

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### About us:

Ashapura Minechem Limited is a leading multi-mineral solutions provider with a global footprint, having a wide network of operations in several states within India and in other countries. We are engaged in the mining, manufacturing and trading of various minerals and their derivative products, including Bentonite, Bauxite, Kaolin, Calcined China Clay (CCC), and Ground Calcium Carbonate (GCC).

The Company further has a legacy of more than 60 years and offers multi-mineral solutions across several industries.

The company also has a state-of-the-art manufacturing base, cutting-edge research capabilities, logistical prowess, and dynamic, progressive, result-oriented employees.



The company's consistent quality and ability to customize mineral solutions make it a preferred supplier to multi-nationals in more than 70 countries across the continents

We welcome the reporting framework 'Business Responsibility and Sustainability Reporting' ("BRSR") introduced by the Securities and Exchange Board of India ("SEBI") containing detailed Environmental, Social and Governance ("ESG") disclosures and we have mandatorily adopted the

framework for the financial year 2022-23.

In this report, the words – 'We', 'Company', 'Our', 'Organization' are used interchangeably to denote Ashapura Minechem Limited.

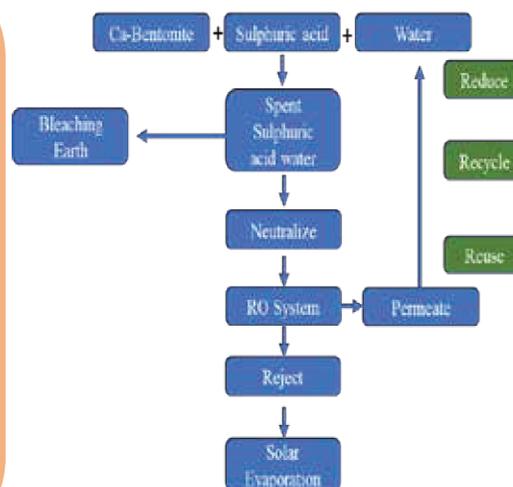


## Leading the way.....

### Acid Water Management

Acid activated clays efficiently absorb pigments from oils, known as bleaching, enhancing oil appearance and stability. To produce high-quality bleaching earth and reduce costs, proper clay activation is crucial. The resulting spent acid water, containing hazardous salts, are neutralized or utilized.

The Company has tried to get some value out of the spent acid. So, before neutralization spent acid water was used for the preparation of products like Ammonium Aluminium Sulphate, Alum, Coagulant, White Gypsum, Adsorbent etc.



### Fluoride Removal from Drinking Water

The CrystaCIL™ technology developed by the R&D Division of the Company with their scientific approach and in-house technology, implemented a solution for fluoride removal using natural processed mineral. To provide solution for Drinking water treatment - a technically designed easy to use portable Filter system (CrystaCIL™) is developed by the Company with the following advantages:

- 1) No use of electricity (works on gravity)
- 2) Easy to install and use.
- 3) One time expenses of filter (replaceable material)
- 4) Low operational cost.

#### Feedback from Villagers which we received was that:

- Taste of Water has improved.
- Body and joint pain relieved.
- The digestive system has improved.
- Increased the diet of children.

# Ashapura Minechem Limited

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L14108MH1982PLC026396
2. **Name of the Listed Entity** - Ashapura Minechem Limited
3. **Year of incorporation** - 1982
4. **Registered office address** - Jeevan Udyog Building, 278, 3rd Floor, D. N. Road, Fort, Mumbai – 400001, Maharashtra.
5. **Corporate address** - Jeevan Udyog Building, 278, 3rd Floor, D. N. Road, Fort, Mumbai – 400001, Maharashtra.
6. **E-mail** - cosec@ashapura.com
7. **Telephone** - 22-66651700
8. **Website** - <http://www.ashapura.com/>
9. **Financial year for which reporting is being done** - 2022-23
10. **Name of the Stock Exchange(s) where shares are listed**

Name of the Exchange	Stock Code
BSE Ltd.	527001
National Stock Exchange of India Ltd.	ASHAPURMIN

11. **Paid-up Capital** - Rs. 18,29,72,196/-
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** –  
Name: Shri Hemul Shah  
Designation: - Executive Director and CEO  
Contact Details: 022-66221700  
Email ID: cosec@ashapura.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** –  
  
The disclosure under this report are made on a Standalone Basis, unless otherwise specified.

#### 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.	Trade	Wholesale Trading	18.27
2.	Manufacturing, Mining and quarrying	Other manufacturing, mining and Quarrying Activities	81.73

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	Bauxite	4662	7.45
2.	Bentonite	Group 239 and 810	10.24
3.	Calcined China Clay (CCC)	2399	53.00
4.	Trading	4662	18.27
5.	Silika	2399	7.31
6.	Kaolin	2399	3.73

#### 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	4	1	5
International	-	-	-



17. **Markets served by the entity:**

a. **Number of locations**

Locations	Number
National (No. of States)	4
International (No. of Countries)	8

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

The Company's contribution of exports is 65.25% of total turnover of the entity.

c. **A brief on types of customers:**

The Company follows a B2B business model, offering multi-mineral solutions to numerous global and Indian industry leaders in fiberglass, paint, cement, and civil engineering sectors.

**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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	360	328	91.11	32	8.89
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total employees (D + E)	360	328	91.11	32	8.89
<b>WORKERS</b>						
4.	Permanent (F)	79	73	92.40	6	7.60
5.	Other than Permanent (G)	148	126	85.13	22	14.87
6.	Total workers (F + G)	227	199	87.67	28	12.33

b. **Differently abled Employees and workers:**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differentlyabled employees (D+E)	Nil	Nil	Nil	Nil	Nil
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Otherthan permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total differentlyabled workers (F+G)	Nil	Nil	Nil	Nil	Nil

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## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.58
Key Management Personnel	2	Nil	Nil

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.37	13.11	14.74	14.43	10.91	12.67	14.36	27.12	20.74
Permanent Workers	28.17	75.00	51.58	15.95	100.00*	57.98	24.69	100.00*	62.35

\* Note: The total turnover rate of permanent female workers in FY 2021-22 represents 100% as there were 4 female workers employed at the starting of the year, 3 left during the year and 2 were employed at the end of the year. Further, the turnover rate is 100% for FY 2020-21 as there were 2 female workers employed at the starting of the year, 3 left during the year and 4 were employed at the end of the year.

## 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)
Please refer the details of Company's Subsidiaries, Associates and Joint Ventures as on March 31, 2023, as provided in the Annual Report of 2022-23. Further none of the entity indicated, participates in the Business Responsibility initiatives.				

## V. CSR Details

### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

For the current reporting year the CSR spend is not applicable.

- (ii) **Turnover (in Rs.)** - 26,271 Lakhs  
 (iii) **Net worth (in Rs.)** - 3,460 Lakhs

## VI. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, the Company has grievance redressal mechanism. The concerned person can reach out to HR.	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Shareholders can lodge their grievances through cosec@ashapura.com & through SEBI SCORES mechanism	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)		Nil	Nil	Nil	Nil	Nil	Nil
Communities	Yes, the Company has grievance mechanism in place, and the concerned aggrieved can raise their concern at support@ashapura.com	Nil	Nil	Nil	Nil	Nil	Nil
Customers		Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners		Nil	Nil	Nil	Nil	Nil	Nil



#### 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.	GHG Emissions	Risk	Mining operations are energy-intensive and generate significant direct greenhouse gas (GHG) emissions, including carbon dioxide from fuel used during mining, ore processing, and smelting activities. The impact of climate change has increased in frequency and severity over the years and has become an emerging global risk.	In order to mitigate the risk associated with GHG emissions, the Company is focusing on the importance of GHG reduction and effective utilization of energy by selecting appropriate environmentally friendly technologies. The Company, therefore, to reduce GHG emissions, is using very low Sulphur coal and has also installed twin bag filters and cyclone separator. Furthermore, it has also set target for being net zero emission company by 2050, and for achieving the same the Company is taking necessary steps.	Negative
2.	Employee Health & Safety	Risk	Safety is critical to mining operations due to the often hazardous working conditions. The Mining industry has relatively high fatality rates compared to other industries. Fatalities or injuries can result from a number of hazards associated with the industry, including powered haulage and machinery as well as mine integrity. Poor health and safety records can result in fines and penalties, and an increase in regulatory compliance costs from more stringent oversight.	Providing a safe workplace to the employees is a vital responsibility & the Company is therefore constantly striving to provide and maintain safe premises, machinery, systems and processes at its operating locations. It has open-cast surface mining as such risk is substantially low.	Negative
3.	Waste & Hazardous Materials Management	Risk	Mining industry generates large volumes of non-mineral and mineral waste, including waste rock, tailings, slurries, slags, sludge's, smelting, and industrial wastes, some of which may contain substances that are toxic, hazardous, or chemically reactive. Mineral processing sometimes also requires the use of hazardous materials for metal extraction.	Waste produced during mining operations, depending on its type, can be treated, disposed of, or stored on- or off-site in impoundments or old mine pits. Improper disposal or storage of hazardous materials or mining waste can present a significant long-term threat to human health and ecosystems through potential contamination of groundwater or surface water that is used for drinking or agriculture purposes. Thereby at operational level, the Company maintains and takes proper measures for waste disposal. None of the company's operations create sludge, slags etc. The overburden is responsibly used for backfilling of mines.	Negative
4.	Air Quality	Risk	Mining industries generates Non-greenhouse gas (GHG) air emissions, which can have significant, localized human health and environmental impacts. Depending on the metal, uncaptured sulfur dioxide, lead, mercury, cadmium, and arsenic are among the chief pollutants, along with particulate matter.	The emissions of SO <sub>x</sub> , NO <sub>x</sub> , SPM and particulate matter have become severe health issues across India's urban landscape. The Company monitors its SO <sub>x</sub> , NO <sub>x</sub> and SPM emissions. The Company also has systems in place to control the air pollutants emitted into the atmosphere and comply with the applicable laws and regulations. Further, the Company does not carry out any smelting or refinery activity.	Negative

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Management of the Legal and Regulatory Environment Compliances	Risk	Continuous upgradations with respect to mining and environmental laws may impact the company's operations; thereby creating a non-compliance risk.	The company has a comprehensive compliance management framework, which is updated at regular intervals, and is integrated with business processes, risks and controls &, changes in regulations are tracked and integrated within the Compliance Management System.	Negative
6	Employment opportunities for locals	Opportunity	Since the company operates in mining it needs to closely work with the locals; which helps it in the creation of employment opportunities which can have a positive impact on the livelihood and earning capacity and skill development thereof.	NA	Positive

## 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b> Web-links for the policies available: <ul style="list-style-type: none"> <li>• Policy on Prevention of Insider Trading:  P1, P4, P7</li> <li>• Risk Management Policy:  P1, P2</li> <li>• Dividend Distribution Policy:  P3, P4</li> <li>• Social Audit Policy:  P3, P5</li> <li>• Code of Practices &amp; Procedures for Fair Disclosure of UPSI:  P1</li> <li>• Corporate Social Responsibility Policy:  P4, P8</li> <li>• Material Disclosure Policy  P1, P4</li> <li>• Nomination &amp; Remuneration Policy:  P3, P4</li> <li>• Performance Evaluation Policy:  P3</li> <li>• Policy on Related Party Transactions:  P1, P4, P7</li> <li>• Policy on Prevention of Sexual Harassment:  P5</li> <li>• Preservations of Docs policy:  P1</li> <li>• Vigil Mechanism- Whistle Blower Policy:  P1</li> <li>• Policy for Determining Material Subsidiary:  P1</li> <li>• EHS Policy: Internal  P6</li> <li>• IT Policy: Internal  P9</li> </ul> <p style="text-align: right;"><a href="https://www.ashapura.com/investor-corner.php">https://www.ashapura.com/investor-corner.php</a></p>									
Few of the companies' policies form the part of HR manual accessible to all employees which covers all the Principles of NGRBC.									
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	No	No	No	No	No	No	No	No	No
<b>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.</b>	Policies as mentioned above are based on Principles of NGRBC. Additionally, they are in conformity with the international certifications obtained by the Company viz.: For Environment Management System ISO 14001:2015; Occupational Health & Safety Management Systems ISO 45001:2018; Quality Management System ISO 9001:2015								



5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company is trying to endeavor its ESG journey by establishing a tangible data driven ESG strategy and sharing the progress with key stakeholders to show the ability to manage risks, remain profitable and operate responsibly.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	
<b>Governance, leadership and oversight</b>	
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</b>  We, at Ashapura Minechem Limited, are committed towards bettering our efforts at Environment, Social and Governance practices that we follow in our thoughts and actions. We understand the significance of responsible mining and strive to negate impact of our operations on ecological footprints through efficient resource utilization, waste management, and reclamation efforts. We have a set target to achieve net-zero emission by 2050, for which the Company aims to lower indirect emissions and invest in carbon-reduction projects to offset them. Through risk identification and formulating mitigation measures, we already have started our journey to be a more responsible and sustainable Company for a better future of the planet. Further, our operations are conducted with utmost regard for the welfare and safety of our employees, as well as the communities we operate in. We promote diversity, inclusivity, and ethical practices, fostering a positive and transparent work culture. With a robust governance framework, we ensure accountability, integrity, and sound decision-making. Through our integrated approach towards technological development and advancement we strive to deliver a broad range of sustainable outcomes across the three pillars of ESG.	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Hemul Shah Executive Director and CEO cosec@ashapura.com
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.	The Company has Risk Management Committee, responsible for making decision relating to issues on Sustainability.

<b>10. Details of Review of NGRBCs by the Company:</b>																			
Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company being a regulated company, complies with all major compliances with statutory requirements of relevance to the principles, there has not been any major non-compliance within the Company and the report of the same is sent to the BoD.									Quarterly									
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9	Dhir & Dhir Associates, a Law Firm, has assessed the efficiency of the operations and sufficiency of the policies. The evaluation was conducted based on the functionality of the policies. Additionally, department heads and business heads periodically review and revise the policies, which are then approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
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)									

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## 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 Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year, the Board engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc.	100.00
Key Managerial Personnel	14		100.00
Employees other than BoD and KMPs	44	Behavioural Training skill development, personal finance, interpersonal relationship Functional Training knowledge sharing, emergency response, data Analysis, human rights, regulatory compliance, Leadership & Managerial Skills, health and Safety	13.00
Workers	15	General safety awareness, PPE use, emergency preparedness, fire training, electrical safety training, machinery training, risk management, good working practices, etc.	100.00

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable, as no such instance reported	

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, the Company strongly believes in conducting its business in a fair and transparent manner. Therefore, it has implemented an anti-corruption and anti-bribery policy as part of its code of conduct and vigil mechanism. This policy applies to all directors and employees of the Company. It emphasizes the importance of maintaining employee confidentiality while also ensuring that protection is not misused for personal grievances. The web-link for the Company’s Vigil Mechanism is as follows: <https://www.ashapura.com/investor-corner.php>



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

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

The company has robust policies, processes, systems, and monitoring to ensure compliance. Regular reviews and updates with best practices are carried out, and corrective actions are implemented as needed. As no compliance issues were reported, no corrective actions were necessary.

**Leadership Indicators**

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

Total number of awareness programs held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
Value chains partners are from time and again are being made aware of policies and conduct however no formal trainings are being conducted, the same shall be assessed and taken up from upcoming year.		

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

Yes, the Company upholds transparent and fair business conduct, exemplified by its Conflict of Interest Policy as part of the code of conduct. This policy allows personal transactions and investments while diligently preventing potential conflicts of interest. The Company remains committed to taking all necessary measures to ensure ethical practices and avoid any compromise in its operations.

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

**ESSENTIAL INDICATORS**

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

	FY 2022-23	FY 2021-22	Details of improvements in the environmental and social impacts
R&D	2.79	0.89	During the reporting year, the company allocated funds to several ongoing and new projects, with a particular focus on investments in specific technological advancements. These initiatives encompassed fluoride removal from drinking water and water conservation strategies, with the ultimate aim of enhancing environmental and social impacts.
Capex	0.28	0.15	

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

Yes, the Company operates within the domains of mining, mineral processing, and logistics, relying significantly on minerals sourced from open cast mines. To ensure responsible practices, the Company engages in responsible sourcing from local accredited mine owners. Adhering to all required regulations and guidelines, the Company upholds responsible and sustainable mining practices both in letter and in spirit.

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

The Company is committed to ensuring efficiency in the procurement of goods, and therefore, suppliers are asked to adhere to the general practices adopted by the industry. However, the percentage for the same is currently not ascertainable. Nevertheless, the Company will ensure data collection on this matter in the coming years.

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

The company has been taking numerous steps to improve waste management practices across its operations. For the disposal of waste, the Company has set SOP wherein different departments are given responsibility of safe disposal of waste to authorized vendors and for the finished products which are over size, under size or rejected - are crushed and then reused.

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

No, considering nature of operations, EPR is not applicable to us.

## LEADERSHIP INDICATORS

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
At present, the company does not conduct life cycle assessment; nevertheless, it has plans to undertake one in the forthcoming years					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
Not applicable, as there were no assessments conducted during the reporting period.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
	Nil	Nil

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous Waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

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

<b>% of employees covered by</b>											
	<b>Total (A)</b>	<b>Health Insurance</b>		<b>Accident Insurance</b>		<b>Maternity Insurance</b>		<b>Paternity Benefits</b>		<b>Day care facilities</b>	
		<b>Number (B)</b>	<b>% (B/A)</b>	<b>Number (C)</b>	<b>% (C/A)</b>	<b>Number (D)</b>	<b>% (D/A)</b>	<b>Number (E)</b>	<b>% (E/A)</b>	<b>Number (F)</b>	<b>% (F/A)</b>
<b>Permanent Employees</b>											
Male	328	328	100.00	328	100.00	Nil	Nil	328	100.00	Nil	Nil
Female	32	32	100.00	32	100.00	32	100.00	Nil	Nil	Nil	Nil
Total	360	360	100.00	360	100.00	32	8.89	328	91.11	Nil	Nil
<b>Other than Permanent Employees</b>											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

<b>% of employees covered by</b>											
	<b>Total (A)</b>	<b>Health Insurance</b>		<b>Accident Insurance</b>		<b>Maternity Insurance</b>		<b>Paternity Benefits</b>		<b>Day Care facilities</b>	
		<b>Number (B)</b>	<b>% (B/A)</b>	<b>Number (C)</b>	<b>% (C/A)</b>	<b>Number (D)</b>	<b>% (D/A)</b>	<b>Number (E)</b>	<b>% (E/A)</b>	<b>Number (F)</b>	<b>% (F/A)</b>
<b>Permanent Employees</b>											
Male	73	73	100.00	73	100.00	Nil	Nil	73	100.00	Nil	Nil
Female	6	6	100.00	6	100.00	6	100.00	Nil	Nil	Nil	Nil
Total	79	79	100.00	79	100.00	6	7.60	73	92.40	Nil	Nil
<b>Other than Permanent Employees</b>											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

<b>Benefits</b>	<b>FY 2022-23</b>			<b>FY 2021-22</b>		
	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	Y	100.00	100.00	Y
ESI	1.00	32.00	Y	2.00	17.00	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**

The Company strongly advocates for equality and recognizes numerous benefits of a diverse workforce. Though it currently lacks such facilities, it has plans in the near future to provide accessibility for differently abled employees and workers.

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**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.**

The Company upholds a policy that firmly supports equal opportunities for employment across all sections of society, acknowledging its responsibility towards diversity, inclusion, and equality. This policy is an integral part of the Company's HR manual, accessible to all employees. It reflects the commitment of the Company to foster a fair and inclusive workplace for everyone.

**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	During the reporting period, no parental leave was availed			
Female				
Total				

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company firmly upholds the principle of fostering a productive and supportive work environment, ensuring that grievances are addressed fairly. To achieve this, a grievance redressal mechanism is implemented as part of the vigil mechanism and code of conduct, which applies to all employees and workers associated with the Company.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Worker	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

**8. Details of training given to employees and workers:**

	FY 2022-23						FY 2021-22					
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation			
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)		
<b>Employees</b>												
Male	328	Nil	Nil	34	10.37	295	Nil	Nil	179	60.68		
Female	32	Nil	Nil	11	34.38	29	Nil	Nil	3	10.34		
Total	360	Nil	Nil	45	12.50	324	Nil	Nil	182	56.17		
<b>Workers</b>												
Male	73	Nil	Nil	Nil	Nil	69	Nil	Nil	45	65.21		
Female	6	Nil	Nil	Nil	Nil	3	Nil	Nil	Nil	Nil		
Total	79	Nil	Nil	Nil	Nil	72	Nil	Nil	45	62.50		



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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	328	328	100.00	295	295	100.00
Female	32	32	100.00	29	29	100.00
Total	360	360	100.00	324	324	100.00
<b>Workers</b>						
Male	73	73	100.00	69	69	100.00
Female	6	6	100.00	3	3	100.00
Total	79	79	100.00	72	72	100.00

**10. Health and safety management system:**

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

The Company is dedicated to the well-being of its employees and workers, evident through its occupational health and safety management system. This system encompasses various components such as the EHS policy, work permit system, and incident & accident reporting, ensuring a safe working environment. Additionally, the Company employs HIRA (Hazard Identification and Risk Assessment) to identify and evaluate work-related hazards, implementing and monitoring appropriate measures for risk mitigation.

Regular internal safety audits are conducted at the plant level to assess the efficiency of the occupational health and safety mechanism and identify areas for improvement. Furthermore, the Company maintains the standard of OHSAS 18001:2007, underscoring its commitment to adhering to the highest occupational health and safety standards.

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

Yes the Company, realizing its responsibility towards identifying work-related hazards conducts hazard identification and risk assessment study at plant level to identify hazard associated and has thereby set process which is as under:

- i. Identification of the hazards.
- ii. Identify who is at risk or what can be damaged and how.
- iii. Evaluate the risk and identify any additional control measures necessary to reduce the risk to as Low as Reasonably Practicable (ALARP).
- iv. Implement control measures at the workplace.
- v. Monitor and review the effectiveness of the control measures.

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

Yes, the Company has a process in place where workers can report any work-related hazards to their department head. Additionally, according to the HIRA (Hazard Identification and Risk Assessment) study book, ensuring that all workplace risks are appropriately managed requires the active participation, consultation, and communication of both employees and contractors.

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

Yes, the Company, towards working for the betterment of its employees conducts annual health check-ups and consultation facility is extended to employees and their spouses.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.16	Nil
	Workers	Nil	18.47
Total recordable work-related injuries	Employees	1	Nil
	Workers	Nil	9
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil

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High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company ensures that risk management is embedded in Company's culture and practice and thereby adopt a systematic approach to risk management wherein hazards are identified, risks are evaluated and appropriate control measures are implemented and monitored.

Currently the Company has identified certain potential hazards and accordingly safety measures like that of usage of PPE kits, designing escape routes, availability of rescue equipment at appropriate places etc. are provided. Additionally internal audits are conducted to ensure adequate health measures are taken by the Company.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil, since during the year, there were no complaints received.					
Health & Safety						

**14. Assessments for the year:**

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

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

Nil. No significant risk/ concerns reported during the reporting period.

### 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).**

The Company has a process in place for the settlement of dues in the unfortunate event of an employee's death, which follows the company's policy. Additionally, in specific special cases or under certain additional scenarios, financial assistance is also provided based on the individual circumstances.

**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 their value chain partners follow the necessary statutory compliances pertaining to payment of statutory dues. However, a formal mechanism is currently not formulated.

**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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**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)**



The Company provides transition assistance by appointing the relevant individuals as consultants for a period of 1 or 2 years. This program is designed to facilitate ongoing employability and assist in managing career transitions resulting from retirement or termination of employment.

**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	Nil, since during the current reporting period no such assessment was conducted.
Working Conditions	

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

Not applicable since no such assessment was undertaken during the reporting period.

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

**ESSENTIAL INDICATORS**

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

The Company has identified its internal and external stakeholders which includes Investors, Customers, Employees, Clients, Statutory Authorities and Vendors. The said identification of stakeholders is an ongoing process.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	- Emails, Meetings	Regularly	- Update on policies - Achievement - Awards - Trainings - Employee engagement initiatives.
Shareholders	No	- Press release, Website - Publications, - Newspaper publications, - Annual reports, - Annual General Meetings	Annually, Quarterly & Need basis	- Update on Financial Performance - Business Performance - Company's new Initiatives.
Customers	No	- Email, Telephonic communications, Personal meetings, - Virtual meetings	Regularly	- Communication & engagement during the entire cycle of obtaining, execution and feedback of a contract/ order/ despatch.
Suppliers/ Vendors	No	- Email, Telephonic communication, Personal meetings, Virtual meetings	Regularly	- Communication & engagement during the entire cycle of awarding, execution and feedback of a contract/ order/ despatch.
Communities	Yes	- Community Meetings	From time to time	- Requisite engagement under the mining regulations and for CSR objectives.
Government Authorities	No	- Statutory filings	From time to time	- Submissions of compliances and receipt of approvals

**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 follows a well-defined procedure in which individual departments, each with specific roles and responsibilities, regularly interacts with key stakeholders, such as investors, customers, suppliers, and employees. Additionally, there is stakeholder relationship committee that keeps the Management updated on the progress of actions and seeks inputs periodically on a quarterly basis.

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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.**

Yes, the Company utilizes a combination of formal and informal mechanisms to actively engage with its stakeholders and comprehend their concerns and expectations. Nevertheless, this process is continually evolving, and the stakeholders' suggestions undergo thorough consideration through Board discussions and are considered while formulation of company's internal policies.

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

The Company during the reporting period do not have any such instance, however the Company through their respective department heads have regular interactions with its stakeholders and necessary modifications are being made on need basis.

## PRINCIPLE 5: Businesses should respect and promote human rights

### ESSENTIALS INDICATORS

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	360	46	12.78	324	Nil	Nil
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	360	46	12.78	324	Nil	Nil
<b>Workers</b>						
Permanent	79	Nil	Nil	72	Nil	Nil
Other than permanent	148	Nil	Nil	131	Nil	Nil
Total Workers	227	Nil	Nil	203	Nil	Nil

\* The Company conducts regular awareness sessions on Human Rights issues and includes element of human right in its internal policies, however the data for the same is currently not being quantified. Efforts are underway to record the data from upcoming years.

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	360	Nil	Nil	360	100.00	324	Nil	Nil	324	100.00
Male	328	Nil	Nil	328	100.00	295	Nil	Nil	295	100.00
Female	32	Nil	Nil	32	100.00	29	Nil	Nil	29	100.00
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Workers</b>										
Permanent	79	Nil	Nil	79	100.00	72	Nil	Nil	72	100.00
Male	73	Nil	Nil	73	100.00	69	Nil	Nil	69	100.00
Female	6	Nil	Nil	6	100.00	3	Nil	Nil	3	100.00
Other than Permanent	148	148	100.00	Nil	Nil	131	131	100.00	Nil	Nil



Male	126	126	100.00	Nil	Nil	115	115	100.00	Nil	Nil
Female	22	22	100.00	Nil	Nil	16	16	100.00	Nil	Nil

**3. Details of remuneration/salary/wages, in the following format (INR p.a.):**

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	2	1,04,18,000	Nil	Nil
Key Managerial Personnel	5	80,93,262	Nil	Nil
Employees other than BoD and KMP	323	3,78,941	32	9,33,705
Workers	73	1,95,974	6	1,93,584

**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)**

The Company aims towards providing better work environment to its employees, and thereby for addressing any concerns related to Human Rights, HR personnel can be contacted.

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

The Company with the objective of facilitating its employees has in place, grievance redressal mechanism as a part of its code of conduct and vigil mechanism, wherein the concerns or grievance are addressed.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA

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

The Company maintains a zero-tolerance policy towards sexual harassment in the workplace and has adopted a comprehensive Prevention of Sexual Harassment policy to create a safe working environment, where all employees treat each other with courtesy and dignity. The Company has established a well-defined procedure and guidelines to prevent harassment, complemented by an internal complaints committee responsible for timely resolution of such complaints. Additionally, the Company has implemented a whistle-blower policy to safeguard the interests of the complainants.

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

Yes, the Company lays huge emphasis on human rights and thereby in all its business agreement and contracts which the Company enters, relevant clauses related to observance of human rights are included.

**9. Assessments for the year:**

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100.00
Forced/involuntary labour	100.00

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Sexual Harassment	100.00
Discrimination at workplace	100.00
Wages	100.00

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

Nil, since no significant risk/concerns were raised during the reporting period.

### LEADERSHIP INDICATORS

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

The Company works towards the betterment of its employees and, therefore, has a grievance redressal policy as a part of its code of conduct in place. However, during the reporting period, no human rights issues were reported. The Company firmly believes that it has upheld the basic principles of human rights in all its dealings.

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

Not applicable, since during the reporting period no such due-diligence was conducted.

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

The Company strongly advocates for equality and recognizes the numerous benefits of a diverse workforce. While we currently lack such facilities, we have plans in the near future to provide accessibility for differently abled visitors

**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	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour / Involuntary Labour	Nil
Wages	Nil

**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, as no such assessment is currently being undertaken for Value Chain Partners

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

### ESSENTIAL INDICATORS

**1. Details of total energy consumption (in GJ) and energy intensity, in the following format:**

Parameter	FY 2022-23 (In GJ)	FY 2021-22 (In GJ)
Total electricity consumption (A)	22,606.82	25,763.21
Total fuel consumption (B)	1,56,464.44	1,62,642.63
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	1,79,071.26	1,88,405.84
Energy intensity per rupee of turnover (GJ of consumption/ turnover of lakhs in rupees)	6.82	3.02

\* **Note:** The above table does not include fuel consumed for owned vehicles for some locations.

**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, evaluation is not being conducted by any external agency.



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

Not Applicable. The Company is not identified as a Designated Consumer under the PAT Scheme.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	15,644.50	12,500.50
(iii) Third party water (Tanker)	24,895.00	31,239.00
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	40,539.50	43,739.50
Total volume of water consumption (in kilolitres)	53,264.50	59,266.50
Water intensity per rupee of turnover (KL of consumption/ turnover of lakhs in rupees)	2.02	0.94

\* Note: Total amount of water consumed includes amount of water recycled.

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, evaluation is not being conducted by any external agency.

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

The company's manufacturing and mining process does not involve contamination of water since the water used is mainly for cooling, domestic activities and thereby the waste water generated is either reused after filtration through filter press or is disposed off through soak pit/ safety tank.

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	FY 2021-22
NOx	Kg	10,956.63	10,145.23
SOx	Kg	20,912.87	24,657.03
Particulate matter (PM)	Kg	22,800.00	25,353.27
Persistent organic pollutants (POP)		The three parameters were not assessed for both the financial years.	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

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.

Yes, at the plant level, the Company conducts independent assessments through external agencies for various locations. For the Baraya location, monitoring is performed by Enpro Envirotech, while for Kaolin location monitoring is performed by Royal Environment Auditing. Similarly, Gaheli Environmental Laboratory conducts monitoring for Dapoli location. These measures demonstrate the Company's commitment to maintaining environmental standards and ensuring responsible practices at different sites.

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## 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 <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,83,198.07	1,02,503.26
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	5,086.53	5,796.72
Total Scope 1 and Scope 2 emissions per rupee of turnover		7.17	1.73

\* **Note:** The Company has not quantified data for owned vehicles for some locations and the calculations includes only the electricity consumption data from the Head Office.

**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, evaluation is not being conducted by any external agency.

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

Yes, the Company has implemented a project called "Reduction In FO Consumption," which aims to decrease Furnace Oil (FO) consumption by finding new process routes for material drying and conveying. Through the utilization of natural sources, such as sun drying material, a total of 912 MT of Furnace Oil consumption has been successfully reduced.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	0.400	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. (Used Oil) (G)	0.070	0.075
Other Non-hazardous waste generated (H). (Earth Waste)	5450.00	Nil*
Total (A+B + C + D + E + F + G+ H)	5450.47	0.081
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	0.07	0.08
(iii) Other recovery operations	Nil	Nil
Total	0.07	0.08
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	5450.00	Nil
Total	5450.00	Nil

\* **Note:** Nil since Dapoli location of the Company has revived its operation during current financial year

**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, evaluation is not being conducted by any external agency.



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's manufacturing and mining process does not involve hazardous or toxic chemicals waste, the other waste like that of E-waste is sent to recycler and oil or overburden waste so generated during mining operations are used for backfilling of mined out-pits.

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	Types 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, since none of the organization's entity is located in ecologically sensitive area.			

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
The Company during the current financial year has not undertaken any such assessments.					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 taken, if any action
Yes, the Company is compliant with all applicable environmental law/ regulations/ guidelines in India.				

#### LEADERSHIP INDICATORS

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

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Nil	Nil
<b>From non-renewable sources</b>		
Total electricity consumption (D)	22,606.82	25,763.21
Total fuel consumption (E)	1,56,464.44	1,62,642.63
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	1,79,071.26	1,88,405.84

**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, evaluation is not being conducted by any external agency.

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## 2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	The stored water which is 12,725.5 for 2022-23 and 15,527 for 2021-2022 is recycled, hence there is no discharge of waste water in any of the given sources by the Company	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

**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, evaluation is not being conducted by any external agency.

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

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Not Applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
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 kilolitres)		



(i) Into Surface water	Not Applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.
- No treatment	
- With treatment – please specify level of treatment	
(ii) Into Groundwater	
- No treatment	
- With treatment – please specify level of treatment	
(iii) Into Seawater	
- No treatment	
- With treatment – please specify level of treatment	
(iv) Sent to third-parties	
- No treatment	
- With treatment – please specify level of treatment	
(v) Others	
- No treatment	
- With treatment – please specify level of treatment	
Total water discharged (in kilolitres)	

**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, evaluation is not being conducted by any external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	The company did not measure its Scope 3 emissions in the reporting year. However, it is working towards providing the relevant data in the upcoming years.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No, evaluation is not being conducted by any external agency.

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

Not Applicable, since the Company's none of the operations are located in ecologically sensitive area.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	RWH facilities	All the mined out pits are used as RWH facilities	Improvement in the ground water levels in the core and buffer zone

**7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

The Company has a Business Continuity Plan as a part of its Risk Management Policy wherein the Company has identified its internal and external risks that includes financial, operation, sustainability, information, cyber security risks or any other risk as may be determined by the Risk management committee. These identified risks can disrupt the continuity of the business, thereby the Company has mitigation plans in place and it reviews the same every year.

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

Not applicable, since there has been no adverse impact to the environment arising from the value chain of the entity has occurred.

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

Not applicable, since during the year, no value chain partners were assessed.

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

**ESSENTIAL INDICATORS**

1.
  - a) **Number of affiliations with trade and industry chambers/ associations.**  
The Company has 7 affiliations with trade and industry chambers/associations.
  - 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	Chemicals & Allied Products Export Promotion Council (CAPEXIL)	National
2	Federation of Indian Export Organizations (FIEO)	National
3	Export Credit Guarantee Corporation (ECGC)	National
4	Generalized System Of Preferences (GSP)	National
5	Bombay Chamber Of Commerce & Industry (BCCI)	State
6	Federation of Indian Mineral Industries (FIMI)	National
7	Directorate General Of Foreign Trade (DGFT)	National

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

Name of authority	Brief of the case	Corrective active taken
Not applicable, since no adverse orders received from regulatory authorities.		

**LEADERSHIP INDICATORS**

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company did not advocate any public policy positions during the reporting period					

**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
No such projects were undertaken by the company for which SIA was required as per applicable laws.					

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



S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not applicable, since no such projects were undertaken.						

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

The Company believes in the inclusive and equitable development of the local community and, therefore, interacts through formal and informal mechanisms to work for their betterment. The Company also provides an open forum on its website where any member of the community can address their concerns or grievances. At a group level, the company proactively engages with the community as part of its CSR initiatives.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	The Company sources certain input materials directly from MSME and within the district, however, the same is not quantified, it is working towards providing the relevant data in the upcoming years.	
Sourced directly from within the district and neighbouring districts		

**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
Not Applicable, since no SIA was undertaken	

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

S. No	State	Aspirational District	Amount spent (In INR)
Not applicable, since for the current financial year CSR is not applicable			

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

Considering the nature of operations, the Company currently is not in the position to give preference to marginalized/ vulnerable group.

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

Not applicable, since the Company do not procure from marginalized/ vulnerable group.

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

Not applicable, since the Company do not procure from marginalized/ vulnerable group

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

**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
Not Applicable		

**6. Details of beneficiaries of CSR Projects:**

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Not applicable for the current financial year.			

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## 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.

As the Company operates in the B2B sector, the process of addressing and attending to customer grievances is real-time. While customer grievances are infrequent, if any arise, they are reported through the respective marketing channels and promptly communicated to the logistics, QC, or production department based on the nature of the complaint. To ensure effective grievance redressal, a well-established mechanism is in place. This involves recalling product samples, conducting batch sample testing at mines or the factory, or sending technical personnel to the customer's site for resolution. These proactive steps demonstrate our commitment to delivering excellent customer service and resolving issues promptly.

#### 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	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	100.00%

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

#### 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

The Company has formulated a comprehensive Cyber Security policy to offer clear guidelines for addressing and mitigating cyber security risks. This policy is readily available on the Company's intranet, ensuring accessibility for all employees.

#### 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, as no such incidents were reported.

### LEADERSHIP INDICATORS

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

Yes, the Company provides information on products and services on its website.

Web-link: <https://www.ashapura.com/products.php?section=industrial-functional-minerals>

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

The Company is dedicated to informing and educating its consumers by consistently updating its website. Additionally, it uses the website as a platform to educate customers about safe and responsible product usage. By providing valuable and up-to-date information, the Company prioritizes customer safety and satisfaction.



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

The company proactively communicates with its consumers via emails and phone calls to notify them about any potential risks of service disruption or discontinuation in essential services.

**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)**

As a highly regulated industry, the company adheres to and fulfils all statutory and mandatory labelling requirements for its products. While meeting these obligations, the Company does not specifically provides any voluntary information on the product.

**5. Provide the following information relating to data breaches:**

**a) Number of instances of data breaches along-with impact**

Since no such instance of data breach has occurred during the year, it is not applicable.

**b) Percentage of data breaches involving personally identifiable information of customers**

Not applicable, since no such incidents were reported.

## **Value Beyond Mining** **SDG's Aligned**

Ashapura Foundation, a non-profit organization affiliated with the company, is dedicated to conducting social, cultural, and rural development activities. The foundation has successfully aligned its initiatives with the United Nations' Sustainable Development Goals (SDGs) to maximize their impact and contribute to a sustainable future. Some of the key activities being carried out by the organization that are in line with the SDG goals include:

### **Environment:**



- The organization has taken various initiatives like water harvesting, construction of loose boulder, nala plugs, storage tanks, underground sumps, sewage treatment plant in order to contribute towards sustainable water management and conservation efforts, ensuring a more resilient ecosystem.
- Furthermore, the company has laid water pipelines to ensure a sufficient water supply to the houses. This infrastructure improvement enhances access to clean water, promoting better living conditions for residents and supporting community development.
- We have set up a solar system that provides free maintenance and electricity consumption, benefiting villagers. This sustainable energy solution not only reduces electricity costs but also contributes to environmental conservation by utilizing renewable resources.
- The Company at the plant level is taking mitigating measures to prevent pollution from contributing to global environment issue.
- The company takes care of cattle during the drought period until the next monsoon. Additionally, they have started a community grass development program to ensure sustainable feed resources for the cattle.
- Furthermore, the organization is actively engaged in the plantation of various types of trees. They also provide training and tours to farmers, raising awareness about modern agricultural practices and scientific advancements. These efforts not only promote environmental conservation but also empower farmers with knowledge and skills to enhance agricultural productivity sustainably.



## Social:



- The organization wholeheartedly takes the initiative to bring employment opportunities right to the doorsteps of villagers. With unwavering dedication, it actively works towards creating livelihood opportunities that uplift and empower the local community.
- To foster women empowerment, the organization has established the Women's Academy and Self Help Groups, serving as a beacon to guide them towards a dignified and self-reliant life. This visionary initiative aims to provide women with the necessary tools, knowledge, and resources to carve their path towards independence and respect.
- The organization's visionary agricultural plan includes the distribution of government-approved, certified, and improved seeds, alongside comprehensive horticulture training for farmers. This strategic approach aims to enhance crop quality and yield while equipping farmers with the knowledge and skills needed for sustainable farming practices.
- The organization has established medical facilities where they provide healthcare and general medications to the villagers. They have also implemented special initiatives for women, such as distributing "Katla Ladoos" to fulfil their nutrition requirements, providing smokeless choolas to reduce firewood consumption and preserve women's health, and organizing health care camps where women undergo gynaecological check-ups and receive appropriate medical care.
- The organization encourages education by providing study materials like textbooks, notebooks, and slates, which are distributed annually to the students. Additionally, we organize various competitions to raise awareness among children about cleanliness and other good habits essential for maintaining good health and hygiene.
- To preserve and promote crafts and artistic talent, the organization has set up the Hiralaxmi Memorial Craft Park at the Vande Mataram Park in Bhuj. This park serves as a captivating platform, showcasing traditional crafts and artistic skills, encouraging a profound appreciation for cultural heritage. Furthermore, it provides artisans



## Governance



The organization has a non-discrimination policy, ensuring equal opportunities in hiring, promotion, training, and access to employment benefits.

The company has adopted various policies, including remuneration, risk management, and dividend distribution policies.

The company has several committees, such as the audit committee, stakeholder relationship committee, CSR committee, and Risk Management Committee, responsible for overseeing policy implementation.

The Company has a POSH policy in place, creating a safe working environment for employees, even during official visits.

The company has a Whistle-blower Policy to address instances of unethical behaviour, fraud, mismanagement, or violations of the Code of Conduct and applicable laws, providing a mechanism for redressal.

Furthermore, the company has formulated a code of conduct for its Directors and employees to regulate, monitor, and report trading by insiders, designated employees, and all other applicable individuals and entities.

*Through these aligned activities, we demonstrates our commitment to address critical global challenges and making a positive impact in line with the Sustainable Development Goals.*