

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FY 2022 -23

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24224MH1960PLC011856
2.	Name of the Listed Entity	Ultramarine & Pigments Ltd
3.	Year of incorporation	1960
4.	Registered office address	Thirumalai House, Road no. 29 , Near Sion Hill Fort, Sion (east), Mumbai-400 022
5.	Corporate address	Thirumalai House, Road no. 29, Near Sion hill fort, Sion (east), Mumbai-400 022
6.	E-mail	cs@ultramarinepigments.net
7.	Telephone	022-43686200/ 022-43686256
8.	Website	www.ultramarinepigments.net
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11.	Paid-up Capital (for the FY 2022-23)	Rs. 584 lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Mr. R Senthil Kumar, Whole-time Director Email: grsenthil@ultramarinepigments.net

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):

The report is prepared on a standalone basis which includes consolidation of three plants.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of chemicals	Manufacturing	91%
2.	IT enabled service	Publishing of e-books	9%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Laundry & allied services	201 & 202	91%
2.	ITeS	620	9%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	2	5
International	Nil		

17 Markets served by the entity:

(a) Number of locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	28

(b). What is the contribution of exports as a percentage of the total turnover of the entity? 24%

(c) A brief on types of customers:

The Company has three verticals:

Laundry & allied services : Industrial coatings manufacturers, Plastics, packaging and white goods industry; Supplied as an active ingredient in Home and personal care products manufacturers

IT/ITeS: This division caters services to customers in e book publishers and Revenue cycle management.

IV. Employees

18. Details as at the end of Financial Year:

(a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% [B / A]	No. (C)	% [C / A]
EMPLOYEES						
1.	Permanent (D)	451	396	88%	55	12%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total employees (D + E)	451	396	88%	55	12%
WORKERS						
4.	Permanent (F)	11	11	100%	0	0%
5.	Other than Permanent (G)	380	360	95%	20	5%
6.	Total workers (F + G)	391	371	95%	20	5%

(b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED						
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Nil				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	3	27%
Key Managerial Personnel	5	1	20%

Key Managerial Personnel includes Managing Directors, Whole-time director, Chief Financial Officer and Company Secretary.

20. Turnover rate for permanent employees and workers

Particulars	FY 2022-2023 (Turnover rate in current FY)		FY 2021-2022 (Turnover rate in current FY)	
	Male	Female	Male	Female
	Permanent Employees	8%	18%	6%
Permanent Workers	Nil	Nil	Nil	Nil

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

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

S. No.	Name of the holding/ subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ultramarine Specialty Chemicals Ltd	Subsidiary	100%	No
2	Ultramarine Fine Chemicals Ltd	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover as on March 31, 2023: Rs 54,141 Lakhs

(iii) Net worth as on March 31, 2023: Rs 39,501 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.ultramarinepigments.net/contact/	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes https://www.ultramarinepigments.net/investor-information/	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes https://www.ultramarinepigments.net/investor-information/	4	Nil	Nil	3	Nil	Nil
Employees and workers	No	36	Nil	Nil	125	Nil	Nil
Customers	Yes	Nil					
Value Chain Partners	No	NA					

Other (please specify)	No	NA
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24. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Air emission	Risk	24/7 internal monitoring and connected with Pollution Control Board	Internal control system are in place to ensure that emissions are within the norms and notification are sent to the Company	Negative
2	Corporate Governance, Transparency, ethics	Opportunity	We have a robust Corporate governance system in place and zero tolerance for any non-compliance towards any applicable statutes	Nil	Positive
3	Human Capital	Opportunity	The Company invests in the growth and development of the skilled/qualified employees and ensures that there is an alignment of employee's performance to the Company's objective	Nil	Positive
4	Waste management	Risk	Disposal of waste	Disposal is done as per the respective Pollution control Board norms.	Negative
5	Health and safety	Risk	Unsafe conditions or accidents at the work place	All the employees/ Contract labors are covered by health and accident insurance. The Management is committed to zero harm to life. Safety audits are conducted regularly.	Negative

6	Business ethics	Risk/Opportunity	The Company has devised whistle blower policy for its stakeholders at large. The policy can be accessed through https://www.ultramarinepigments.net/company-policies/	Nil	Negative
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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
Policy and management processes																		
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
c. Web Link of the Policies, if available	https://www.ultramarinepigments.net/company-policies/																	
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on NGRBC. The Company is in adherence to standards like ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, Responsible care, HALAL and NABL Standards.																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have procedure in place to track key parameters, complaints, employee satisfaction etc.,																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company tracks the key parameters on a regular basis.																	
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) The Company's business is conducted in a responsible and sustainable manner. We are in regular discussions with our stakeholders to identify potential ESG issues and resolve them within a reasonable time period.																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Tara Parthasarathy – Managing Director Mr. R. Senthil Kumar – Whole-time Director																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The overall responsibility of the Company's governance, ethics and sustainability lies with the Board of Directors and its Committee. The Company has various Board Committees for managing sustainability related issues such as Risk Management Committee, Audit Committee, Stakeholder Relationship and CSR Committee																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes									Periodical review								

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	There was no instance of non-compliance identified during the year under review.	Annually
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The Company has the process of evaluating the policies of the Company through the scrutiny of internal auditor and statutory auditor during the course of audit.	

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total no. of training and awareness programme covered	% of persons in respective category
Board of directors	4	100%
Key Managerial Personnel		
Employees other than Board and KMP	36	100%

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

2. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. **Not applicable**

Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year: **Nil**
- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same: **Yes**. The same can be accessed through <https://www.ultramarinepigments.net/code-of-conduct/>

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil		
Capex			

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

Industrial waste is disposed through the authorized vendors of Pollution Control Board and ensuring the compliance with respective Pollution control Board norms.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. Form IV (Hazardous waste and management Rules, 1989 and V (Environment Protection Rules, 1986) are submitted with Pollution control Board.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products : **No**

If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same : **Not applicable**

Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry) : **Not applicable**

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Nil					

3. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	0.004 MT	Nil	Nil	0.006 MT
Hazardous waste	Nil	Nil	5.339 MT	Nil	Nil	0.548 MT
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employee											
Male	397	397	100	397	100	NA	NA	NA	NA	NA	NA
Female	55	55	100	55	100	55	100	NA	NA	NA	NA
Total	452	452	100	452	100	55	100	NA	NA	NA	NA
Other than permanent employee											
Male	NA										
Female											
Total											

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	11	11	100	11	100	NA	NA	NA	NA	NA	NA
Female	0	0	0	0	0	0	0	0	0	0	0
Total	11	11	100	11	100	NA	NA	NA	NA	NA	NA
Other than permanent workers											
Male	360	360	100	360	100	NA	NA	NA	NA	NA	NA
Female	20	20	100	20	100	20	100	NA	NA	NA	NA
Total	380	380	100	380	100	20	100	NA	NA	NA	NA

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y

3. Accessibility of workplaces

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

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy: Nil
5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Nil	Nil	Nil	Nil
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Permanent employees/workers	Regular town hall meetings are conducted to redress the grievances of the employees / workers including other than permanent employees/workers and suggestion box is placed at all units.
Other than permanent employees/workers	

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Nil	Nil	Nil	Nil	Nil	Nil
Male						
Female						
Total Permanent Workers						
Male	11	11	100%	12	12	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil

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

All employees undergo an annual performance appraisal process as determined by the Company. The appraisal process is based on criteria such as grade of the employee, role/designation, contribution to the overall performance of the Company and such other criteria as determined.

8. Health and safety management system:

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

Yes. Management system has been implemented in accordance with the International standards ISO 45001: 2018 and Occupational Health and Safety Management System Standard 18001.

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

The Company has constituted an internal committee to do "Hazard identification & Risk analysis (HIRA)" at periodic intervals. HIRA done for all processes that undergoes any change including new processes. For new Projects, Hazard and Operability study is done by a team.

Monthly safety committee meetings are conducted to review the adequacy of actions taken and also to identify the unsafe acts / unsafe conditions are in addition to review the compliance related requirements.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N) - Yes

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

Yes. The Company is conducting periodical health camp across units on a regular basis.

9. Details of training given to employees and workers

All the employees/workers have access to requisite learning and development training (classroom and on-the-job).

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	Nil	Nil
	Worker		
Total recordable work-related injuries	Employee		
	Worker		
No. of fatalities	Employee		
	Worker		
High-consequence work-related injury or ill-health (excluding fatalities)	Employee		
	Worker		

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

- The Company has implemented emergency control center, occupational health center in order to ensure a safety workplace.
- Conducting physical training to emergency response team members on a routine basis
- Conducting safety awareness periodically
- Implemented 3 minutes reporting system to report all unsafe act, unsafe condition and near miss
- Doing job safety analysis for all identified critical jobs
- Conducting audits like PPE cross function audit, work permit audit, fire safety audit, safety observation tour to improvise leading indicator.

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

	FY 2022-23 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	Nil					
Health & Safety						

13. Assessments for the year

	% of offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

14. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions: **Nil**

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N):

Yes, employees and workers

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

The Company ensures that statutory dues paid/payable by the value chain partners for their employees are deposited on time in full. The same is done through a process of periodic audits and controls.

The other value chain partners are equally responsible to comply in accordance with the contract.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2023 (Current Financial Year)	FY2022 (Previous Financial Year)	FY 2023 (Current Financial Year)	FY2022 (Previous Financial Year)
Employees	Nil			
Workers				

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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working conditions	100%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners : **Nil**

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

Essential Indicators

1. Describe the process for identifying key stakeholder groups of the entity:

The Company identifies the stakeholders based on the scope of the activities and the need of the organization. In order to ascertain the stakeholder requirements, consistent and regular meetings are conducted.. The engagement approach takes into consideration that each stakeholder is unique and has distinct set of priorities.

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

Stakeholder group	Key marginalized group	Channels of communication	Frequency	Purpose
Employees And workers	No	Town hall meetings	Periodical	Employee engagement
Customers	No	Mails, website, meetings, visits	Regular	Service oriented concerns
Distributors, Suppliers	No	Mails, meetings, visits	Regular	Seeking quality improvement, Cost reduction
Investors/Shareholders	No	General Meetings	Annually	Operations, future outlook
Community	No	Factory visits and website	As and when required	For supporting CSR projects

Leadership Indicators

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

The Company believes that stakeholder engagement is critical to understand the business and its impact on the society. It has a mechanism to engage key stakeholder groups in a constructive manner which leads to increase in efficiency. The Board of directors through CSR Committee and Risk Management Committee reviews, monitors and provide strategic direction.

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

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

Not applicable

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

The Company is committed in developing an organizational culture which supports internationally recognized human rights and seeks to avoid human rights abuses. There is an established code of conduct which upholds human rights for all employees across the units.

2. Details of minimum wages paid to employees and workers:

All workers and contractual workers are paid in compliance with the Minimum Wage Act and employees are paid as per the industry standards.

3. Details of remuneration/salary/wages, in the following format: (Rs. in Lakhs)

	Male		Female	
	Number	Remuneration/ salary/ wages of respective category	Number	Remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
Executive	2	371.30	1	212.15
Non - Executive and Non Independent Directors	1	24.40	1	24.00
Independent Directors	5	56.89	1	7.50
Key Managerial Personnel				
Chief Financial Officer	1	53.74		Nil
Company Secretary	1	23.01		

Executive Directors: Remuneration and Commission payable on net profit

Non - Executive and Independent Directors: Sitting Fees and Commission payable on net profit

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

Ms. Tara Parthasarathy, Managing Director

Mr. V Srivathsan, Deputy Manager-Human Resource

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

The Company is committed to prevent any human rights violation and ensuring the enforcement of human rights through a mechanism monitored by Internal committee. All stakeholders have access to raise the grievance and report for any breach.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment						
Discrimination at workplace						
Child labour						
Forced labour/Involuntary labour						
Wages						
Other human rights-related issues						

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

The whistle blower policy has clearly laid down the guidelines to prevent retaliation against the complainant.

8. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)

Yes. The Human rights requirements form part of Company's business agreements and contracts as and where relevant.

9. Assessment for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour*	
Sexual harassment**	
Discrimination at workplace	100%
Wages	
Others - Please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above- Not applicable

Leadership Indicators

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

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

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

Yes, the premise is accessible to differently abled visitors in accordance with Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	
Discrimination at workplace	
Child labour	
Forced labour/Involuntary labour	100%
Wages	
Other human rights-related issues	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above: **Not applicable.**

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	1,07,63,659 KWH	99,53,451 KWH
Total fuel consumption (B)	1,70,422 KWH	1,28,665 KWH
Energy consumption through other sources (C)	3,28,444 KWH	3,32,598 KWH
Total energy consumption (A+B+C)	1,12,62,525 KWH	1,04,14,714 KWH
Energy intensity (optional) - the relevant metric may be selected by the entity	Nil	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? [Y/N] If yes, name of the external agency: **No**

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? [Y/N] If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any : **No**
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	42,412	41,191
(iii) Third party water	68,863	60,262
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,11,275	1,01,453
Total volume of water consumption (in kilolitres)	1,11,275	1,01,453
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? [Y/N] If yes, name of the external agency: **No**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
Yes. All the factories have zero liquid discharge facilities where the waste water is treated and reused to reduce the ground water withdrawal.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	MT	50.55	44.93
SOx	MT	74.29	89.60
Particulate matter (PM)	MT	70.23	72.21
Persistent organic pollutants (POP)		Nil	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please Specify			

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7275	5829
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5698	5571
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		Nil	

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

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

The Company has installed solar panels and constructed windmills at three locations at Tamil Nadu and utilizing clean gas in order to minimize the usage of non-renewable resource. The details are as under:

1 Planning to plant 10,672 across our factories		
Fuel Saving Projects		Fuel saving/Day
2	Installation of heat recovery system in Thermic fluid Heating system to reduce the fuel consumption	37.3 kg / day
3	Optimizing the process time in pigment drying operation	22 kg / day
4	Collecting and reusing the condensate in MEE & dryer plants	23 Kg/day
5	Installation of heat recovery system in Thermic fluid Heating system to reduce the fuel consumption	
6	Optimizing the drying time in pigment drying units	25 kg / day
7	Process optimization of MEE plant equipments	24 Kg/day
8	Reduction of power by optimization of turbo & Ball mill	250 KW/day
Renewable Energy Project		
1	Installation of 6 windmills	4,275 KW
2	Installed 8 Roof top solar panels	312 KW

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	0.004	0.006
Bio-medical waste (C)*	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)**		
a. Sulphur Slag	4.780	0.155
b. Spent Catalyst (V2 05)	0.190	Nil
c. Spent oil	0.285	0.308
d. Waste containing oil	0.080	0.079
Other Non-hazardous waste generated (H). Please specify, if any. *** (Break-up by composition i.e. by materials relevant to the sector)	NA	
Total (A+B + C + D + E + F + G + H)	5.339	0.548
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	5.860	Nil
(iii) Other disposal operations	Nil	Nil
Total	5.860	Nil

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

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

The Company has the mechanism of disposing the hazardous waste to the approved vendors of the respective pollution control Board. Also a dedicated team has been constituted to minimize the chemical usage in the process without any toxic chemical.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Surfactants and Pigments	S.O.3067 (E)	October 2018	Yes	Yes	https://parivesh.nic.in
Specialty chemicals & inorganic	S.O.3067 (E)	January 2020	Yes	Yes	https://parivesh.nic.in
Inorganic pigments	S.O.3067 (E)	September 2021	Yes	Yes	https://parivesh.nic.in

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

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Nil				

Leadership Indicators

1. Provide the following details related to water discharged:

Nil. Since the company is zero liquid discharge.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To surface-water	Not applicable	Not applicable
- No treatment		
- With treatment – please specify the level of treatment		
(ii) To groundwater		
- No treatment		
- With treatment – please specify the level of treatment		
(iii) To seawater		
- No treatment		
- With treatment – please specify the level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify the level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify the level of treatment		
Total water discharged (in kiloliters)		

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

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

Nil

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	Not applicable	Not applicable
(ii) Groundwater		
(iii) Third-party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Water discharge by destination and level of treatment (in kiloliters)		
(i) Into surface water	Not applicable	Not applicable
- No treatment		
- With treatment – please specify the level of treatment		
(ii) Into groundwater		
- No treatment		
- With treatment – please specify the level of treatment		
(iii) Into seawater		
- No treatment		
- With treatment – please specify the level of treatment		
(iv) Sent to third- parties		
- No treatment		
- With treatment – please specify the level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify the level of treatment		
Total water discharged (in kiloliters)		

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

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

Not applicable.

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

Sr. No	Initiative undertaken	Outcome of the initiative
1	Renewable energy (Windmill/Solar and natural gas)	The Company has moved to use renewable sources from non-renewable sources across the units. This will help in reduction of emission and conservation of natural resources.

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

We have on-site emergency plan in all three units in that we have covered our possible emergency scenarios with required control measures. The major objective is to maintain business continuity under disruptive incidents with an aim to minimize impact on:

- Human life
- Environment and related eco system
- Economic losses
- All stakeholders

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard: **Nil**
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts: **Nil**

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

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Madras Chamber of Commerce & Industry	State
3	Employees federation of southern India	State
4	Indian Chemical Council	National
5	Basic Chemicals Cosmetics and Dyes Export Promotion Council	National
6	Chemicals and Allied Products Export Promotion Council	National

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

Leadership Indicators

1. Details of public policy positions advocated by the entity

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development
Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of Notification	whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

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

Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts No. paid to PAFs in the FY (In INR)
Nil					

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

Stakeholder suggestions/grievances/concerns can be communicated to the company by accessing the following link
<https://www.ultramarinepigments.net/contact/>

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

	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	77,01,99,419	16,94,55,339

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Nil	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: The information relation to CSR activities/Projects is given as the Annexure to the Boards report.:

A detailed CSR Report covering composition of the Committee, details of CSR Obligations, beneficiaries etc., during the FY 2022-23 can be viewed in Annexure-V of the Director's report.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) : **Nil**
- (b) From which marginalized /vulnerable groups do you procure? **Not applicable**
- (c) What percentage of total procurement (by value) does it constitute? **Not applicable**
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S.No.	Intellectual property based on traditional knowledge	Owned or acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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

Name of authority	Brief of the Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	% of beneficiaries from vulnerable and marginalized groups
1.	Health care	100%
2.	Promotion of education	100%
3.	Promotion of International sports	100%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner
Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback-
Customer complaints are received through emails and through customer survey. The Company ensures that complaints are redressed effectively and in reasonable time frame.

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

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

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Receive during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive trade practices						
Unfair trade practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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

Yes.

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

Not applicable

Leadership Indicators

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

Information relating to the products and services can be viewed on the website of the Company by accessing the following link
<https://www.ultramarinepigments.net/shop/>

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

A technical data sheet, material safety data sheet and TREM card is provided along with the sample/material supplied to the customers about the safe and responsible usage of products.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential Services: **Nil**

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. We display information about our products on the bags & pallets that are used in the materials. Moreover, we send MSDS which carries information related to the use of the product with requisite handling instructions. Additionally, customer survey is done twice a year in the form of feedback in order to ascertain their grievance.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact: **Nil**

b. Percentage of data breaches involving personally identifiable information of customers: **Nil**
