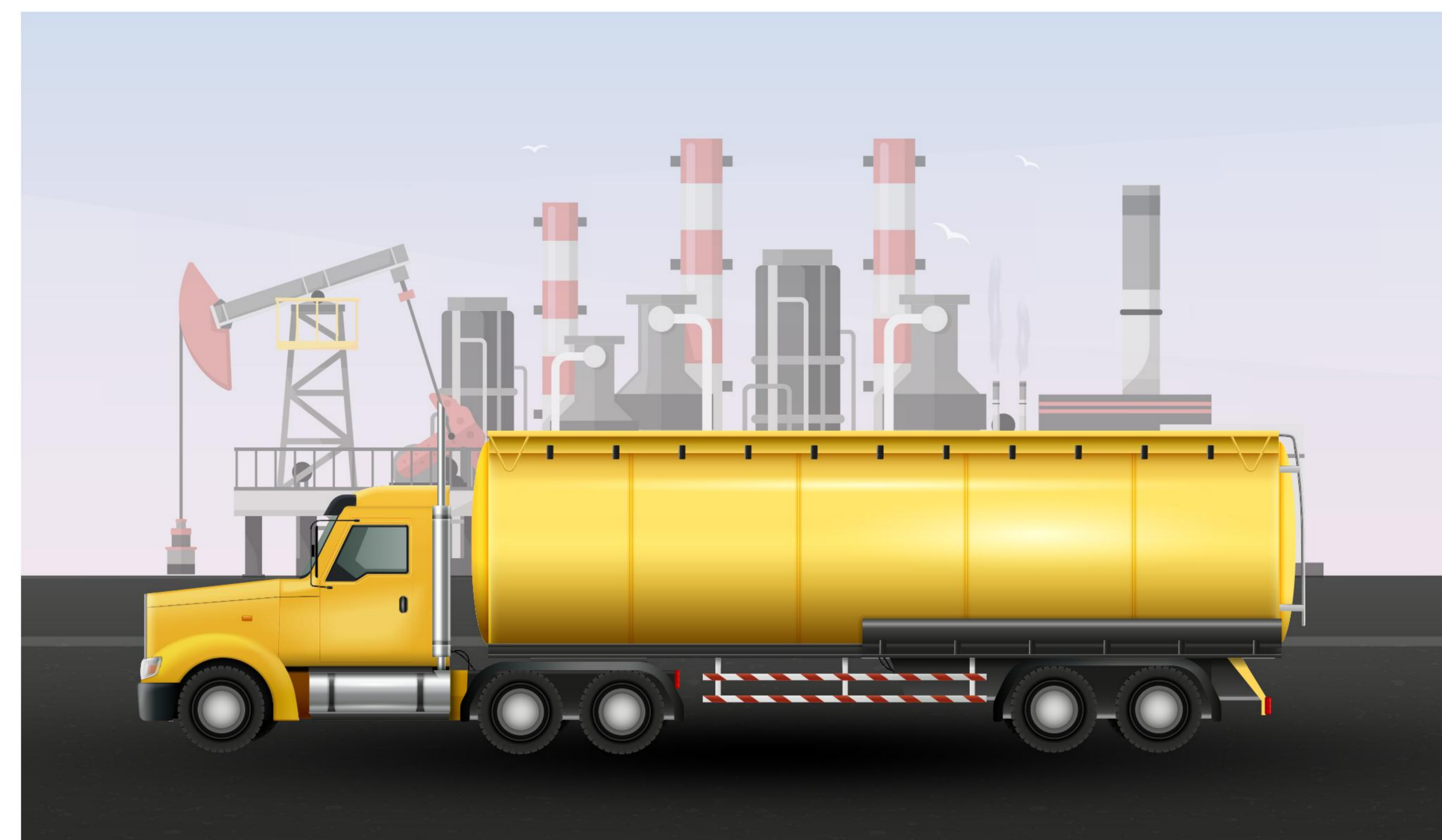
Our sustainability experts are available to support the supplier development by training, sharing best practices, defining corrective action plans, and monitoring their implementation. Adequate implementation of corrective actions are verified during resolving audits.

We have also planned to include sustainability criteria in the “Purchase Order (PO)” process, determining which suppliers we will work with. We have adopted sustainability criteria according to the level of risk associated with the contract. In the future, we will initiate the screening of new and existing suppliers using such criteria and conduct impact assessment.

As we grow the business, our ability to assess our suppliers, as well as our influence over our suppliers to follow international best practice, will improve.

Procurement Practices

We always prefer sourcing of raw materials and equipment locally, as compared to distant sources, keeping other technical requirements same. Only in some cases, wherein our expectations with respect to quantity and price or customer's requirements are not met, we procure from outside India. This way we ensure that our major spending on sourcing is distributed within the country thereby contributing to the economic growth of our local supply chain. Sourcing locally will help in reducing carbon emission and lesser use of resources in transportation. Our spending on local sourcing has been consistently increasing over last few years. In our efforts to ensure the same, we encourage and guide our local suppliers to implement best practices, produce best quality products and meet all applicable compliances since they are our key stakeholders who can create an impact on our brand, globally.



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Employees

Employee engagement

Open & regular communication is fundamental to employee engagement. We use our internal engagement process to work with our employees through communication sessions, workshops, seminars & training, employee appraisal, employee committees, cultural events and email contact. The engagement explores innovative ideas in quality, EHS, production, grievances etc., understanding challenges to meet expectations of employee and management. Our annual group-wide people survey helps us assess engagement levels and identify opportunities to improve ways of working and support employees to do their best.

Furthermore, Anupam ensures that the employees can share any issue at work and outside of work with the managers and authorities. In order to ensure the communication among the employees at all levels and to establish an effective and structural communication, the communication needs are determined using various means. Anupam attaches great importance to communication with not only its employees but also all of its stakeholders.

The Company acknowledges that creating an open and continuous communication environment is of vital importance in maintaining the motivation and efficiency of its employees. To overcome the language barriers, therefore, all announcements and communication is done in both local as well as English language.

We also engage with our employees almost every day to discuss about job, personal and organization growth through various ways such as morning meeting, daily meeting, monthly communication meeting and participative management activities, employee engagement survey, annual sports day and get togethers.

Labour management relations

In order to improve our labour management relations, we have developed a management worker involvement program, this involves an open-door policy which allows for free and fair discussions on issues such as health and safety, terms and conditions of health and safety and other specific concerns.

The workers have the freedom to join or associate with a union of their choice, though we don't have labour unions within our company due to strong and healthy relation with our labours. The safety committee acts as their representative committee; its purpose is to facilitate co-operation and reach consensus between employer and employees regarding the terms and conditions within the sector. The agreed terms and conditions are contained within a collective agreement that all business within the sector must observe.



Minimum Notice Periods

Management's decisions and declarations are commuted through a written note on the notice board. While minimum notice period of 30 to 90 days, depending on the position of the employee relating to operational changes is specified in the relevant agreements, we also openly discuss such operational changes during our employee meetings before any changes are made. The process is peaceful and productive across all locations.

Human Rights

Our engagement with internal and external stakeholders

Our human rights approach is aligned with universally accepted human rights standards and we support the human right issues included in the Universal Declaration of Human Rights.

Anupam is committed to make best efforts to adhere to internationally recognized human rights and seeks to avoid complicity in human rights abuses duplication.

We are member of United Nations Global Compact and ascribe to their human rights policy. Integrity, trust, fairness and honesty are the basics that guide our strategies, our behaviour and the relationships we build with people, both internally and externally.

These guidelines serve as the pillars in areas where local regulations are assessed as weak or non-existent. We are also non-tolerant to any human rights violation that comes to our attention within our organization and supply chain. Our human rights policy applies to every employee and stakeholders associated with us and sits alongside other specific policies such as supplier code of conduct and code of conduct for our stakeholders.



Human Rights Performance Review

Our performance as per the UN Global Compact's ten principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

We endeavour to identify, assess and manage human rights impacts within operations and amongst identified suppliers considered to have significant risks for the following viz. respect for human rights including non-discrimination, prohibition of child and enforced labor, and freedom of association and the right to engage in collective bargaining.

We are being assessed by Ecovadis on periodic basis that enables us to monitor the compliance against human rights and other sustainability issues through our internal and external audit programmes. We have also established appropriate procedures to evaluate and select major suppliers and contractors, based on human rights and social policies, and to monitor their performance where appropriate. We have included human rights clause in vendor evaluation forms and labour contracts.

We respect the customs and values of the neighbouring communities where we operate and always aim to ensure the provision of security which is consistent with the laws of the countries where we operate. We have adopted security personnel practices that set clear parameters indicating how and when our security personnel can use force, arms or firearms. Where local conditions require us to have public or private security forces, we expect our officers to act in a manner that respects human rights at all times, and comply with all the applicable national, state and local laws. In FY21, some security personnel were trained on the policies and procedures related to human rights along with security management, risk analysis for security and traffic system.

In FY21, 27 internal and 6 external audits (ISO based) were conducted across all sites, which involved representation from different teams.

"Anupam Rasayan has re-articulated the values that spawn across its diverse businesses and locations and act as an organisational glue to bind people together. These values are: integrity, commitment, passion, speed and seamlessness. The values drive the organisational thinking and processes - whether related to people, manufacturing, environment or community responsibility, the bedrock of the principles outlined by the UN Global Compact."



This is followed by communications of adopted policies and procedures and training to raise awareness about human rights issues and ensure our employees understand what human rights means for their own specific roles.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

We duly respect the right of all employees to form and join union and to bargain collectively. We have recognized the representative committee (which is the safety committee) formed by employees. The employees who are members of the committee, have their right for collective bargaining which is evident through the safety committee minutes of meetings. Anupam enjoys good relations with its employees and there had never been any strikes, walkouts, labour unrest or demonstrations.

We are always open to suggestions from employee representatives; we ensure that representatives are never subjected to any discrimination and that they have access to their members in the workplace. The safety committee has access to room facility with telephone as and when required.

We do not interfere in their activities. As and when required, the safety committee is given freedom to assemble and discuss their issues within plant premises. There are regular meetings between the management and the committee members to discuss about various welfare issues for the employees.



Principle 4: The elimination of all forms of forced and compulsory labour; we do not engage or support the use of forced labour and ensure that all employees are working voluntarily. The terms and conditions relating to the employment are communicated prior to recruitment. The document containing applicable rules governing the conditions are shared with all employees and also displayed on company notice board. In FY21, there had been no cases identified or registered related to forced labour.

Principle 5: Effective abolition of child labour

We have framed policy for not engaging the use of child labour in any of our operations. We have also developed the procedures which are based on Indian Labour laws. We do not employ person who are less than 18 years of age. Documentary evidence of proof of age is verified at the time of recruitment. In addition, this policy towards child labour is also communicated to all contractors who provide labour for un-skilled/skilled jobs through the “Contracts” and “Service Agreements” and supervision on such labour is done by all heads of department to ensure that there is no child labour employed in their premises. In FY21, there have been no cases identified or registered related to child labour.

Principle 6: The elimination of discrimination in respect of employment and occupation.

Our rules and processes outline actions for not engaging in or supporting any discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliations, or age. Our well-defined systems for recruitment, promotions, remuneration, trainings with clear guidelines ensure no discriminations are made in these aspects. In FY21, there have been no cases identified or registered related to discrimination.

54 **Principle 7:** Businesses should support a precautionary approach to environmental challenges;

We adopt the precautionary principles in all decisions that we take and may have an impact on the human health and environment associated with the selection of products, services, operations or plans. We examine all alternatives, related costs that may not be reflected in the initial price including that of mitigation of our impacts and seek those that will have the least impact on human health and the environment.

We maintain transparency through sharing this information through our engagement mechanisms with the stakeholders who may be impacted and take their feedback before finalising a decision.

Principle 8: Undertake initiatives to promote greater environmental responsibility; and



Principle 9: Encourage the development and diffusion of environment friendly technologies.

We relentlessly pursue the development of cleaner production processes that inherently reduce pollution levels and require fewer resources (for more details refer to the Environmental Footprint sections under Responsible Stewardship and our Operational Excellence section under Future Proofing).

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We aim to be respectful of local customs and circumstances wherever we operate, while ensuring that we observe the same high standards of integrity and business ethics across the world. While engaging with our stakeholders who hail from different countries, it is important that we are clear about our standards of behaviour we expect from our directors, officers and employees, and anyone who acts on our behalf.

We have incorporated such principles into our code of business conduct and anti-corruption guidelines. Our whistleblower policy and code of conduct outlines important aspects of accountability and transparency which enables all employees to voice complaints internally in a responsible and effective manner whenever they discover information which they believe shows serious malpractices.

Our policy strongly discourages bribes or kickbacks in any form. Adherence to the policy is total and no leniency is shown to a defaulter.

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These guidelines are communicated to every employee, management and suppliers to make it clear that the company, and its individual directors, officers, employees and anyone acting on our behalf, could be held liable for any direct or indirect involvement in any malpractices, including facilitation of payments. We aim to create a culture where employees understand what we require of them, recognise their responsibility to raise concerns, and have the confidence to do so. Employees can report any breaches of these standards via our confidential whistleblowing system at corporate and local levels.

Our policies and procedures are developed to comply with anti-corruption as prescribed by the UNGC principles.

We prepare quarterly reports on the status of its compliance. These reports are reviewed and reported to the top management. As a part of risk assessment, we plan to conduct internal audits of our organization to ensure our activities are free from corruption.

In FY 21, there were no incidents on corruption for which appropriate legal actions were taken.

Community Engagement

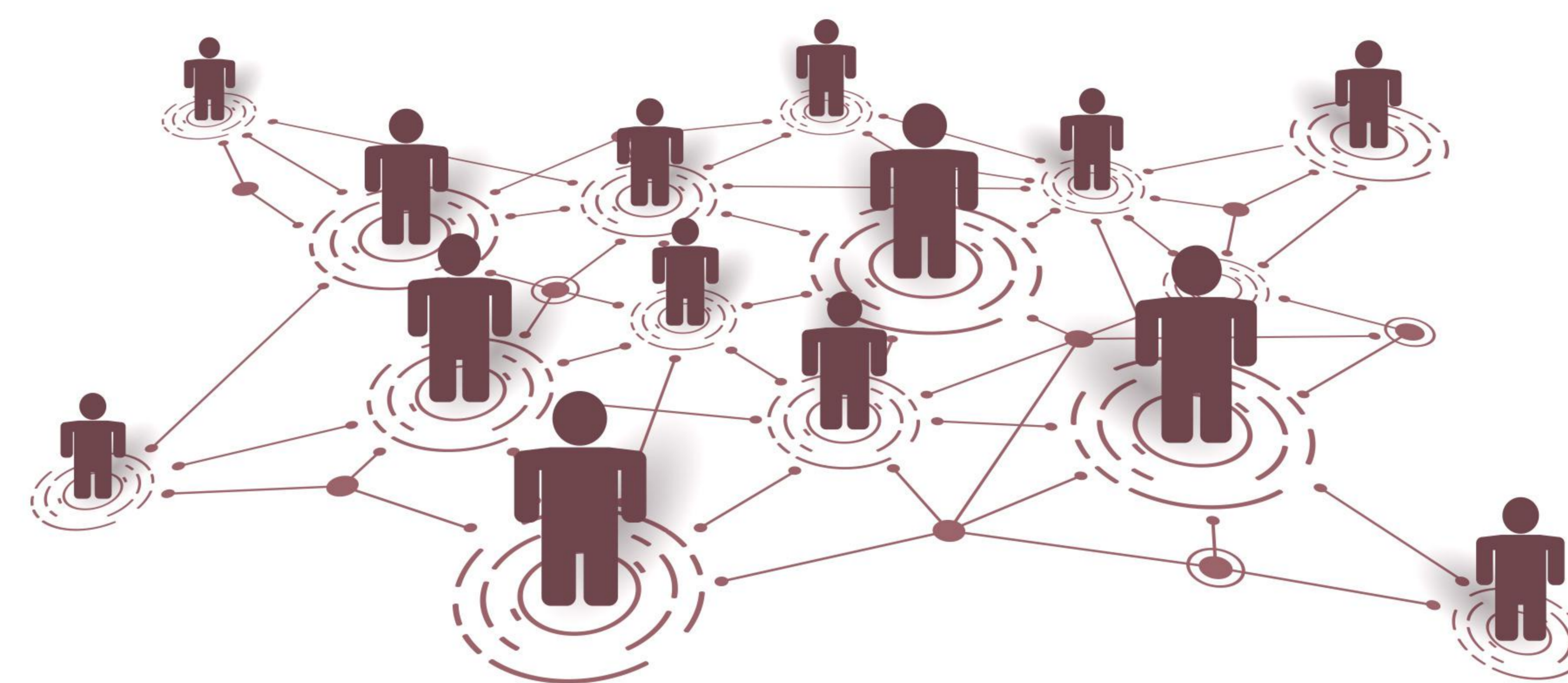
Our social responsibility has a direct synergy to our business goals and this assumed an increased strategic importance during the year 2008 of economic crisis and subsequent economic recession. We reviewed our strategic plan and initiated more focused activities to achieve higher community satisfaction.

Impact Assessment on Communities

We consider all surrounding villages in the vicinity of our plant as our community and stakeholder. Our unit is located in the region where we are significant employers, taxpayers and sources of trade for local entrepreneurs. However, our units also demand large quantities of energy, water and raw materials, and generate visible direct emissions and substantial waste streams. Their impact is also felt indirectly, such as through the volumes of traffic from inbound and outbound logistics. In response to these issues, our factories have implemented precautionary measures to minimize any adverse impacts, and have certified environmental management systems in place which ensures that such impacts on environment and society are mitigated.

Community Meets

The key communities are identified and community needs are systematically identified through interaction with the leading community members, need assessments and the CSR activities including “Eye Camps” that we organize regularly from our company.



Once in a year, we organize these camps and interaction sessions wherein we showcase the efforts we have made to achieve excellence in our business and be responsible to our surroundings in addition to our planned efforts to educate, and other community initiatives. The representatives from public institutions, schools, universities, village representatives, business community representatives and other leading community members attend the community meets. In FY 21, such sessions could not be held owing to the COVID crisis; however, we plan to resume with the same as soon as the situation becomes more conducive.

Educating Society

Basic literacy, rural development, women’s welfare and the rural health care are not the only primary areas of concern in the surrounding community. Children education, children welfare and contribution to health have been identified, as the key community needs. Basic English language literacy emerged out as one of the prime needs. We are planning to conduct regular basic English course for the primary and secondary school children in the local village schools.

We considered it important to educate the people in the surrounding community to align them with the company initiatives towards the community development and commitment to the environment.

A number of training programs including professional skills development and income generation were initiated and deployed in the community by the company in FY 21.

Social Satisfaction

We work in close association with various local administrative and government authorities to ensure a continuous improvement in social relations.

The celebration of local festivals in the near-by temples and the donation to temples for the society welfare are some of the key contribution done by us regularly. Some other activities carried out by us as a part of our community service are: Organizing blood donation and medical camps, education for the students from the surrounding community, monetary and material support to needy persons, helping local community in their needs, to promote community harmony between the organization and surrounding community.

COVID Relief

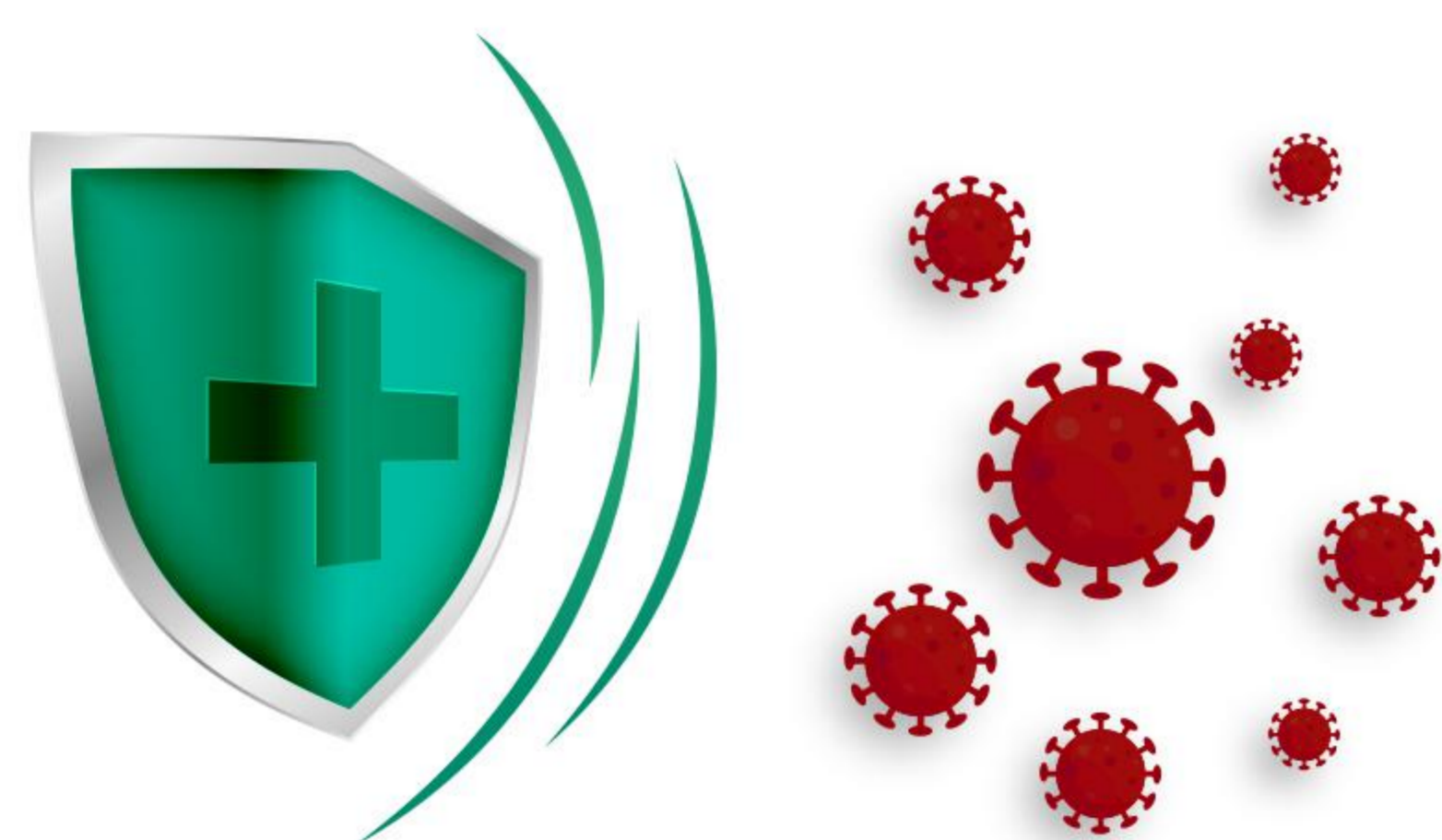
Anupam Rasayan is actively working since beginning of the pandemic and despite the challenges posed by the novel corona virus (COVID-19) outbreak, we provided relief and assistance to the hospitals and health workers, COVID hit villages and slums, migrant workers and underprivileged individuals. Anupam has provided free food to the underprivileged COVID isolation centres and free ambulance services to transport COVID-19 patients. Anupam also committed INR 2.0 Crore to COVID relief in India and also donated around INR 55 Lacs to the PMCARES Fund.

At a time when the entire country was battling the oxygen crunch, Anupam installed seven oxygen PSA generators and each can support around 30 to 100 beds in South Gujarat and rural areas of Himachal Pradesh where the hospitals are dependent on external oxygen cylinders.

Anupam has contributed to the cause of combating the Corona virus pandemic by donating medical equipment and medicines such as Personal Protective Equipment (PPE), Fully equipped COVID-19 beds, Medicines like Remdesivir and Favipiravir, Oxygen Concentrator, Oxygen Gas Generators and Sanitizers.



We have adopted best practices for protection of our employees, workers and other stakeholders both within and outside our factory premises.



Customers

As a responsible citizen, we strive to be the customer's business partner of choice. We are committed to fulfill the present needs and anticipating the unmet needs of our customers. We believe in delivering value for customers through creativity, innovation, productive relationships, quick response and simplicity in everything that we are engaged in. Some of the programs implemented include:

- Provide complete product information with respect to handling, disposal, physical properties etc. in the form of material safety data sheets (MSDS).
- Providing logistics and storage solutions by maintaining "Safety Stock" of the finished goods in warehouse near to their facility for on time delivery.
- Supplying high quality products with high consistency.
- Developing the products with innovation and new technologies to further reduce the impact related to environment, health and safety of employees which enhances the safety attributes of the products.
- Supplying products with best-in-class standards with most competitive cost thereby creating and following sustainable business model.
- With flexible and customer centric approach, we are persistently seeking customer feedback for continuous improvement in our processes and our approach.
- IP protection policy in place to keep the data confidential.
- Complete transparency in the operations make us the most reliable & responsible supplier.
- Customer grievance mechanism in place so as to solve the issues, if arises.

Product & Service Information

All our products are accompanied by material safety data sheet (MSDS) documents which are accepted by almost all clients where we are exporting our products. This ensures health and safety standards are as per international norms for our products.

As a responsible procurer, we track the sourcing of our goods, and also provide the information related to the same and its disposal (as our products are part of value chain) to our customers.

As a part of handling the products, we provide necessary information with respect to safe handling of our products. During the reporting period, there were no cases registered related to non-compliance concerning product information and labelling or provision and use of products.

Customer Satisfaction

The customer feedback survey conducted annually by Anupam has helped to greatly improve our performance on various aspects including our service quality. Anupam's technical team works closely with its customers to address their difficulties as inputs from customers play a significant role in developing and innovating new products thereby helping the R&D team to offer high quality products suiting market and customer needs.

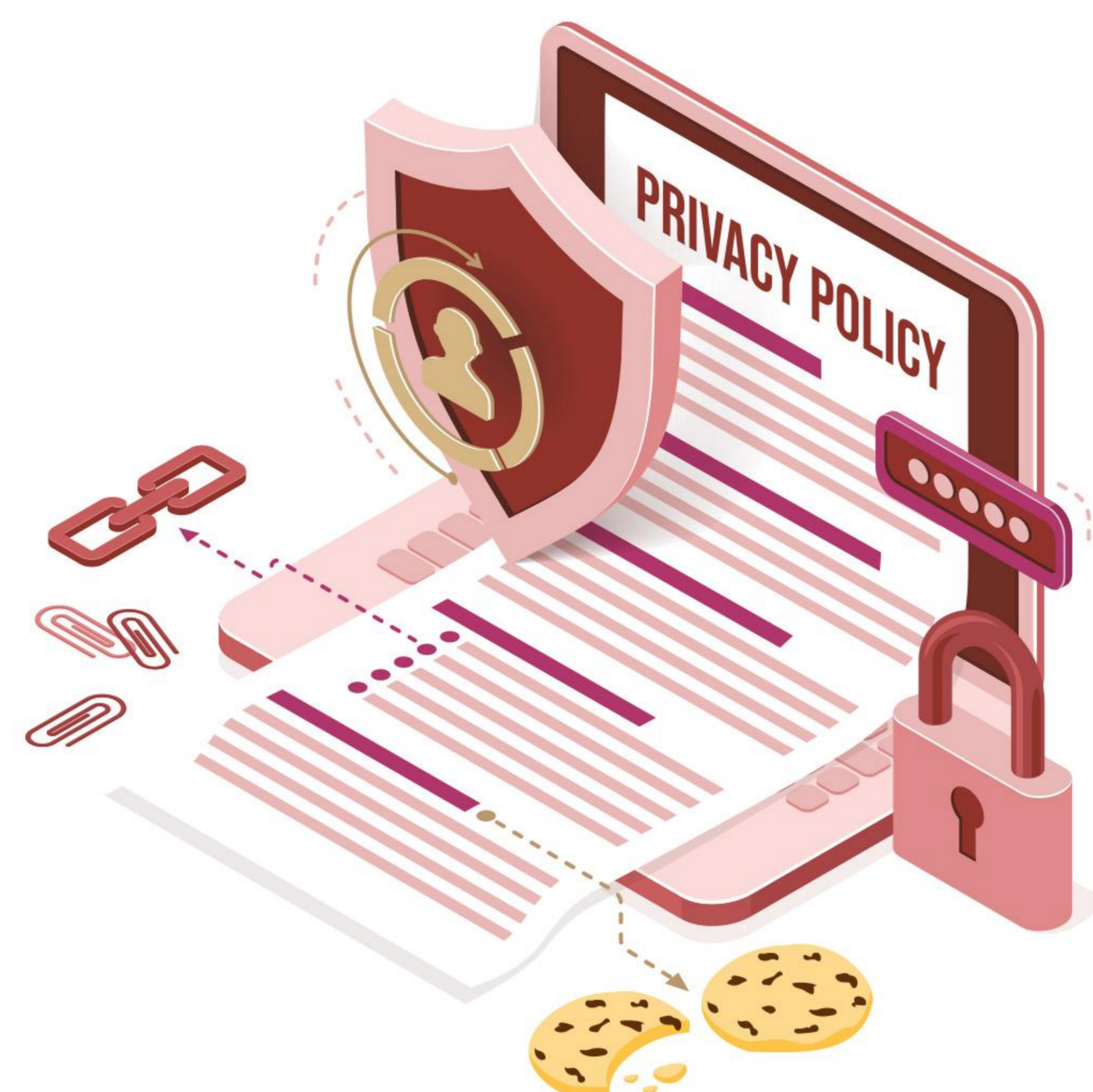
We constantly encourage our customers to provide feedback through mail exchanges, meetings, phone calls or feedback surveys. Our marketing team, who is the face of Anupam, ensures that there is a continual dialogue and work towards meeting their expectations.

Every year, we conduct self-assessments on customer satisfaction based on certain relevant parameters wherein we analyze the results and suggest corrective actions for any dissatisfaction.

Customer Privacy

Customer privacy and security is a vital part of our responsibility to customers and essential to our relationship.

Our customers trust us with their privacy. Protecting that information and respecting their privacy is fundamental to maintain their trust. Our privacy rules include confidentiality of information, and preferences, securing their information.



We are in the process of developing a framework to further strengthen our privacy programmes in line with the GDPR, starting with how we collect, use and manage customers' information – from ensuring the confidentiality of their personal information and respecting their permissions and preferences, to protecting and securing their information. We had no violations to customer privacy in FY 21.

Customer Health and Safety

In FY21, Anupam produced more than 43 different types of complex chemicals, and health and safety impacts of our products are of major concern to us.

Our products are accompanied by safety data sheets, which are prepared after examining all stages of production and testing for harmful substances used in production systems to ensure customer safety. Similarly, chemicals used in our production process are compliant with all necessary rules and regulations.

The production of our products without harming human health and environment is guaranteed by means of certifications and audits. In FY 21, there were no incidents on non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services.

Responsible advertising and marketing communications

To demonstrate responsibility and good practice in commercial communications across the world and enhance overall public confidence in marketing communications, during reporting period, we have developed and adopted the guidelines on responsible advertising and communications in line with principles of the appropriate Chambers of Commerce.

These guidelines reflect our recognition to our social obligations. Such self-regulation enables us to create, enhance and preserve consumer trust and confidence in the business communities. In FY 21, there were no incidents or cases related to marketing communications including advertising, sponsorship or promotion.



Grievance Redressal Mechanisms

We recognize that a grievance redressal mechanism contributes to effective management and strengthening of the stakeholder engagement.

We have adopted grievance policy which defines the formal grievance procedure for all stakeholders.

Anupam has suggestion/grievance boxes at the factory for all stakeholder and this does attract suggestions and issues from time to time. External stakeholders can raise their concerns directly and submit a formal grievance as per whistleblower policy available on our website.

The grievance will then be assessed by an independent department who would get in touch with respective stakeholders for resolving such issues. Post this, communication is sent to the stakeholder about the actions taken to resolve their concern within 30 days. If the stakeholder is not satisfied, he/she may escalate it further to the senior management who will respond through a process of consultation and discussion.

Employees can access the grievance mechanism form through grievance box or grievance online. Employees can raise their concerns directly with their supervisors, senior management, or submit a formal grievance form and if necessary, a hearing with an independent external chairperson will be convened to resolve the issue.



We are in the process of deploying a more robust stakeholder grievance mechanism that can be extended to all stakeholders which will also monitor and report lessons learned throughout the process of handling grievances and can help ensure continual improvement of the company’s operations. It will also create a base level of information that can be used by the company to report back to the stakeholder. We aim to deploy the same in next year. Currently there are no pending grievances.

GRIEVANCE AREAS	NUMBER OF GRIEVANCES IDENTIFIED
Labour Practices	Nil
Environment	Nil
Society	Nil
Human Rights	Nil

Whistle Blower

We have also formulated whistleblower policy to encourage all employees to fearlessly come out with their complaints regarding any kind of value violations, misuse of company’s property, mismanagement or wrongful conduct prevailing in the company. A standard committee has been formed to uphold the organization discipline and values. The policy ensures that ‘whistleblower’ looked upon as ‘Value Champion’ will be given fair treatment and identity is protected.

- Violation of any law or regulations
- Corruption, bribery, theft, fraud, coercion and wilful omission
- Conflict of interest
- Procurement frauds
- Mismanagement, gross wastage
- Manipulation of company data
- Stealing cash/company assets; leaking confidential information
- Unofficial use of company’s material/human assets
- Activities violating company policies
- Danger to public health and safety
- Abuse of authority, Discrimination

Political Contributions

Our code of conduct guides us to respect the Government, laws and institutions in the nations where we operate. While participating in democratic processes encourages us to remain apolitical and not to entertain any requests related to representation in elections or request for fund from parties or sharing of resources or opinion formation.



FUTURE PROOFING



FUTURE PROOFING

Anupam Rasayan has re-articulated the values that spawn across its diverse businesses and locations and act as an organisational glue to bind people together. These values are: integrity, respect and transparency. The values drive the organisational thinking and processes - whether related to people, manufacturing, environment or community responsibility, the bedrock of the principles outlined by the UN Global Compact.

Our business endeavours to become industry benchmark for sustainability processes and performance in the coming years through qualitative engagement of all stakeholders, while ensuring profitable and sustainable growth.

Climate Risks

Although, we do not foresee any immediate threat to our business operations in next 10 years due to climate changes, even then as a responsible global and national citizen, we plan to take appropriate measures from time to time to cope up with any situation and align our action plan with the Indian government's national policy. We understand the situation and give topmost priority for sustainability. Our operation plant is located at one of the best available location geographically and we have never faced any problem of flood/drought etc. Going by the future predictions about climate in India, we are quite safe and there is no need of pressing any panic button right now. Due to nationwide effects e.g. sea level rise or global temperature increase or precipitation behaviour change or land subsidence or agriculture GDP decline or mass emigrations etc., we will be affected indirectly from the problems arising out of climate change. The Indian government has been taking- up all the possible measures proactively by adopting various plans for up to next several years. We are bound to comply by all the directives issued from time to time, by the concerned authorities.

Throughout the world, countries are experiencing a need to protect their populations and productive capacities in the face of new climate challenges. At the same time, each country has the responsibility to reduce greenhouse gas emissions and its contribution to a global problem. These two goals require significant adaptation and mitigation efforts as countries adapt to a new lifestyle. India has begun implementing interesting strategies to adapt to climate change, to mitigate some of the effects that are already felt across sectors, and to protect farmland, coasts and cities.

We have conducted a detailed inventory of our GHG footprint and plan to analyse the life cycle impacts of our product, improving our energy performance including increasing our purchase of renewables and CO₂ intensity per ton of production. We have also adopted the precautionary approach in all areas of decision making. We keep our eyes open to the happening's taking place all over the globe and will keep on updating our position status to cope up the needs arising out of these natural changes.

The emergence of billions of more consumers in the next 20 years will drive up demand for a range of different resources. This soaring demand will occur at a time when finding new sources of supply and extracting them is becoming increasingly challenging and expensive, notwithstanding technological improvement in the main resource sectors.



Overall as a business, our focus is on exploring products and staying updated on the latest technologies to develop products in a more efficient way. Thus, thereby reducing the risk posed by the resources due to shortage or frequent price change.

Operational Excellence

Anupam is also one of the greenest, cleanest and the most environment friendly chemical plants in the region. Since inception, the plant and its surroundings were designed to follow the highest standards of environmental excellence.

The sustainability committee reviews management of sustainability risks and updates the business risks on a periodic basis. It also identifies sustainability issues that need to be integrated with the business plan. The following six key issues were identified as having environmental impacts in FY 21:

Energy

We understand our contribution and impact on climate and have aligned our existing processes and initiatives to improve our carbon footprint. Anupam heavily uses energy resources during its process. The electricity consumed for the process causes some greenhouse gas emission. We have undertaken projects over the last two years in that direction such as energy saving initiatives to reduce the energy consumption and will continue to do so.

Our GHG emissions have increased accordingly, as they result predominantly from the electricity we buy from the state/national grid which, for the most part, is generated using coal fired power stations.

We plan to develop a technology roadmap wherein we can budget investments in quality improvement and modernization of technologies that will not only improve our operational efficiency but also increase the energy efficiency of the existing equipment and process. It will also help us reduce our dependence on fossil fuels. Long term sustainability was one of the key criteria while designing the projects. The key objectives aimed at reducing cost and wastages whilst maintaining product quality and energy efficiency.

We are constantly reviewing our energy performance and mapping the energy scenario as aligned to our growth strategy. Our engineers have also been reviewing the properties of the relevant equipment in terms of energy consumption & benchmarking it for comparison while purchasing new equipment or changing a process.



In the coming years, we plan to partner with energy solution providers, which will help us in achieving our energy conservation targets.

Renewable energy

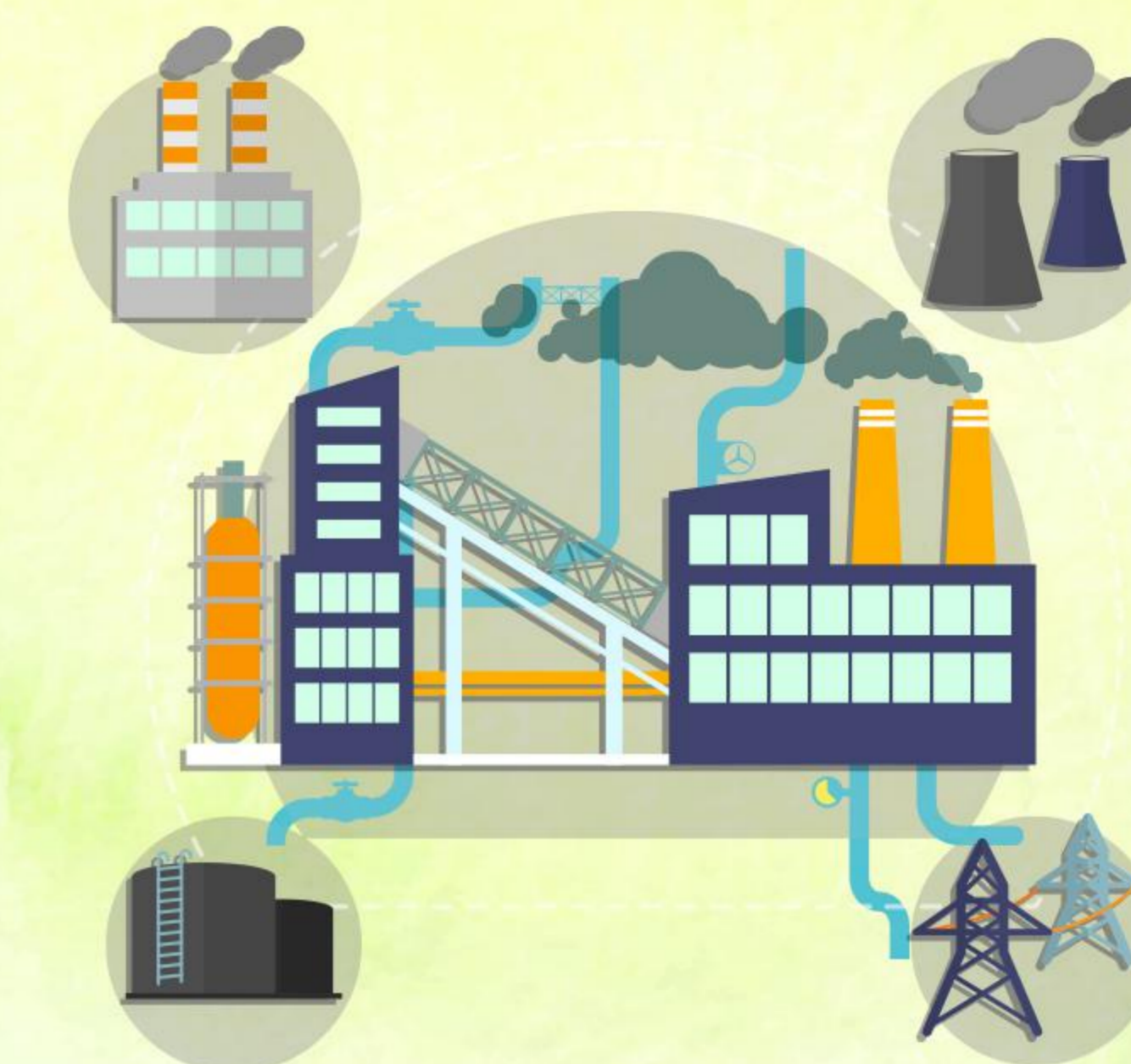
Over 90% of our emissions are from fossil fuel generated electricity, we understand the finite nature of fossil fuels and its impact on the environment and the need to invest in renewables. Hence, we will be exploring the feasibility of procuring electricity from renewable sources or investing in renewables like solar for all sites in the coming years. We will also be finalising our renewable energy plan and targets for the short and medium term. On finalisation of our investment plan, we will draw up our renewable energy policy and seek specific approvals from the management on investments.

Emissions

Monitoring and control of greenhouse gas emissions known to cause climate change which is a global issue, is important to Anupam.

Our emissions data is closely linked to our energy consumption and we are working towards aligning our carbon strategy & targets with the energy strategy and targets. We will be looking to improve our emissions performance, awareness levels and capability of our employees and key stakeholders on emissions management and mitigation.

**“REUSING, REDUCING
AND RECYCLING
IS THE MANTRA
TO FIGHT
POLLUTION”**



Water

We realize that water is a precious natural resource and its efficient use is essential to demonstrate our commitment to the planet, hence we set and monitor intensity targets. 100% of the sourced water is treated, recycled and reused, and performance is periodically reviewed.

We have established the baseline for water intensity per tonne of product consumed in FY 21, we are now looking to improve our performance on overall water consumption. We are focused on creating awareness on water use and its management by FY 23 across all levels of employees and completing our water footprint assessments during the coming years.

A number of water reduction, recycling projects were undertaken in FY 21 which are under various stages of implementation that would result in further reduction in wastage and contamination within statutory norms. More studies are planned to be conducted in coming years for reuse and recycling of waste water.

Waste

Hazardous and non-hazardous solid waste

Although limited in total volume consumed and/or disposed of, hazardous materials are often used in our manufacturing facilities. However, we continue to monitor the way all solvents, lubricants and other hazardous materials are handled, stored and disposed including requesting for disposal certificates.

Efforts for reducing hazardous and non-hazardous waste, reduction of material waste, increasing waste recycling and improving waste intensity were undertaken in FY 21. We are working towards a target of ZERO waste to landfills by FY 30. We will further improve our waste management framework to improve our performance.

We undertook the following efforts to reduce hazardous waste and also practices to reduce pollution from materials such as oil/grease, gel waste and fluorescent lamps.

- We have allocated hazardous waste storage area with all required precautionary measures (concrete slab platform, drains, boundaries etc.) for secondary pollution abatement i.e leaching, contamination of land etc. We are following some good practice like segregation of hazardous waste as per category, leak proof packing, stacking of containers etc.
- We are promoting co-processing of our hazardous waste like iron sludge to cement industries rather than sending it to TSDF site for landfilling. In this way, we are saving considerable sum of disposal cost in addition of environmental benefits.
- Considering the good calorific value of process residue, we are sending it to the cement industries for co-incineration rather than common incineration site.

**THINK SAFE.
TAKE ACTION.**



Effluents

All the industrial waste water is treated at the plant using advanced treatment technology. We also recycle and reuse 100 % of our waste water, thus reducing effluent quantity. We are looking at investing in additional technologies to make treated waste water safe for domestic use such as gardening.

In FY 21, we undertook the following activities aiming to manage our effluents:

- Zero liquid discharge (ZLD) approach: All of our existing as well as upcoming production sites are 'zero liquid discharge' equivalent facilities. We have gained mastery of the processes to ensure that we are able to treat our liquid wastes to its maximum limit so as to re-use the liquid effluent.
- Separation of effluent streams: Due to variety of products, we are generating different concentrated effluent streams in terms of COD and TDS. So, at a primary stage, we are segregating this effluent into two different streams to manage efficiently. We have installed its treatment facility separately.
- MEE with ATFD: We have been allotted this project from Vibrant Gujarat Summit-2012 whereby we had installed 2 nos. of such system of the capacity 3000 kg/hr which designed to take up the load of effluent as < 25000 ppm COD & < 100000 ppm TDS.
 - We get 75 to 80% of condensate quantity of feed quantity to MEE & concentrated mass as 20-25% with salt content 40 to 60% (starting from 10%). Concentrated mass is taken to ATFD of capacity 12 KL for drying & salt is disposed-off to TSDF site. Mother liquor (ML) is collected & recycled back to fresh feed of MEE thus the cycle is completed.

**“EVERY
TINY
DROP
COUNTS”**



➤ Soil Bio- technology (SBT): We have installed SBT as a secondary treatment for treating MEE condensate. SBT is a terrestrial system for wastewater treatment which is based on the principle of absorption, adsorption and aeration. In this system, combination of physical processes like sedimentation, infiltration and biochemical processes are carried out to remove the suspended solids, organic and inorganic contents of the wastewater. Suitable mineral constitution, culture containing native micro-flora and bio- indicator plants are the key components of the system. Some advantages are:

- The process can be run on batch or continuous mode.
- No pre-treatment, no use of chemicals, no sludge production
- Mechanical aeration is not required and energy efficient.
- The overall time of operation is 6-7 hours per day. The soil biotechnology system bed is dried prior to next cycle of use.

➤ Self-Audit: We are committed to self-regulation though regular monitoring and internal environmental auditing. We have hired third party environment consultant who will carry out monitoring of environmental parameters and submit the same to GPCB. We also use this data for self-improvement.

We are now working towards meeting year-on-year targets towards improvements in water discharge, and budgeting for investments in water treatment technologies and chemicals.

Product Innovation

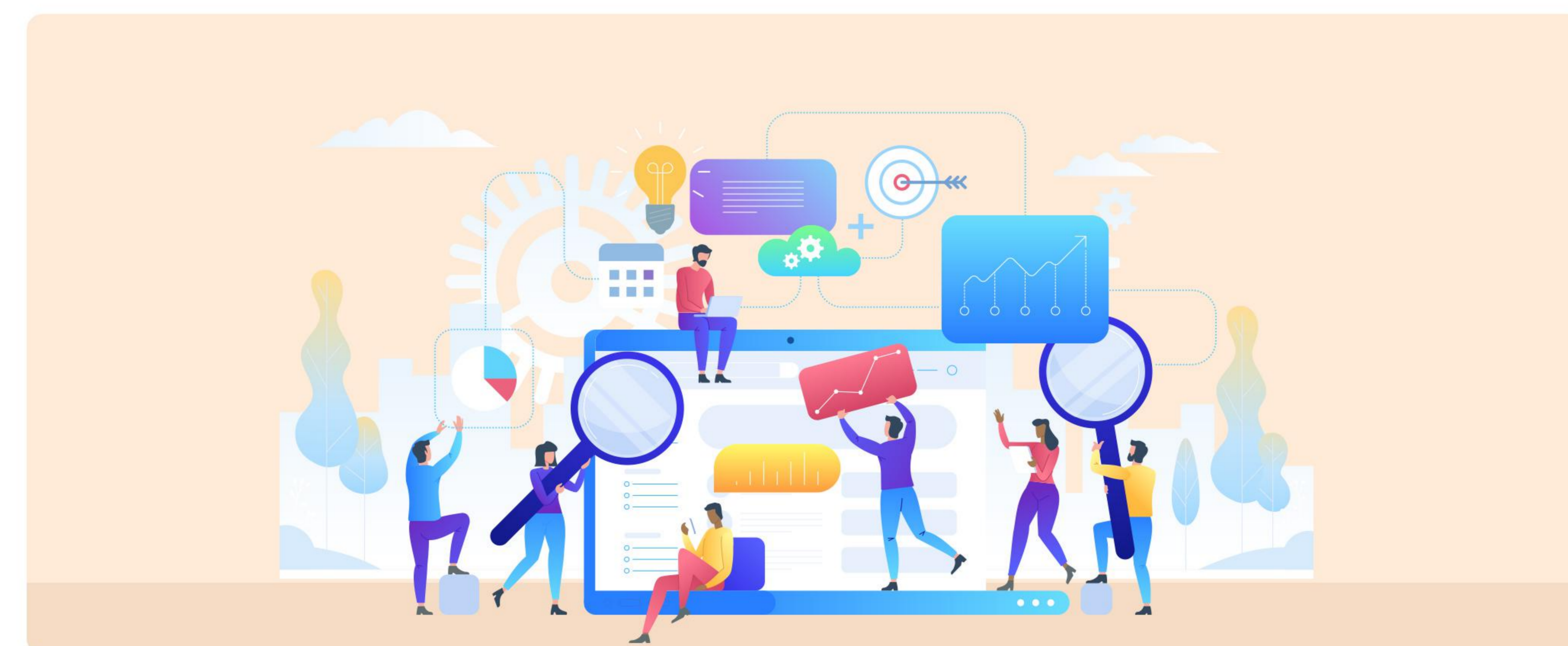
Process Optimization has been a key component of research and innovation at Anupam. For example:

- In many reactions, we have changed and started using other solvent due to which we have:
 - Reduced organic load in acidic effluent
 - Improved the quality of product
 - Increased safety
- Through substitution of raw materials:
 - We reduced the effluent load on ETP
- Regarding hazardous process in Flow Chemistry:
 - We are performing the reaction in flow reactor. For this, we are using Corning G4 reactor in which we can perform low temperature reaction (upto -20°C) as chilling is handled more efficiently and enhances safety. This helps us to achieve high productivity.

Some of the other advantages, we have achieved due to process optimization are as follows:

- Reduction in the effluent load
- Performing of reaction at ambient temperature instead of low temperature helps us in savings on utility.
- Reduction in by-product formation
- Better quality of product
- Reduced process time cycle and many more

We are planning to deploy awareness trainings to selected personnel on Life Cycle Analysis (LCA) for selected products. We are also working through our Research and Development centre to train and identify products for our “design for environment” concept in the coming years.



Partnerships and Collaboration

The company is the member of following organizations, which keeps us updated with latest information in the market and helps to monitor our sustainable performance:

1. Indo-German chamber of commerce
2. Indo-American chamber of commerce
3. Confederation of Indian Industry
4. Indian Chemical Council
5. Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Chemexcil)
6. Pesticides Manufacturers & Formulators Association of India (PMFAI)
7. South Gujarat chamber of commerce
8. EBG Federation, India

Initiatives to achieve the UN SDGs

The Sustainable Development Goals (SDGs) are a set of development goals for international society as a whole to pursue from 2016 to 2030 that were adopted as part of a resolution titled “Transforming our world: the 2030 Agenda for Sustainable Development” at the UN Sustainable Development Summit in September 2015. The SDGs comprise 17 goals and 169 targets for realizing a sustainable world. Governments and civil society, as well as the private sector, including corporations, are expected to utilize their resources and coordinate to help achieve the SDGs.

In accordance with our vision of perceiving sustainability, we aim to not only help solve environmental and social issues but contribute to the sustainable development of society and the planet. As such, we believe that many aspects of our vision of realizing sustainability are parallel to the SDGs.

With a visionary approach of Anupam, we seek to address societal issues by creating new value and providing said value to customers as solutions, thereby sustainably growing in concert with society. As a result, many of our initiatives, including the products and services we provide, contribute to the realization of the SDGs. Our Sustainability Report features the following areas, chosen as representative examples of:

- > a) Covid-19 relief activities by supplying medicines, oxygen concentrators and oxygen gas generators and beds for Covid-19 patients to hospitals (undertaken in 2020-21 and 2021-22)
- > b) Physiotherapy unit upgradation of Dinbandhu Hospital Trust (ongoing project 2019-22)
- > c) Eye-care activities by way of eye camps and surgeries (annual program, was last conducted in 2018-19 due to Covid-19 pandemic)
- > d) Reduction in Neonatal Mortality Rate, Infant Mortality Rate and child malnutrition and sickle cell disease project taken up with SEWA Rural (NGO) (2014-18)



Ensure healthy lives and promote well-being for all at all ages

- > a) Ekal Vidyalay Project with Friends of Tribals Society (2020-22)
- > b) (ii) Skill Angel Program with Shakti Krupa Charitable Trust (2019-20)



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- > Conservation of environment through water harvesting recharge well at Vivekanand Gramin Tekniki Kendra, through SEWA Rural (2020-21)



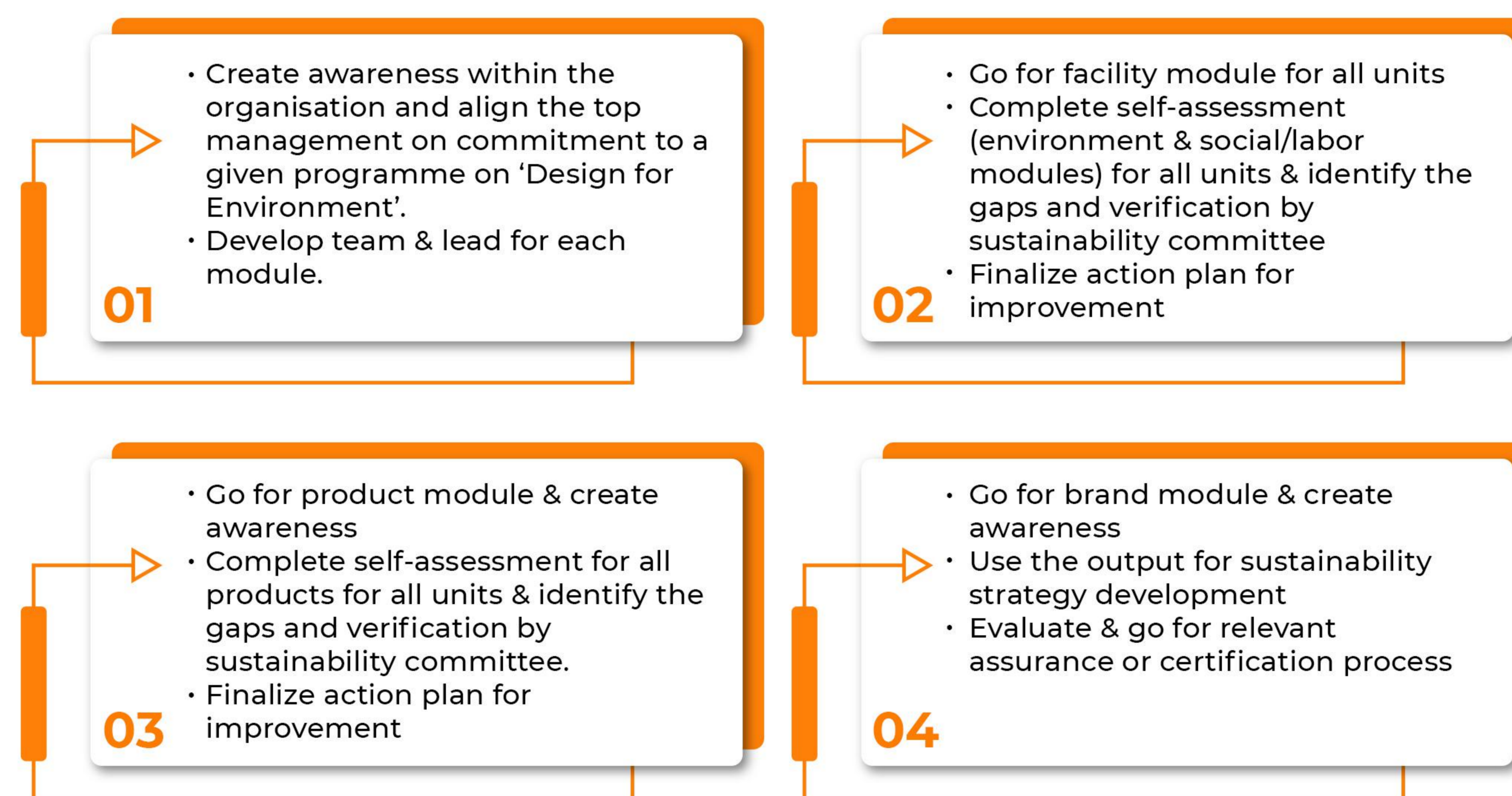
Ensure availability and sustainable management of water and sanitation for all

- > Rescue, sheltering and medical treatment of animals and birds through Prayas Team Environment Charitable Trust (2019-22)



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Our Deployment Plan



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Independent Assurance Statement

The Management and Board of Directors

Anupam Rasayan India Limited,
8110, GIDC Sachin,
Surat - 394230 India

Scope

We have been engaged by Anupam Rasayan India Limited to perform a 'Type 2 Moderate' level of assurance, as defined by AccountAbility Assurance Standard (AA1000) and International Standards on Assurance Engagements (ISAE 3000), hereafter referred to as the engagement, to report on Anupam Rasayan India Limited Sustainability Report FY 21 (the "Subject Matter") for the period from 01st April 2020 to 31st March 2021.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Anupam Rasayan India Limited

In preparing the sustainability report, Anupam Rasayan India Limited applied the Global Reporting Initiative (GRI) Standards, in accordance with Core (Criteria). GRI Standards - Core Criteria were specifically designed for Sustainability Report FY 21; As a result, the subject matter information may not be suitable for another purpose.

Anupam Rasayan India Limited's Responsibilities

Anupam Rasayan India Limited management is responsible for selecting the Criteria, and for presenting the Sustainability Report FY 21 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's Responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and third edition of AccountAbility's AA1000 Assurance Standard 200X (AA1000 AS). The terms of reference for this engagement as agreed with Anupam Rasayan India Limited on 12th May 2022. Those standards require that we plan and perform our engagement to obtain 'Type 2, Moderate' level of assurance (as per AA1000 AS) whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.



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We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics¹ for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the sustainability report and related information and applying analytical and other appropriate procedures

Our procedures included:

- Conducted interviews with select personnel at manufacturing units and corporate teams to understand the process for collecting, collating and reporting the subject matter as per Global Reporting Initiative (GRI) Standards;
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria;
- Undertook analytical review procedures to support the reasonableness of the data
- Remote verification of data, on a selective test basis, for the following units/ locations, through consultations with the site team and sustainability team;
 - Unit-1A (Sachin GIDC-Surat)
 - Unit-1B (Sachin GIDC-Surat)
 - Unit II (Sachin GIDC-Surat)

¹ International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. This Code establishes ethical requirements for professional accountants.



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- Unit III (Jhagadia GIDC-Bharuch)
- Unit IV (Jhagadia GIDC-Bharuch)
- Unit VI (Sachin GIDC-Surat)
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.
- Review of the Company's approach towards materiality assessment disclosed in the Report to identify relevant issues
- Review of select qualitative statements in various sections of the Sustainability Report FY 21

We also performed such other procedures as we considered necessary in the circumstances

Emphasis of matter

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2020 to 31st March 2021)
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through Annual Report, Sustainability Report, or other sources available in the public domain
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention provided by the Company
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters

Our Conclusion

On the basis of our review scope and methodology to obtain 'Type 2, Moderate' level of assurance (as per AA1000 AS) our conclusions are as follows:

- **Inclusivity:** The Company has described its stakeholder engagement approach and activities in the Report. We are not aware of any matter that would lead us to conclude that the Company has not applied the principle of inclusivity in engaging with the key stakeholder groups identified in the Report.
- **Materiality:** The Company has identified key issues material to its ability to create value and has described the process for materiality analysis in the Report. Nothing has come to our attention that causes us to believe that material issues so identified have been excluded from the Report by the Company.
- **Responsiveness:** We are not aware of any matter that would lead us to believe that the Company has not applied the responsiveness principle in its engagement with stakeholders identified in the Report on material aspects covering its sustainability performance.
- **Impact:** As per the information provided to us, we are not aware of any matter that would lead us to conclude that the criteria related to the impact principle has not been applied for the key stakeholders.

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Sustainability Report FY 21 for the period from 01st April 2020 to 31st March 2021, in order for it to be in accordance with the GRI-Core Criteria.



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Restricted use

- This report is intended solely for the information and use of Anupam Rasayan India Limited and is not intended to be and should not be used by anyone other than Anupam Rasayan India Limited.

For and on behalf of Ernst & Young Associates LLP

Shailesh Tyagi
21st May 2022
Mumbai, India



FEEDBACK

FEEDBACK

Please share your valuable feedback

1. Stakeholder Details

Name:

Organization:

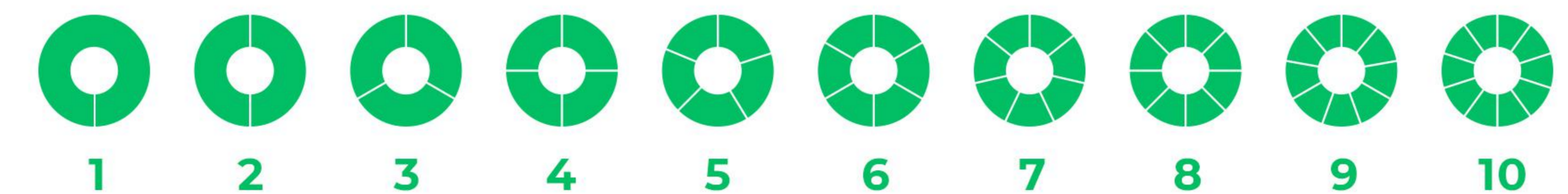
Telephone:.....

Email id:.....

Relationship with the company:

- | | |
|---|---|
| <input type="checkbox"/> Customer | <input type="checkbox"/> Supplier |
| <input type="checkbox"/> Investor | <input type="checkbox"/> Employee |
| <input type="checkbox"/> Media | <input type="checkbox"/> Govt Regulator |
| <input type="checkbox"/> Neighbour Industry | <input type="checkbox"/> Others, please mention |

2. How much you rate our first sustainability report from 1 to 10? Please give reason for your rating.



Reason for your rating:

3. Which topics would you like us to improve/include in our next sustainability report?

We sincerely appreciate your feedback and concerns for our improvement. For any comments/concerns, please send suggestions to following email id:

Contact name: Kunal Aneja

Email: sustainability@anupamrasayan.com