

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity :

1.	Corporate Identity Number (CIN) of the Listed Entity	L15140MH1985PLC286828	
2.	Name of the Listed Entity	Privi Speciality Chemicals Limited	
3.	Year of incorporation	1985	
4.	Registered office address	Privi House, Plot No. A-71, TTC Thane Belapur Road, Kopar Khairane, Navi Mumbai-400710	
5.	Corporate address	Privi House, Plot No. A-71, TTC Thane Belapur Road, Kopar Khairane, Navi Mumbai-400710	
6.	E-mail	ashwini.shah@privi.co.in	
7.	Telephone	022-33043500	
8.	Website	http://www.privico.com	
9.	Financial year for which reporting is being done	April 2023 – March 2024	
10.	Name of the Stock Exchange(s) where shares are listed :	Name of the Exchange	Stock Code
		BSE Ltd.	530117
		National Stock Exchange of India Ltd.	PRIVISCL
11.	Paid-up Capital:	₹ 39,06,27,060/-	
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Ashwini Saumil Shah, Company Secretary, Telephone number: 022-33043500 Email: ashwini.shah@privi.co.in	
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 disclosures under this report are made on a standalone basis, unless otherwise specified.	
14.	Name of assurance provider	NA	
15.	Type of assurance obtained	NA	

II. Products/ services

16. 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
a.	Manufacturing of Chemicals	Manufacturing and trading of Aroma Chemicals	100%

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Aroma Chemicals	20119	100%

* Note: For detailed list of products, refer to our website <https://www.privico.com/fragrances/our-product>

III. Operations

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

Location	Number of plants	Number of offices	Total
National	8	2	10
International	-	2*	2

* Our International Offices are located in New Jersey, USA and Rotterdam, Netherlands.

**19. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States)	21*
International (No. of Countries)	38

* Note: Number of States includes 3 Union Territories

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

The export contribution for the reporting period is 77 % of the total turnover.

c. A brief on types of customers:

The Company is a leading manufacturer and supplier of wide range of aroma chemicals. The products are supplied to a large number of Flavours & Fragrance (F&F) companies globally, which includes the top 10 F&F houses of the world. The products are also supplied to FMCG companies like Procter & Gamble, Reckitt & Benckiser.

Aroma chemicals supplied to fragrance houses like Givaudan, Symrise & Firmenich are utilised in manufacturing varieties of fragrances which are eventually used in products like detergents, soap, cream, perfumes etc. These fragrance ingredients are also used in home care, personal care, fabric care, oral care fine fragrances.

Apart from fragrance as the end use, Privi has developed products for application in other industries like Paints/ Resins/ Agrochemicals / Plasticisers etc.

The Company has established a wholly owned subsidiary based at New Jersey, which caters to customers in North America from ready stocks kept at New Jersey warehouse. Further, the Company has a distribution facility at Rotterdam, Netherlands to cater to European customers by providing Just in Time (JIT) deliveries and SMOI facility.

The Company also supplies its products through distributors located in different parts of the world like Asia Pacific, Europe, Africa, Latin America. These distributors further supply the material to the end users.

IV. Employees**20. 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)	505	473	93.66%	32	6.34%
2.	Other than Permanent (E)	98	86	87.76%	12	12.24%
3.	Total employees (D + E)	603	559	92.70%	44	7.30%
WORKERS						
4.	Permanent (F)	167	167	100%	0	0.00%
5.	Other than Permanent (G)	376	376	100%	0	0.00%
6.	Total workers (F + G)	543	543	100%	0	0.00%

b. Differently abled Employees and workers:

S.No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100.00%	0	0.00%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	1	1	100.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total differently abled workers (F + G)	Nil	Nil	Nil	Nil	Nil

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	2	1	50.00%

22. Turnover rate for permanent employees and workers (in percent)

Particulars	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.08%	21.88%	15.45%	13.97%	14.63%	14.02%	10.89%	12.00%	11.00%
Permanent Workers	0.60%	0.00%	0.60%	0.59%	Nil	0.59%	0.59%	Nil	0.59%

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

23. (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.	Privi Biotechnologies Private Limited	Subsidiary	100.00%	No
2.	Privi Speciality Chemicals USA Corporation	Subsidiary	100.00%	No
3.	Prigiv Specialties Private Limited	Subsidiary	51.00%	No
4.	Radiance MH Sunrise Ten Private Limited	Associate	26.00%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in ₹) – 159,943.93 Lakhs
(iii) Net worth (in ₹) – 82,247.66 Lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/ Grievance 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)	2023-24			2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the organisation has grievance mechanism in place, and the concerned aggrieved can raise their concern at info@privi.co.in	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)	2023-24			2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes, The organisation has grievance policy in place wherein the aggrieved investor can write at investors@privi.co.in	Nil	Nil	Nil	NIL	NIL	NIL
Shareholders	Yes, A SEBI specified mechanism is in place and the shareholders can write their concerns to the Audit Committee: investors@privi.co.in	Nil	Nil	Nil	NIL	NIL	NIL
Employees and workers	Yes, The organisation has a mechanism, wherein the aggrieved can report their concern to Human Resource Department.	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)	2023-24			2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes, the organisation has a grievance mechanism in place, and the concerned aggrieved can raise their concern at info@privi.co.in	48	5	43 Complaints were disposed of during the year. Notably, all these customers' complaints were promptly addressed and resolved as a matter of urgent priority for the respected and valued customers. Further, 5 complaints are under resolution.	NIL	NIL	NIL
Value Chain Partners		Nil	Nil	Nil	NIL	NIL	NIL

* Grievance redressal policy is a part of our HR manual and the same is available internally at <https://www.priviv.com>

26. Overview of the entity's material responsible business conduct 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



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.	Management of the Legal and Regulatory Environment Compliances	Risk	The Chemical industry faces strict regulation governing air emissions, water discharge, chemical safety, and process safety, among other issues. Anticipating and adapting to regulatory developments, both in the short and long term, is a critical issue for the industry, as regulatory developments can significantly affect product demand, manufacturing costs, and brand value.	In order to mitigate the risk attached to Current and emerging regulations, the organisation has EHS representatives responsible for each facility for understanding and reporting on local regulatory activity and they are responsible for all air permitting, air quality reporting, water permitting, wastewater quality reporting and ensuring the facility is ready for any new regulations. Organisation also is an active participant in local industries associations where information related to change in regulation is being shared with members. Further, we manage this risk through assessments of potential risks and backup plans to continue production in the cases of disruptions to raw material sources, manufacturing sites, and even the distribution process.	Negative
2.	Employee Health & Safety	Risk	Employees in chemicals manufacturing facilities face health and safety risks from exposure to heavy machinery, harmful substances, high temperatures and pressure, and electrical hazards, among others. Creating an effective safety culture is critical to proactively mitigate safety impacts, which could result in financial consequences, including higher healthcare costs, litigation, and work disruption.	The organisation being Chemical industry has already identified the risk associated with the same and thereby has strict policy and guidelines regulating health and safety of its employees. Safety is one of the five core values of our organisation & hence gets top management focus. The organisation endeavours to maintain a safe work environment and promote a culture of safety thereby minimising safety-related expenses and potentially improving productivity. The Company also provides insurance facilities to its employees as a compensating measure in case of any health hazard.	Negative

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)
3.	Climatic Effects	Risk	There are high chances of production/ operational activities getting affected in case of extreme weather events such as cyclones and floods, heatwave etc. The Company, having vast area coverage of its operations has two such manufacturing locations in India. One is Mahad plant (prone to heavy rains) and other is Jhagadia plant (prone to Cyclone/ dry climate), apart from this we have dedicated third party manufactures in two other states of India.	Organisation has invested safeguarding of electrical and instrumentation systems (for flood protection) and other critical facilities. In order to prevent impact of such scenario, company has implemented proactive measures to tackle flood related emergency and climate conditions. Further, we have covered such instances in our insurance policy. In addition to this, we have kept our third-party manufacturers ready as backup in case of emergency. The entire emergency response team of the organisation was trained in handling flood emergency by the local National Disaster Management team.	Negative
4	GHG Emissions	Risk	Chemical manufacturing generates direct (Scope 1) greenhouse gas (GHG) emissions from the combustion of fossil fuels in manufacturing and cogeneration processes, as well as process emissions from the chemical transformation of feedstocks.	The organisation with the legacy of responsible innovation, continues to develop ways in order to reduce emission. Since we proactively discloses its details related to emission via CDP and EcoVadis, it helps us innovate and better utilise our alternate means of energy which further helps us to reduce GHG emissions.	Negative
5	GHG Emissions	Opportunity	Since the organisation is ahead of the curve in researching reporting and reducing the fatal aspects of its emissions and effluents, it is able to better manage its hazardous waste and other waste with a visible positive impact on financial and non-financial aspects.	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									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes
c. Web Link of the Policies, if available									

Web links for the policies are as mentioned below:

Vigil Mechanism & Whistleblower Policy:

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Vigil-Mechanism-Policy-V-1-1.pdf> | P1

Risk Management Policy:

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Risk-Management-Policy-V-1-1.pdf> | P1, P2

Policy on Related Party Transaction:

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Policy-on-Related-Party-Transactions-V-1-1.pdf> | P1, P4, P7

Policy on Determination of Material Subsidiary

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Policy-on-Material-Subsidiary.pdf> | P1

Familiarisation Programmer for Independent Directors

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Directors-Familiarization-Programme.pdf> | P1

Policy on Corporate Social Responsibility:

https://www.privi.com/Downloads/Policies-PSCL/PSCL-Corporate-Social-Responsibility-Policy-Ver_1_1.pdf | P4, P8

Policy on Code of Conduct

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Code-of-Conduct.pdf> | P1

Policy on Dividend Distribution Policy

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Dividend-Distribution-Policy.pdf> | P3, P4

Policy on Determination of Materiality of Events

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Determination-of-Materiality-V-1-1.pdf> | P1, P4

Policy on Nomination and Remuneration Policy:

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Nomination-and-Remuneration-Policy.pdf> | P3, P4

Policy on Integrated Management System Policy

https://www.privi.com/Downloads/Policies-PSCL/IMS-policy-revised-13_08_2020.pdf | P1, P3

Terms and Conditions of Appointment of Independent Director

<https://www.privi.com/Downloads/Policies-PSCL/Terms-Conditions-of-Appointment-of-ID.pdf> | P1

Supplier code of conduct guidelines

<https://www.privi.com/Downloads/Policies-PSCL/Supplier-Code-of-Conduct-guidelines.pdf> | P2, P3, P9

Few of the companies' policies form the part of HR manual accessible to all employees which covers all the Principles of NGRBC.

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	No	Yes	No	Yes	No	No

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Policies as mentioned above are based on Principles of NGRBC. Additionally, they are in conformity with the international certifications obtained by the organisation viz.: ISO 9001:2015, ISO 14001:2015 (Environmental Management System (EMS)) and has a ISO 45001:2018 standard Certification Accredited by Bureau Veritas (Occupational Health & Safety Management System (OHSMS) for all Manufacturing Units in Mahad (constituting 90% of operating units) from Bureau Veritas and ISO 9001:2015 for the Jhagadia unit. Further, ISO 14001:2015 and ISO 45001:2018 certification process is underway for unit located at Jhagadia.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	PRIVI remains steadfast in its commitment to contribute towards achieving the goals set under UNGC (United Nations Global Compact) and submitting its COP (Communication on Progress) report and Net Zero commitments under Paris Agreement to SBTi (Science based Targets initiatives).								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
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)	<p>At PRIVI, our business operations are guided by a strong commitment to Environmental, Social, and Governance (ESG) principles aligned with BRSR framework. We conduct our operations in a transparent and fair manner with all stakeholders and ensure that our workplace is safe and resourced with all necessary facilities. We are dedicated to promoting ethical and socially responsible practices throughout our extensive supply chain.</p> <p>We are fully committed to reducing our GHG emissions by continuous improvement in operating efficiency, optimising waste and improving water management, and adhering to best practices.</p> <p>Our governance systems and risk management processes are robust and effective, and we extend our compliance efforts to our value chain partners. We conduct our business activities in accordance with ethical principles, internal policies, procedures and applicable laws to prevent corruption and promote fair competition. We also adhere to UNSDG's and are committed at the highest level by signing UNGC Commitment letter.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. R S Rajan, President rajan@privi.co.in								
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 Company has constituted ESG 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)								
	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	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No major non-compliance of material nature has been reported. Operational issues are being addressed on an 'ongoing basis' as and when identified. Each functional head monitors and ensures compliance applicable to their respective functions									Quarterly/ Annually wherever applicable.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	<p>In addition to statutory audits, certifications, the Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.</p> <p>The Company has been audited by SGS, India during SEDEX audit and TfS (Together for Sustainability) audit for the performance and policies around Governance, Health & Safety, Ethics and Sustainable procurement which covers all BRSR principles.</p>								

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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

SDG's aligned



Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Familiarisation Programme	100%
Key Managerial Personnel	2	- POSH Awareness - LRM-Compliance Management	100%
Employees other than BoD and KMPs	425	- HRMS Software training - Safety Training - SAP Training - POSH Awareness - HR Induction & Privi Values - ISO Training - IMS Policy & EHS Policy Awareness - Business Ethics & Code of Conduct - Sustainable Business Practices - Human Rights - Employee Wellbeing and Health Awareness - LRM - Compliance Management	100%
Workers	222	- Health & Safety - Awareness Training - Human Rights - Micro-Learning Module - Skill Training	100%



- b. **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 (basis the 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 ₹)	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

- c. **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
Nil	Nil

- d. **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 organisation strongly supports transparency and openness within the organisation and thereby has in place an Anti-Bribery and Anti-Corruption (ABAC) policy. The organisation aims at detection and prevention of fraud, bribery, and all other corrupt business practices and thereby the policy applies to every individual working or who is directly or indirectly associated with the organisation.

The organisation also has Vigil Mechanism & Whistleblower Policy in place whereby the employees can write to the Chairperson of the Audit Committee about their concerns. The policy provides adequate safeguards against victimisation of employees who avail themselves of the mechanism.

The organisation's ABAC policy is the part of HR manual and Vigil Mechanism & Whistleblower Policy as adopted by the Company is available on the Company's website at <https://www.privi.com/investor-relations/corporate-governance/company-policies>.

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

	2023-24	2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

- f. **Details of complaints with regard to conflict of interest:**

	2023-24		2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

- g. **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 organisation has requisite ABAC policy which is reviewed periodically, and corrective actions are taken as and when required. However, since there were no such instances reported, the question of taking any corrective measures does not arise.

- h. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	2023-24	2022-23
Number of days of account payables	94	76

- i. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	2023-24	2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	15%	12%
	b. Number of trading houses where purchases are made from	107 Nos	86 Nos
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	74%	80%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	18%	17%
	b. Number of dealers / distributors to whom sales are made	112	107
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	6%	7%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	15%	12%
	b. Sales (Sales to related parties / Total Sales)	20%	18%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	14%	2%
	d. Investments (Investments in related parties / Total Investments made)	17%	15%

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	<ul style="list-style-type: none"> - Sustainable Business Practices - Product Sustainability (GHG Emission calculation) - Supplier Code of Conduct - Health and safety - Sustainable procurement 	48%

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. In order to avoid/manage conflicts of interest, the Company has formed a 'Code of Conduct for Board members and Senior Management Personnel' wherein a mandatory declaration is obtained from the Directors confirming that they shall not get involved in a situation in which they may have a direct or indirect interest that conflicts with the interest of the Company. Further, the Code also stipulates that the director shall not be involved in taking any decision on a subject matter in which conflict of personal interest arises or which in their opinion is likely to arise.

The Code of Conduct is available on the website.

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Code-of-Conduct.pdf>



PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

SDG's Aligned



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.

	2023-24 (In Lakhs)	2022-23 (In Lakhs)	Details of improvements in the environmental and social impacts
R&D	₹ 283.94	CWIP	The organisation has spent and capitalised an amount of ₹ 33.27 Crores on various initiatives related to sustainability. The amount spent includes setting up 72 KLD Multiple Effective Evaporator (MEE) Plant with ATFD for treatment of liquid effluents, and a RO Plant to reuse the treated water. The Company has also Zero Liquid Discharge facilities at all its units to ensure complete treatment of entire waste water generated during its operations and convert it into salts and reusable water.
Capex	₹ 3,326.56	CWIP	<p>In the year 2023-24, the Company has implemented ZLD facility at its Unit-II and Unit-III in Mahad and Unit-VI in Jhagadia to ensure complete treatment of waste water generated during its operations and convert all effluents into salts and reusable water.</p> <p>The Company has spent an amount of close to ₹ 18 Crores across all units for the ZLD Plant.</p> <p>Furthermore, the Company has installed roof top Solar Panels at a cost of ₹ 3.50 Crores for generation of electricity for its Unit 10 located at Mahad and the same was commissioned from April 2023 onwards, The Company has also formed a Special Purpose Vehicle Company (SPV) for generating Electricity using Solar energy which shall contribute to approx. 25% of its electricity requirements for its Unit 2 located at Mahad. This SPV has commenced operations, and the Company has got a benefit of about ₹ 1.26 Crores due to reduced power costs. The Company has invested an amount of about ₹ 5 Crores in SPV to acquire 26% equity stake with an agreement to get power at subsidised rate for 25 years and an option to buy back the equity.</p> <p>The Company has also embarked upon various sustainability practices capex viz. modifying boilers to enable use of briquettes, etc. The overall amount spent and lying in CWIP as on the year end was ₹ 2.40 Crores.</p>

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

Yes, the organisation recognises its responsibility towards minimising impact on human health, environment and community. We have a sustainable sourcing policy in place wherein it intends to procure materials, products or services in a manner that integrates fiscal responsibility, social equity and environmental stewardship.

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

The organisation sources 91% (inputs to total inputs by value) of its feedstocks from sustainable sources.

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 organisation does not reclaim products, since all the wastes generated are disposed off scientifically to the authorised vendors certified by the Pollution Control Board.

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. We do not collect plastics /packing materials generated during our production process. All wastes are disposed-off scientifically to the authorised vendors certified by the Pollution Control Board.

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.
20119	Aroma Chemicals	100%	Cradle to grave	Yes	Yes, the results are shared with statutory Authorities like MOEF

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
All Products	Since all the products of the organisation are biodegradable, no major risk anticipated	Nil

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	
	2023-24	2022-23
	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:

	2023-24			2022-23		
	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 percentage of products sold) for each product category
Nil	Nil*

* Since the organisation disposes off all the packaging material and since our products are bio-degradable we do not reclaim product and their packaging material.



PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAIN

SDG's Aligned



Essential Indicators

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	473	473	100	473	100	0	0	0	0	0	0
Female	32	32	100	32	100	32	100	0	0	0	0
Total	505	505	100	505	100	32	6.3	0	0	0	0
Other than Permanent Employees											
Male	86	86	100	86	100	0	0	0	0	0	0
Female	12	12	100	12	100	12	100	0	0	0	0
Total	98	98	100	98	100	12	12.2	0	0	0	0

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	167	167	100	167	100	0	0	0	0	0	0
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	167	167	100	167	100	0	0	0	0	0	0
Other than Permanent Employees											
Male	376	0	0	376	100	0	0	0	0	0	0
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	376	0	0	376	100	0	0	0	0	0	0

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

	2023-24	2022-23
Cost incurred on well- being measures as a % of total revenue of the Company	0.065 %	0.115 %

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

Benefits	2023-24			2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100.00%	100.00%	Y
Gratuity	100%	100%	Y	100.00%	100.00%	Y
ESI	0.99%	0.00%	Y	9.27%	0.59%	Y
Others – (Please Specify)	NA	NA	NA	NA	NA	NA

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, the organisation with the intention of promoting a culture of diversity and inclusion for all at its workplace, has enabled premises accessible to differently abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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.

Yes, the organisation strongly promotes equal work opportunity for all and is thereby committed to provide environment that aims at creating a harmonious workplace through supportive work life policies for employees and a culture that creates a sense of belonging such that all employees can achieve their full potential, and thereby the organisation has Anti-Discrimination and Equal Opportunity Policy as the part of their HR manual.

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	1.00	100%	Nil	Nil
Total	1.00	100%	Nil	Nil

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

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

Category	2023-24			2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	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	505	0	0	542	Nil	Nil
Male	473	0	0	501	Nil	Nil
Female	32	0	0	41	Nil	Nil
Total Permanent Worker	167	167	100	169	169	100.00%
Male	167	167	100	169	169	100.00%
Female	0	0	Nil	Nil	Nil	Nil

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

	2023-24					2022-23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	474	343	72%	367	77%	501	501	100.00%	175	34.93%
Female	32	25	78%	32	100%	41	41	100.00%	13	31.71%
Total	506	368	73%	399	79%	542	542	100.00%	188	34.69%
WORKERS										
Male	167	141	84%	103	62%	169	169	100.00%	23	13.61%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	167	141	84%	103	62%	169	169	100.00%	23	13.61%

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

Category	2023-24			2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	473	473	100%	501	501	100.00%
Female	32	32	100%	41	41	100.00%
Total	505	505	100%	542	542	100.00%
WORKERS						
Male	167	167	100%	169	169	100.00%
Female	0	0	Nil	Nil	Nil	Nil
Total	167	167	100%	169	169	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 of such system?**

Yes, the Organisation is certified ISO 45001:2018 standard Certification Accredited by Bureau Veritas Occupational Health & Safety Management System (OHSMS) for all Manufacturing Units in Mahad from Bureau Veritas.

PRIVI continues to uphold health and safety management system which are designed to ensure the well-being of all individuals involved in its operations. This system integrates various standards and guidelines such as Plant Safety Inspection, HIRA (Hazard Identification & Risk Assessment), HAZOP (Hazard Operability) Study, Contractor Safety Management, Safety Round observations on a daily basis. These various checks and balances including SOP's emphasises proactive measures to identify and mitigate risks, promote a safety-oriented culture, and comply beyond regulatory requirements.

Regular health and safety training which includes process safety, mock fire drills are conducted to ensure all employees and workers are aware of the processes in place

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

PRIVI undertakes regular safety audits to identify hazardous and unsafe acts, ensure compliance with standard operating procedures, and assess the performance of the Company's safety measures. The Company focuses on formation, review and enforcement of SOPs, safety in operations, statutory compliance, emergency preparedness, awareness creation and progress review on policy compliance. Our top management periodically reviews progress on compliance of various statutory audits and time bound action plans for redressal of safety observations. Considering the hazards associated with operations and hazardous chemicals used, the site uses structured Hazard Assessment, and Management processes that are regularly reviewed to ensure safety. The process also considers roles and responsibilities, monitoring control and measures, competency training and awareness of individuals associated with such activities.

The organisation follows various measures to identify work-related hazards.

- Hazard identification and risk assessment checklists are used to assess the work-related hazard and to evaluate risk with mitigation measures. All routine and non-routine activities are covered under this tool.
- Risk assessment of new process is evaluated through HAZOP (Hazard and Operability) study and before startup / commissioning of any activity of process/ equipment, we conduct Pre-start up Safety Review (PSSR).
- Job Safety Analysis is conducted for critical hot work, lifting work etc.

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

Yes, PRIVI has several processes and forums for workers to report work-related hazards formally/ informally and through Behaviour Based Safety Observations (BBS). Workers are also encouraged to participate in resolving and mitigating hazards. Such forums include Departmental & Central Safety Committee Meetings, Field Audits/ Observations and Training & Awareness Sessions. These training modules cover aspects of the methodology to identify work-related hazards, analyse the risks associated with it and take subsequent steps to mitigate them. All individuals are expected to set examples with safety behaviours. Each individual is expected to look for unsafe conditions and acts at the workplace and thereafter report them.

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

Yes, the primary focus of PRIVI on Occupation health and safety (OHS) refers to all aspects of health and safety in the workplace with particular focus on preventing accidents and hazards. The Company's commitment to health and safety is also extended to its customers and the communities close to its operations. As per the Factories Act, PRIVI conducts annual medical check-ups twice in a year for all its employees and contract labour working in operating locations. PRIVI also carry- out following activities towards OHS.

1. First aid kit is maintained at both the manufacturing units.
2. 20% of the employees are given first-aid training and refresher course.
3. OHC Centre is maintained at both the operating locations which can be accessed by employees/workers working at locations.

Occupational Health Centre is located at Unit-II.

The OHC has necessary equipment and arrangements for first-aid treatments in compliance with the requirements of Factories Act and Maharashtra Factories Rules.

The OHC is manned with medical assistant and trained first aiders round the clock.

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

Safety Incident/Number	Category	2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) = (No. of Lost time injuries x 10,00,000 / man hours worked) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	1	Nil
	Workers	2	12
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company's plants, facilities and equipment are designed based on careful consideration of statutory requirements, applicable Indian and International Standards for a healthy and safe workplace. One of the key focus areas is the safety of employees by investing in technologies and processes to avoid and minimise the manual interfaces with machines.

A safe workplace is ensured with the help of various elements of Safety Management System which are Operation and Maintenance Procedure, Work Permit System, Personnel Safety using PPEs, Trainings, Risk Analysis and Management, Process Safety information, Management of Change, Safety Audit, Employee Participation in building Safety Culture, Incident Investigation and Analysis, Emergency Planning and Response.



PRIVI continuously identifies and implements solutions to strengthen our safety culture.. Adequate emergency preparedness is also put in place to mitigate any unforeseen eventualities. Acting responsibly according to the guidelines is a long term investment for the Company to continuously improve our environmental health and safety performance and to monitor this progress.

To ensure a healthy workplace, the following measures are taken:

1. On Site Emergency Plan available with clear identification of likely worst-case scenario and responsibilities.
2. Integrated Management System is implemented comprising of ISO 9001, ISO 14001 and OSHA 45001.
3. The Safety Management System comprises of Work Permit System which includes Job Safety Analysis, working at height, Incident Reporting System, Safety Meetings at various levels.
4. Capability building comprises of imparting training at entry level, refresher training and workshops.

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

	2023-24			2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	There were no Complaints, only observations that are done pro-actively, so that action can be taken and can closed in timely manner.	Nil	Nil	Nil
Health & Safety	0	0		Nil	Nil	Nil

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.

Incidents are investigated in accordance with the applicable statutory regulations and guidelines for identification of potential gaps and compliance to the recommendations for systemic improvement with the objective of learning and to avoid recurrence of the same accidents.

PRIVI sees that the recommendations are implemented in time bound manner. Corrective or preventative actions are suggested / recommended for elimination of the causes of potential incidents and PRIVI ensures that the suggested CAPA are appropriate to the magnitude of problems and commensurate with the risks encountered. The Company also ensures that the learnings are disseminated to all associated stakeholders to address all Safety related incident concerns and implement corrective and preventive actions, which are being tracked and reviewed periodically for compliance in time-based manner.

Further, organisation also follows certain regular practices such as:

- All actions compliance levels are tracked, and their statuses are discussed during daily meetings and in departmental safety meetings.
- All actions are characterised by engineering control, administrative controls and are effectively implemented.
- We have also implemented ISO 45001(OSHA) to assure safe and healthful conditions for workers by setting and enforcing standards and providing training, outreach, education and compliance assistance.

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, all employees and workers are covered under the Term Life Insurance, Personal Accident policy. Workers are also covered under the workman compensation policy. Further, all employees and workers are covered under Group Term Life Insurance.

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

The organisation takes proper measures and monitors whether statutory dues have been deducted and deposited by the value chain partners through checklists which is followed by HR department and through periodic audits by various internal and external audit agencies.

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	
	2023-24	2022-23	2023-24	2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes, the entity provides transition assistance programmes to facilitate continued employability and the management of career endings 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	90.00%
Working Conditions	90.00%

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

The organisation conducts regular assessments of health and safety practices and working conditions, however, during the reporting period no concerns/ risk were reported.



PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

SDG's Aligned



Essential Indicators

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

The Company has identified its internal and external group of stakeholders who have an immediate impact on the operations and working of the Company.

The internal stakeholders primarily include:

Employees, Investors and Shareholders

While the external stakeholders are listed as follows:

- Regulatory authorities, • Industry associations, • Customers, • Competitors, • Community and NGOs, • Dealers and distributors, • Suppliers & Contractors • Industry Trade Association

Privi believes in upholding the highest standard of ethics, integrity, transparency and accountability in conducting the affairs of the Company so as to disseminate the information to the stakeholders in a transparent manner. We have, therefore, designed our systems and action plans to enhance performance and stakeholders' value in the long run. Through good corporate governance the Company ensures that business have appropriate decision-making processes and controls in place so that the interests of all stakeholders (shareholders, employees, suppliers, customers and the community) are balanced. To create a culture of good governance, your Company has adopted practices that comprise of performance accountability, effective management control, constitution of Board Committees as a part of the internal control system, fair representation of professionally qualified, non-executive and Independent Directors on the Board, adequate and timely compliance, disclosure of information on performance, ownership and governance of the Company and payment of statutory dues.

Regular engagement with these stakeholders helps the Company in understanding their expectations, review the same internally and imbibe these in developing strategies, plans & business activities.

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 & Marginalised 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	<ul style="list-style-type: none"> ✓ Communication with VP's, ✓ Goal setting and performance appraisal meetings/review, ✓ Exit interviews, ✓ Union meetings, ✓ Wellness initiatives, ✓ Engagement activities, ✓ Email, ✓ Intranet, ✓ Website, ✓ Training programmes, ✓ Circulars, publications, newsletter 	Ongoing	<ul style="list-style-type: none"> ✓ Operational efficiencies, ✓ Company Strategy, ✓ Healthy working environment, ✓ Improvement areas, ✓ Career enhancement, ✓ Succession planning, ✓ Long-term strategy plans, training and awareness, ✓ Responsible marketing, ✓ Brand communication, ✓ Health, safety and engagement initiatives.

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Shareholders	No	<ul style="list-style-type: none"> ✓ General Meetings, ✓ Shareholder meets, ✓ Email, ✓ Stock Exchange (SE) intimations, ✓ Investor / analysts meet / conference calls, ✓ Annual report, ✓ Quarterly results, ✓ Media releases, ✓ Company / SE website 	Quarterly	<ul style="list-style-type: none"> ✓ Profitability and financial stability, ✓ Growth prospects, ✓ Information update, ✓ ESG practices, ✓ Share price appreciation/ depreciation, Dividend
Customers	No	<ul style="list-style-type: none"> ✓ Website, ✓ Customer meets, ✓ Customer plant visits, ✓ Focussed group discussion, ✓ Trade body membership, ✓ Complaints management, ✓ Email, ✓ Helpdesk, ✓ Conferences, ✓ Business Development meetings with key customers, satisfaction Survey 	Ongoing	<ul style="list-style-type: none"> ✓ Product compendium, ✓ Quality and availability ✓ Responsiveness to needs, ✓ After sales service, ✓ Responsible guidelines/ manufacturing, ✓ Company's Sustainability disclosures, ✓ Life cycle assessment
Suppliers/ Vendors	No	<ul style="list-style-type: none"> ✓ Website, ✓ Vendor Assessment/ Onsite Audit, ✓ Suppliers Meet, Prequalification / vetting, ✓ Trade Association Meets/ Seminar, ✓ Exhibitions, contract management/review 	Ongoing	<ul style="list-style-type: none"> ✓ Quality, ✓ Timely delivery and payments, ✓ ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ✓ ISO and OHSAS standards ✓ Supplier Code of Conduct guidelines



Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Communities	No	<ul style="list-style-type: none"> ✓ Meets (of community / local authority and town council / committee / location head), ✓ Community visits and projects, ✓ Partnership with local charities, ✓ Volunteerism, seminars / conferences 	Quarterly	<ul style="list-style-type: none"> ✓ Waste management, ✓ Pure drinking Water System, ✓ Climate change impacts ✓ Community development ✓ Sustainability, ✓ Livelihood support, ✓ Disaster management training, ✓ Support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, ecosystem development
Statutory Authorities	No	<ul style="list-style-type: none"> ✓ Meetings with local / state/ national government and ministries, ✓ Seminars, ✓ Media releases, ✓ Circulars, ✓ Membership in local enterprise partnership and industry bodies (CHEMEXCIL, FICCI, FAFAI, IFRA, MMA) 	Ongoing	<ul style="list-style-type: none"> ✓ ESG practices (climate change roadmap, Carbon footprint, frameworks for sustainability, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), ✓ Advocacy policy, ✓ Timely contribution to exchequer/ local infrastructure, proactive engagement

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 organisation has a set procedure wherein, the management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The organisation has stakeholder relationship committee that updates the progress on the actions to the Management and takes inputs periodically on a quarterly basis.
- 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 organisation engages through various interactive sessions with its stakeholders like that of talk forums, meetings, customer meets and many others, so as to identify and prioritise the issues pertaining to economic, environmental and social topics. Since this is an evolving process the suggestions by the stakeholders are filtered through Board processes made by policies/ SOP.
- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.**

The organisation has not come across any such instance. However, it has proper procedure in place to identify and deal with any such issues which comes to is knowledge.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

SDG's Aligned



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	2023-24			2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	505	505	100.00%	542	542	100.00%
Other than permanent	98	98	100.00%	130	130	100.00%
Total Employees	603	603	100.00%	672	672	100.00%
WORKERS						
Permanent	167	167	100.00%	169	169	100.00%
Other than permanent	376	376	100.00%	Nil	Nil	Nil
Total Workers	543	543	100.00%	169	169	100.00%

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

Category	2023-24					2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	505	Nil	Nil	505	100%	542	Nil	Nil	542	100.00%
Male	473	Nil	Nil	473	100%	501	Nil	Nil	501	100.00%
Female	32	Nil	Nil	32	100%	41	Nil	Nil	41	100.00%
Other than Permanent	98	Nil	Nil	98	100%	130	Nil	Nil	130	100.00%
Male	86	Nil	Nil	86	100%	114	Nil	Nil	114	100.00%
Female	12	Nil	Nil	12	100%	16	Nil	Nil	16	100.00%
WORKERS										
Permanent	167	Nil	Nil	167	100%	169	Nil	Nil	169	100.00%
Male	167	Nil	Nil	167	100%	169	Nil	Nil	169	100.00%
Female	0	Nil	Nil	0	0	Nil	Nil	Nil	Nil	Nil
Other than Permanent	376	Nil	Nil	376	100%	Nil	Nil	Nil	Nil	Nil
Male	376	Nil	Nil	376	100%	Nil	Nil	Nil	Nil	Nil
Female	0	Nil	Nil	0	0	Nil	Nil	Nil	Nil	Nil

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

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	2	22,200,000	0	0
Key Managerial Personnel	1	10,438,784	1	1,344,008
Employees other than BoD and KMP	470	650,008	31	704,132
Workers	167	686,604	0	0

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	2023-24	2022-23
Gross wages paid to females as % of total wages	3.44%	2.89%

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, the organisation strongly believes that for the employees to be productive and conducive at work, a proper mechanism needs to be implemented and thereby the organisation has framed grievance redressal policy to address any concerns relating to human rights. The organisation therefore has set up a grievance redressal committee for reporting such issues, consisting of senior officials of the organisation.

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

Privi is committed to provide a productive and conducive work environment where grievances are dealt with fairly and promptly. The Grievance Redressal Policy ensures that any/all grievances are dealt with promptly, fairly and in accordance with Policies of the Organisation. This Policy should be read in conjunction with other Policies such as the Whistleblower Policy etc. The mechanism to redress grievances is stated in the said Policy which advocates forming a Grievance Redressal Committee to deal with grievances of its employees and other stakeholders. There is a three tier Grievance Redressal procedure with a timeline of two weeks for completing the process.

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

	2023-24			2022-23		
	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	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human Rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filled under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	2023-24	2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The organisation aims to provide its employees "Great Place to Work" and thereby has framed policies and procedures to keep a check on instances of discrimination and harassment. Further, the Company takes necessary measures to protect the complainant employee's identity confidential and ensures no harm to his/her employee.

Necessary provision has included in various policies to deal with discrimination and harassment in any form.

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

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

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	90.00%
Forced/involuntary labour	90.00%
Sexual Harassment	90.00%
Discrimination at workplace	90.00%
Wages	90.00%
Others- (please specify)	Nil

Formal assessment has been done through SMETA Audit (SEDEX guidelines) by SGS India Pvt Ltd.

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

Not applicable, since no significant risks/ concerns arose from the assessment, and thereby no actions are required to be taken pursuant to the assessments done.

Leadership Indicators

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

The organisation with the aim to keep its working environment great, has in place grievance redressal policy, applicable to all individuals associated with the organisation.

However, the organisation during the year have not identified any major issue relating to Human Rights violation, however, the policy has regularly been monitored and requisite modification are made as and when required.

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

Not Applicable, since during the reporting period no formal 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?

Yes, the organisation promotes a culture of diversity and inclusion for all at its workplace, and thereby has developed premises accessible to differently abled visitors as per the requirements of the 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	All these factors are part of Privi Code of Conduct. The Company takes declarations from all value chain partners as a part of adherence to the CoC as part of their contract / purchase orders.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others- (please specify)	

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

No such significant risks / concerns and hence not applicable.

**RINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT****SDG's Aligned****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	2023-24 In GJ	2022-23 in GJ
From renewable sources		
Total electricity consumption (A)	13,880	Nil
Total fuel consumption (B)	110	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	13,990	Nil
From non-renewable sources		
Total electricity consumption (D)	193,640	190,670
Total fuel consumption (E)	2,005,390	1,799,850
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	2,199,030	1,990,520
Total energy consumed (A+B+C+D+E+F) in GJ	2,213,020	1,990,520
Energy intensity per rupee of turnover (Total energy consumed in GJ / Revenue from operations in rupees)	0.0001292	0.0001238
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ / Revenue from operations adjusted for PPP in \$)*	0.00046	0.00044
Energy intensity in terms of physical Output (Total energy consumed in GJ / Total production in KG)	0.065	0.069

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88

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, assessment has been carried out by third party and Assurance Statement has been published as a part of Sustainability Report for the year 2023-24 and available on our website <https://www.privi.com/sustainability>.

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, since the organisation does not have sites/ facilities identified as Designated Consumer under the PAT Scheme.

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

Parameter	2023-24	2022-23
Water withdrawal by source (in litres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water (MIDC water)	528,421,000	527,156,000
(iv) Seawater / desalinated water	Nil	Nil
(v) Others – (Tanker Water)	13,306,240	Nil
(vi) Rainwater	4,015,000	3,363,000

Parameter	2023-24	2022-23
Total volume of water withdrawal (in litres) (i + ii + iii + iv + v+ vi)	545,742,240	530,519,000
Total volume of water consumption (in litres)	500,270,000	496,364,000
Water intensity per rupee of turnover (L of consumption/turnover in rupees)	0.029	0.030
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in Litres / Revenue from operations adjusted for PPP in \$)*	0.105	0.111
Water intensity in terms of physical output – (L of consumption/ KG of production)	14.80	17.36

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88

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, assessment has been carried out by third party and Assurance Statement has been published as a part of Sustainability Report for the year 2023-24 and available on our website <https://www.privi.com/sustainability>.

4. Provide the following details related to water discharged:

Parameter	2023-24	2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	CETP	CETP
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	45,472 KL	33,839 KL Primary, Secondary, and Tertiary treatment meeting all the PCB norms
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment	Nil	Nil
Total water discharged (in kilolitres)	45,472 KL	33,839 KL

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, assessment has been carried out by third party and Assurance Statement has been published as a part of Sustainability Report for the year 2023-24 and available on our website <https://www.privi.com/sustainability>.

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

The organisation has implemented Reverse Osmosis Plant and Multi Effect Evaporator plant to recycle, and reuse treated waste water which enables to utilise treated water. The organisation's Jhagadia unit (Gujarat) is designated as ZLD by Gujarat Pollution Control Board. Further, at Mahad unit (Maharashtra) the organisation has implemented ZLD in its unit-II & U-III and the maximum water has been recycled back into the process.

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

Parameter	Please specify unit	2023-24	2022-23
NOx	MT	0.928	-
SOx	MT	38.85	-
Particulate matter (PM)	MT	4.11	-
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others		Nil	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.

Yes, assessment has been carried out by third party and Assurance Statement has been published as a part of Sustainability Report for the year 2023-24 and available on our website <https://www.privi.com/sustainability>.

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

Parameter	Unit	2023-24	2022-23
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	178,619.21 MT CO ₂ e	Total: 160,313.8 MT CO ₂ e Breakup: CO ₂ : 137,163.01 N ₂ O: 2.34 CH ₄ : 16.12
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	38,512.50 MT CO ₂ e	43,164.86 MT CO ₂ e*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in ₹ Crores)		126.82 MT CO ₂ e per Crores Turnover	126.62 MT CO ₂ e per Crores Turnover
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions in MTCO ₂ e / Revenue from operations adjusted for PPP in \$ CRORES)*		457.71 MTCO ₂ e per \$ Crores	456.95 MTCO ₂ e per \$ Crores
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MTCO ₂ e of consumption/ MT of production)		6.42 MT CO ₂ e per MT production. Total production considered: 33800 MT	7.11 MT CO ₂ e per MT production. Total production considered: 28589 MT

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88

*Note (Scope-2 Emissions): Corporate office emissions (owing to electricity consumption at HO) were not included as no significant contribution to emissions was observed.

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, assessment has been carried out by third party and Assurance Statement has been published as a part of Sustainability Report for the year 2023-24 and available on our website <https://www.privi.com/sustainability>.

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

Yes, the Company has embarked on a carbon emission reduction journey and has developed a ESG roadmap with several initiatives to achieve this goal. In March 2023, the Company has completed project called Privi Lungs of Mahad – Miyawaki Combo Biodiversity & Livelihood plantation at Amshet-Mahad which Sequester 1100 tons of carbon dioxide every year.

The Company has invested in renewable energy sources to reduce dependency on fossil fuels and reduce greenhouse gas emissions (GHG) e.g. Solar power projects (0.4 MW roof top & 10 MW through open access are already installed & commissioned in 2023-24) and other energy solutions like use of biomass and biofuel, transition to Electric Vehicles (EVs) company-owned, for employee travel. The Company has also focussed on improving energy efficiency in manufacturing processes by adopting advanced technologies, optimising equipment efficiencies and implementing energy management systems. The Company is implementing interventions such as solar projects, waste generation reduction and waste heat recovery. The Company has implemented systems to monitor and measure greenhouse gas emissions across its operations for identifying areas for improvement and drive a continuous reduction in emissions. The Company supports research and development initiatives aimed at developing new technologies and processes that reduce greenhouse gas emissions to fulfil its Science Based Targets commitment for Net Zero by 2050.

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

Parameter	2023-24	2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	9.5
E-waste (B)	0.73	1.92
Bio-medical waste (C)	0.0002519	Nil
Construction and demolition waste (D)	3368.55	960
Battery waste (E)	1.0715	33 nos
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. (G) (ETP waste, sludge from Multiple Effect Evaporator (MEE) and other waste residues sent to Authorised member of solid waste treatment (Mahad Waste Management Limited (MWML) and Bharuch Enviro Infrastructure Limited (BEIL).	5,567.45	7,968.156
Other Non-hazardous waste generated (H). (Other scrap, Boiler ash, paper etc.)	2,224.612	2,515
Total (A+B + C + D + E + F + G + H)	11,162.41	11,454.57
Waste intensity per rupee of turnover (Total waste generated in MT / Revenue from operations in ₹ Crores)	6.52	7.12
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in MT / Revenue from operations adjusted for PPP in \$ Crores)*	25.53	25.72
Waste intensity in terms of physical output of (Total waste generated / MT of production)	0.3302	0.4006
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	17,086.54	Nil
(ii) Re-used	9.358	Nil
(iii) Other recovery operations	Nil	Nil
Total	17,095.89	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	348.49	154.7
(ii) Landfilling (we are sending waste to authorised member of waste treatment plant (Mahad Waste Management Limited (MWML) and Bharuch Enviro Infrastructure Limited (BEIL) who further processed for landfilling and Incineration)	5,260.34	4,694.75
(iii) Other disposal operations	Nil	Nil
Total	5,608.83	4,849.45

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88

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, the data with respect to the said assessment is already in the public domain i.e with MPCB as well as Ministry of Environment and Forest (MoEF).

Additionally, the assessment has been carried out by third party and Assurance Statement has been published as a part of Sustainability Report for the year 2023-24 and available on our website <https://www.privi.com/sustainability>.

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

The Company has a membership with Mumbai Waste Management Limited (MWML) in Maharashtra and Bharuch Enviro Infrastructure Limited (BEIL) in Gujarat who are responsible for further processing of landfilling and incineration operation as per local laws. For discharge of treated effluent, the Company has the membership of Common Effluent Treatment Plants (CETP) at Mahad. The annual returns on quantity of waste generated is being reported to the state pollution control board by filling and submission of form IV & V (Rules & Regulation Published in the [Gazette of India, Part-II, Section-3, Sub-section (ii)] Ministry of Environment, Forest and Climate Change).

The Effluent Treatment Plants (ETP) of each unit is equipped with primary, secondary, tertiary treatment followed by Reverse Osmosis (RO) system. Tertiary treated effluent is either recycled through RO or discharged to the common effluent system. The Aqueous effluent generated from processes having low COD and high TDS is fed to the Multiple Effect Evaporator (MEE) along with the RO reject, and condensate of the evaporator is sent for treatment in the Effluent treatment plant or recycled/reused. The sludge generated from the evaporator/ETP is sent to an authorised secured landfill site. High calorific and high TDS value hazardous waste is sent for processing to authorised co-processors and further to cement industry.

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

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.
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Not Applicable, since none of our unit is located at ecologically sensitive area.

12. 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
Nil*	---	---	---	---	--

Note* - The latest SIA was done in Year 2022 and there were no expansion proposed since 2022, therefor no EIA conducted as per EIA notification 2006 requirement.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, 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
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Yes, the organisation is in compliance with all the applicable environmental legislations.

Leadership Indicators

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

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

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

Parameter	2023-24	2022-23	
Water withdrawal by source (in kilolitres)			
(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 in KL/ Turnover of Crores in rupee)			
Water intensity (Water consumed in KL /production qty in MT)			
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water		Not Applicable	
- 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) - No water discharge as unit is ZLD (Zero Liquid Discharge).			

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.

Not applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.

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

Parameter	Unit	2023-24	2022-23
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	Total-40254.49 MT CO2e	Total: 111,259.94 MT CO2e
Total Scope 3 emissions (MT of CO2e/ Turnover in ₹ Crores)		23.51	69.23
Total Scope 3 emission intensity – (MT of CO2e/ MT production)		1.32 MT CO2e/ MT production	3.89 MT CO2e/ MT production

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.

The data is disclosed under CDP.

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, since none of our unit is located at ecologically sensitive area.



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	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy conservation	Dry vac pumps (10 nos. Ital vac) installed to save Power consumption, steam consumption & Effluent load reduction.	Savings will reflect in 2024-25
2	Water Recycling Project	<ul style="list-style-type: none"> i. Process condensate recovery and reusing it in process. ii. Steam Condensate Recovery iii. Heat recovery from distillation column condensers to preheat the boiler feed water (DM Water) thereby reducing load on cooling towers & saving preheating steam. 	Reduction in water consumption
3	Vapour absorption machines (VAM) for Chilled water system Thus, reducing power consumption on chilling plants (Stopped Mechanical chillers).	Commissioned Vapour Absorption Machines (200 TR VAM) which works on available unused flash steam and hot water (Using waste steam from C-columns) for Chilled Water generation.	The reduction in power consumption on chilling plants (Stopped Mechanical chillers).
4	Solar Power Project	<ul style="list-style-type: none"> i. 400 KWH roof top solar plant commissioned in Mahad. ii. 925 KWH Captive Cogen turbine installed at Unit -4 done iii. 10 MW open Access solar power plant commissioned in Feb-2024 	Solar power consumption during year 2023-24 is 13880 GJ
5	Waste Management Initiatives	<ul style="list-style-type: none"> i. Spent acids and other byproducts are sent for recycling to authorise end user to make useful products. ii. Sulfuric acid concentration plant is operational at site for recycle of spent acid. 	Reduction in waste generation and safe disposal.
6	Transition to Electric Vehicles (EVs) for company-owned vehicles	The company travel for employees from corporate office to Manufacturing site has been shifted to Electric vehicle. The kilometres travelled in year 2023-24 is 79,150 km.	Reduction of Carbon Emission
7	Carbon sequestration Privi Lungs of Mahad – Miyawaki Combo Biodiversity & Livelihood plantation at Amshet-Mahad	43865 Trees Planted at Amshet, Mahad to help heal mother earth & help restore the Ecosystem + generate livelihood for local labours & Community.	<ul style="list-style-type: none"> I. Sequester 1,100 tons of carbon every year II. Helping to generate income for local farmers III. Contributing to improve the air & ambient quality in Mahad IV. Helping to improve the water tables & water quality V. Improve bio diversity of trees , birds, bees & butterflies
8	Energy Conservation	The Atmospheric Fluidised Bed Combustion Boiler (AFBC) of capacity 55 TPH installed which reduces fuel as well as electricity consumption.	<ul style="list-style-type: none"> i. The Steam to Fuel ratio of the Boiler has increased to Avg. 6.6 from 6.33 Kg/Kg. ii. The fuel consumption of the 55TPH Boiler is lower compared to existing boilers.

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

Yes, the organisation has Business Continuity Plan (BCP) & Disaster management plans in place. The organisation has identified risk related to any loss of connectivity, utility service, injury, staff loss material shortage and many others, which can disrupt the continuity of business, thereby the organisation has mitigation plans in place mentioning all probabilities and ways through the same. The organisation also reviews the same every year.

The Disaster Management plan covers entire Plants and Office Operations, Supply Chain, IT, etc & all possible scenarios are covered and considered in the plan. The disaster management plan is submitted to Directorate of Industrial Safety and Health (DISH). We also conduct mock drills every quarter to maintain high state of emergency preparedness.

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?

During the year, no significant adverse impact to the environment, arising from the value chain of the entity has occurred.

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

We assess our supplier based on Environmental, Social and Governance (ESG) aspects. The protocol includes ESG criteria such as- Climate change, environment, health & safety, labour and human rights and governance such as ethics and compliance, fair business practices, etc. During the reporting period, 50.86% of our suppliers were assessed for environmental impacts.



PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.

SDG's Aligned



Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

The organisation is affiliated with 9 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	International Fragrance Association (IFRA)	International
2	Chemical Export Promotion Council (CHEMEXCIL)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Flavours and Fragrance Association of India (FAFAI)	National
5	Export Inspection Agency (EIA)	National
6	Indian Institute of Packaging (IIP)	National
7	Indo-Arab Chamber of Commerce and Industries	National
8	Indian Merchants' Chamber (IMC)- Chamber of Commerce and Industry	National
9	Mahad Manufacturers Association (MMA)	State

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, because no adverse orders from regulatory authorities were received.		

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
1	Statutory and regulatory enactments, applicable to the Company	Representation Through the industry association.	-	As and when required	-

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

SDG's Aligned



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
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During the current financial year no SIA of projects were undertaken by the entity based on 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 ₹)
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The organisation has not undertaken any project during the year attracting the provisions of rehabilitation and resettlement.

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

The organisation engages with the community by conducting informal and formal meetings apart from programme specific meetings to facilitate harmony.

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

	2023-24	2022-23
Directly sourced from MSMEs/ small producers	6%	5%
Sourced directly from within the district and neighbouring districts	42.01%	100%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	2023-24	2022-23
Rural	Nil	Nil
Semi-Urban	81.05%	83.41%
Urban	Nil	Nil
Metropolitan	19.50%	16.59%

(Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	Not Applicable, since no SIA was undertaken by the organisation

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 ₹)
	Nil	Nil	Nil



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

Considering the type of industry and our requirements, we are committed to include the marginalised groups and look forward to jointly scale up the business.

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

While considering the type of industry and specialised requirements, the organisation has not been able to identify the marginalised/ vulnerable group, however, the same is being explored.

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

Not applicable at present.

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, since no Intellectual Property was acquired by the entity				

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, since no Intellectual Property was owned or acquired by the entity		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Health & Hygiene	5,500	Data for the above is not ascertainable, howsoever the CSR team would endeavour the data collection on the same in the coming years.
2	Environment	Public at large	
3	Education	4,500	

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

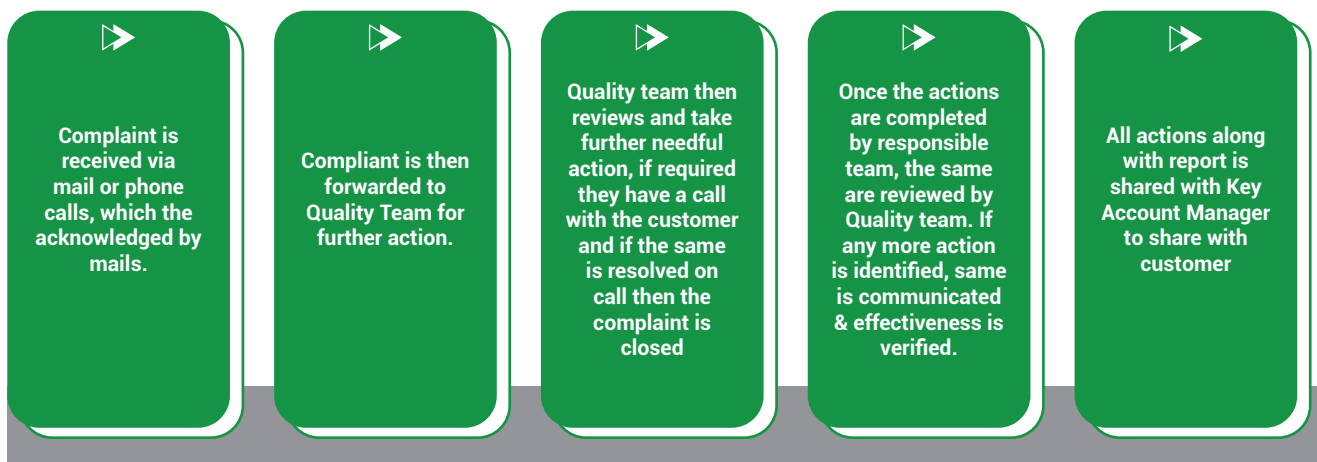
SDG's Aligned



Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

For any organisation, it is important to keep its customers happy and resolve their concerns. The organisation has set procedure for the resolving its customers concern. The same is presented below:



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%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	2023-24		Remarks	2022-23		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
Other	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

Privi has a robust Cyber Security policy which provides guidelines for addressing cyber security and related risks and the mitigation of such risks. Web Link: <https://www.privi.com/privacy-policy>

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 reported.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

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.

c. Impact, if any, of the data breaches

NA

Leadership Indicators

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

The organisation being a customer driven entity, for easy accessibility of its product, it keeps the details and information related to product updated & available on its website.

The web-link for the same is: <https://www.privi.com/fragrances/our-product>

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

The organisation always ensures to keep its website updated and also educates customers about product's safe and responsible usage through its website. Further, the organisation also shares all products MSDS (Material Safety Data Sheet) & PDS (Product Safety Data Sheet) with all its customers and also labelling procedures are in place.

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

Even though the Company does not fall under the essential service category, through emails and phone calls, it informs its consumers of any risk of disruption/discontinuation of essential services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/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)

The Company being highly regulated industry, follows and fulfils all its statutory and mandatory labelling requirements, however, it does not provide any involuntary information over the product. The organisation further conducts customer satisfaction survey annually.