

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L242229AS1973PLC001446
2	Name of the Listed Entity	Amines & Plasticizers Limited
3	Year of incorporation	05-Sep-1973
4	Registered office address	T-11, Third Floor, Grand Plaza, Paltan Bazar, G.S.Road, Guwahati – 781008, Assam.
5	Corporate address	Shivsagar Estate, D Building, 6 th Floor, Dr. Annie Besant Road, Worli, Mumbai – 400018, Maharashtra, India.
6	E-mail	info@amines.com
7	Telephone	022-62211000
8	Website	www.amines.com
9	Financial year for which reporting is being done	FY 2024-2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) Scrip Code: (506248) National Stock Exchange (NSE). NSE Symbol: AMNPLST
11	Paid-up Capital	₹ 11,00,40,000/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Omkar Mhamunkar cs@amines.com 022-62211004
13	Reporting boundary	Disclosures made in this report are on a standalone basis.
14	Name of assurance provider	-
15	Type of assurance obtained	-

II. Products/Services

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

Sr. No.	Description of main activity	Description of Business activity	% of Turnover of the entity
1	Manufacturing of Chemicals	Manufacturing, Trading of Chemicals	100%

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

Sr. No.	Name of Product/Service	NIC Code	Total Turnover (%)
1	Alkanolamines & Alkyl Alkanolamines	201	31.77%
2	Gas Treating Chemicals & Solvents	201	45.14%
3	Ethylene Oxide / Propylene Oxide Derivatives	201	10.36%
4	Morpholine Derivatives	201	11.14%

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	3	2	5
International	0	1	1

19. Markets served by the entity

a. Number of locations

Locations	Numbers
National (No. of States)	15
International (No. of Countries)	85

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

53.41%

c. A brief on types of customers

Sr. No.	Type of Customers
1	Petrochemicals/Refineries
2	Viscose Fibres
3	Pharmaceutical
4	Fertilizer
5	Oil & Gas
6	Specialty Chemicals (Cosmetics, Detergents, Textile Auxiliaries) electronics

IV. Employees

20. Details at the end of Financial Year: March 31, 2025

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	253	235	92.89	18	7.11
2	Other than Permanent (E)	05	05	100	0	0
3	Total Employees (D+E)	258	240	93.02	18	6.98
WORKERS						
1	Permanent (F)	16	16	100	0	0
2	Other than Permanent (G)	135	135	100	0	0
3	Total Workers (F+G)	151	151	100	0	0

b. Differently abled Employees and workers:

Amines & Plasticizers currently do not have "Differently Abled" employees in the company.

21. Participation/Inclusion/Representation of women

Standalone	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6*	2	33.33
Key Management Personnel	2*	0	0

* Mr. Hemant Kumar Ruia is Chairman and Managing Director and KMP also and hence to avoid duplication, his count is taken only in Board of Directors. Key Managerial Personnel are Company Secretary and Chief Financial Officer who are Non Board members.

22. Turnover rate for permanent employees and workers

Particulars	FY 2024-2025			FY 2023-2024			FY 2022-2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (%)	2.70%	0.00%	0.49%	3.54%	0.00%	3.54%	5.26%	0.00%	5.26%
Permanent Workers (%)	0.00%	0.00%	0.00%	7.69%	0.00%	7.69%	28.57%	0.00%	28.57%

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

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

Amines & Plasticizers Limited FZ LLC (Wholly Owned Foreign Subsidiary)

VI. Corporate social responsibility CSR Details

Section	Details	Company Particulars
24. i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
24. ii)	Turnover (in ₹) for Amines & Plasticizers Limited	₹ 65,583.76 Lakhs
24. iii)	Net Worth (in ₹) for Amines & Plasticizers Limited	₹ 25,465.50 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-2025			FY 2023-2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.amines.com/pdf/policies/stakeholder-engagement-policy.pdf	Nil	Nil	-	Nil	Nil	-

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-2025			FY 2023-2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes https://www.amines.com/pdf/policies/investors-grievance-redressal-policy.pdf	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes https://www.amines.com/pdf/policies/investors-grievance-redressal-policy.pdf	Nil	Nil	-	1	Nil	-
Employees and workers	Yes https://www.amines.com/pdf/policies/stakeholder-engagement-policy.pdf	Nil	Nil	-	Nil	Nil	-
Customers	Yes https://www.amines.com/pdf/policies/stakeholder-engagement-policy.pdf	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes https://www.amines.com/pdf/policies/stakeholder-engagement-policy.pdf	Nil	Nil	-	Nil	Nil	-

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Air Emissions	Risk	In India, emissions of SO _x , NO _x , SPM, and particulate matter from diesel generators (DG) and boilers have been linked to serious health hazards. In addition to frequently resulting in hefty fines, non-compliance with the standards established by regulatory agencies such as the CPCB can have serious long-term effects on human health and the environment. To lessen these effects, it is essential to observe and abide by these rules.	APL consistently monitor air emissions from manufacturing operations and apply necessary controls to ensure that emissions stay within permissible limits. Our operation's key air emissions, such as particulate matter, Sulphur oxides, and nitrogen oxides, are consistently monitored by an independent third party to guarantee adherence to all relevant regulatory standards.	Negative
2	GHG Emissions	Risk	In addition to contributing to climate change, unmanaged GHG emissions expose businesses to tangible risks such as resource shortages, supply chain disruptions, and extreme weather. Stricter government rules on emissions, like carbon pricing and reporting obligations, make non-compliance risky from a legal and financial standpoint. Furthermore, rising investor and customer knowledge of environmental issues can undermine a company's brand by undermining consumer confidence and competitiveness.	Considering the energy-intensive nature of our activities, we consider effective emission control to be a major objective and a significant emphasis. The company's extensive Greenhouse Gas (GHG) policy demonstrates its commitment to addressing climate change. Our proactive strategy for lowering GHG emissions across all operations is described in this policy. By deploying sustainable technology, switching to renewable energy sources, and adopting energy-efficient practices, we aim to reduce our carbon footprint.	Negative
3	Energy Management	Risk	Inefficient energy consumption raises greenhouse gas emissions, which affects a business's reputation, sustainability, and compliance as well as its environmental impact. Companies that rely on non-renewable energy sources run the danger of resource scarcity and price instability; therefore, switching to renewable energy is essential to lowering reliance on limited resources.	Due to the energy-intensive nature of the chemical industry, efficient energy management is essential. We understand the significance of energy consumption and greenhouse gas emissions in the chemicals and fluorocarbons industry. Through increased productivity and ongoing improvements in manufacturing techniques, we intend for to achieve better sustainability and lessen our carbon impact.	Negative
4	Water and Effluent Management	Risk	Water is used in many different processes in the chemical industry. Different phases of the production process require varying degrees of water purity. We believe it is our duty to increase water reuse and recycling while lowering freshwater consumption and wastewater creation.	APL has progressed towards attaining Water Positive status at its manufacturing facility by installing a plant featuring a Zero Liquid Discharge system that utilises multi-stage reverse osmosis and a permeate system. Zero Liquid Discharge plant incorporates a multi-stage Reverse Osmosis (RO) system for the treatment and reuse of effluent from the current Effluent Treatment Plant (ETP).	Negative

26. Overview of the entity's material responsible business conduct issues (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Waste Management	Risk	Being a major participant in the chemical business, we are committed to reducing waste production and making sure that each and every rule pertaining to hazardous and non-hazardous waste is managed, handled, and disposed of properly. Effective waste management, in our opinion, is crucial to environmental preservation. Making ensuring that the waste generated at our facilities is appropriately separated and disposed of in complete accordance with the applicable regulations is our duty.	<p>We strictly adhere to the 3R principle of reduce, recycle, and reuse.</p> <p>The management, storage, and disposal of both hazardous and non-hazardous waste adheres strictly to all legal requirements, as outlined in APL's "Environmental Policy for Waste Management".</p> <p>The waste generated by our Company is within the permissible limits set by Central or State Pollution Boards (CPCB/SPCB).</p>	Negative
6	Human Rights	Risk	Prioritising human rights helps businesses establish enduring, mutually beneficial relationships with all of their stakeholders, including customers, communities, workers, and investors. A strong human rights governance framework might have a detrimental effect on our company's social performance, particularly with regard to workers, the workforce, and the community. Working conditions, child and forced labour, fair wages, gender diversity, sexual harassment prevention, freedom of association, and collective bargaining are all important topics that should be covered under this framework.	APL has a robust Code of Conduct, Whistle Blower Policy and POSH Policy. All these policies are applicable to Employees, and affiliates.	Negative
7	Diversity and Inclusion	Opportunity	Encouraging diversity and inclusion (D&I) boosts a company's brand and stakeholder connections while demonstrating a commitment to equality, fairness, and human rights. Additionally, it promotes a courteous and upbeat workplace, which raises employee engagement, morale, and retention.	By contributing a variety of views, talents, skills, and areas of experience, a diverse staff expands our capacity to serve our clients. Our HR philosophies support treating all workers fairly, irrespective of their social standing, gender, age, ethnicity, religion, or colour, among other factors.	Positive

26. Overview of the entity's material responsible business conduct issues (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Community Engagement	Opportunity	Establishing connections built on trust and maintaining active community engagement with APL are essential for promoting social development and resolving any possible objections or concerns from these groups.	APL's CSR activities support developmental areas across education, healthcare, and environmental sustainability.	Positive
9	Occupational Health and Safety	Risk	Hazardous chemical exposure is a possibility for APL employees and workers. In the worst situation, disregarding health and safety regulations may result in more mishaps and injuries, expensive legal action, a smaller staff, worse employee morale, or even potentially jeopardise business profitability. As a reflection of our commitment to protecting the health and safety of our workers, we have put in place a robust EHS management system that includes thorough hazard identification, mitigation techniques, root cause analysis of events, and corrective action plans in order to prevent these risks.	The health and safety of our employees is our top priority at APL. Our factories have proudly reached zero deaths, and there haven't been any shutdowns or malfunctions brought on by a shortage of workers. To guarantee the safety and wellbeing of our employees, we have put in place a number of measures, such as health insurance, safety training, high-quality PPE kits, frequent third-party safety audits.	Negative
10	Business Ethics and Compliance	Risk	The dynamic and complex environment in which we operate exposes us to risks pertaining to ethical business practices and corporate governance. Any unethical behaviour might harm our company's reputation and result in fines, penalties, and unfavourable financial outcomes.	At APL, we believe that sound corporate governance is a prerequisite for efficient management techniques. We maintain the greatest standards of morality and conduct, making sure that all applicable laws and internal guidelines are followed. The Vigil Mechanism (Whistle-Blower Policy) and Code of Conduct Policy have been put into place by the Board of Directors and apply to all dedicated employees, senior management, key managerial staff, and directors.	Negative

26. Overview of the entity's material responsible business conduct issues (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Data Security and Privacy	Risk	Data security breaches pose a serious threat to intellectual property and competitive advantage in the chemical sector because of its reliance on proprietary research and methods. Cyberattacks may damage company relationships, interfere with operations, and steal confidential information. In order to defend the company's reputation and preserve confidence with stakeholders, investors, and consumers, strong data protection procedures are essential.	The data protection and information security policy of APL guarantees the availability, confidentiality, and integrity of data by adhering to regulatory requirements, putting risk-based security measures in place, and enforcing stringent access restrictions.	Negative

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	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.amines.com/policies.html								
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	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has developed policies for its significant operations in conformance with the international standards such as ISO 9000:2015, ISO 14001:2015 and ISO 45001:2018								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is making an effort to guarantee that the Principles of National Guidelines on Responsible Business Conduct are implemented, but it has not defined any clear objectives with a deadline. After carefully evaluating its strategic position, the company will create clear goals, targets, and commitments along with a deadline.								
		The Company is engaging with subject matter experts and actively pursuing sustainability improvement agenda.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA. As detailed in Point No. 5 above, the Company is in process to defined the measurable targets and commitments. However, the Company continues to ensure effectiveness as well as improvement in its conduct to achieve the commitments as mentioned in above para.								

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)	We are pleased to share our Business Responsibility and Sustainability Report (BRSR), which demonstrates our dedication to ethical business practices, sustainability, and long-term value for all parties involved. At APL, our success is determined by our beneficial social and environmental effects as well as our financial results. Integrated into our operations, our sustainability approach fosters innovation and tackles important issues like social justice and climate change. We have taken initiatives to assure accountability, responsible governance, and openness, and this report outlines our accomplishments. We are committed to a sustainable, inclusive future and appreciate the ongoing support from our partners, staff, and stakeholders.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
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. Mr. Hemant Kumar Ruia, Chairman and Managing Director is responsible for decision-making on sustainability related issues.								

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 and Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	The Board, Board Committees, or the Company's Senior Management have all accepted the policies as stated. Periodically, these policies and the performance in relation to them are evaluated, taking into consideration all pertinent factors, including legal obligations. Reviews are carried out according to the frequency outlined in the corresponding policies or as needed, whichever comes first. The policies are updated as needed.								
b. Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No. The company periodically conducts internal audits and reviews of its policies and procedures. Observations and feedback obtained during routine operations, as well as during ISO audits, vendor audits, and other evaluations, are used to evaluate how well these policies are being implemented.								

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses Should Conduct and Govern Themselves With Integrity, and in A Manner that is Ethical, Transparent and Accountable

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	<ul style="list-style-type: none"> ➤ Regulatory ➤ Economic and Operating Environmental Changes ➤ New Business Initiatives ➤ Corporate Governance ➤ Compliance ➤ Sustainability Initiatives ➤ Corporate Social Responsibility (CSR) ➤ Information Technology and Risk Management ➤ Company Strategy ➤ Performance And Growth Plans 	100
Key Managerial Personnel	2	POSH, CSR, Code of Conduct, PIT Regulations, Leadership, familiarization with Policies	100
Employees other than BoD and KMPs	1	<ul style="list-style-type: none"> ➤ Equal Opportunity Policy ➤ Antidiscrimination & Anti-Harassment Policy ➤ Grievance Policy & Procedure ➤ Policy on Prohibition of Child Labour and Prevention of Forced Labour at the Work Place ➤ Policy on Freedom of Association ➤ Ethics Policy ➤ Whistle Blower Policy ➤ Policy on Prevention of Sexual Harassment at workplace ➤ Anti-Corruption Policy 	100
Workers	16	All workers undergo a tool box talk and learning from incident session	100

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format:

	Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	1	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)	90,000	Fine levied for vacancy in the Audit Committee, Stakeholders Relationship Committee and Nomination and Remuneration Committee during the period 29-Sep-2024 to 13-Oct-2024	No
Settlement	Nil	Nil	NA	NA	NA
Compounding Fee	Nil	Nil	NA	NA	NA

Note: The amount of fine represent fine levied by each Stock Exchange. The Company has made a representation to Stock Exchanges and also applied for the waiver of fine. The said application is under review by BSE being a designated Stock Exchange. The detailed information on the abovementioned on the above and the reason thereof, along with the Company representation and status as on date is provided under Para 13 to the Corporate Governance Report and Para 24(c) of the Board's Report for FY 2024-25.

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format: (Contd.)

	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Non - Monetary		
			Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	NA	NA	NA
Punishment	Nil	Nil	NA	NA	NA

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

Case Details	Name of the regulatory/enforcement agencies/judicial institution
NA	NA

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

Yes

The Code of Conduct of the Company, which is applicable to all the employees, covers the Anti-Corruption and Anti-Bribery.

The web link of the policy is as follows <https://www.amines.com/pdf/policies/code-of-conduct.pdf>

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

Particulars	FY 2024-2025	FY 2023-2024
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2024-2025		FY 2023-2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

Not Applicable

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

Particulars	FY 2024-2025	FY 2023-2024
Number of days accounts payables	47	57

9. 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	FY 2024-2025	FY 2023-2024
Concentration of Purchases	a. Purchases from trading houses as% of total purchases	8%	10.42%
	b. Number of trading houses where purchases are made from	45	41
	c. Purchases from top 10 trading houses as% of total purchases from trading houses	68.72%	81.89%
Concentration of Sales	a. Sales to dealers/distributors as% of total sales	10.50%	8%
	b. Number of dealers/distributors to whom sales are made	10	10
	c. Sales to top 10 dealers/distributors as% of total sales to dealers/distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	1.16%	5.00%
	b. Sales (Sales to related parties/Total Sales)	8.16%	3.30%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/ Total Investments made)	14.87%	14.87%

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

Essential Indicators

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

	FY 2024-2025	FY 2023-2024	Details of improvements in environmental and social impacts
R&D	Nil	Nil	<p>The Key Focus areas of R & D are always adherence to Green Chemistry principles and sustainability metrics, Process development and scale-up of new products, Process optimisation to improve yield, reduce effluent and cost, Custom formulation of gas treating and oilfield chemicals, Development of import substitutes aligned to strategic sectors, and Technology upgradation to meet international compliance norms.</p> <p>Therefore, looking at a comprehensive manner, considering the focus area on R & D, some portion of the expenditure is always dedicated towards ESG principles. However actual percentage cannot be quantified due to the complexity of R & D.</p>
Capex	45.98	Nil	<p>The Company has installed the new Diesel Generator, compliant with CPCB guidelines, which led to reduced emissions and improved fuel efficiency. A rotary air compressor is installed, resulting in lower energy consumption and reduced noise levels. Oil-fired Thermo pack was replaced with a PNG-fired Thermo pack thereby reducing Pollution level and improving efficiency.</p>

2.

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

Yes.

The Company sources power from renewable energy i.e. Solar and uses PNG instead of a coal-fired boiler to reduce its carbon footprint. Also, the Company sources raw materials to the extent possible from MSME vendors to empower the MSME Industry.

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

Yes

Directly sourced from MSMEs/small suppliers (%)	9%
Sourced directly from within the district and neighbouring districts (including MSME/small suppliers) (%)	87%

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.

Product	Details
Plastics	All plastic waste generated was given to Extended Producer's Responsibility (EPR) registered plastic waste generator processor.
E-waste	E-Waste is provided to Authorized Recycler
Hazardous waste	All hazardous waste generated was disposed to the Maharashtra Pollution Control Board (MPCB) registered disposal facility.
Other Waste	Not Applicable

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. However, the Company has obtained registration under the Plastic Waste Management Rules, 2016 under Brand Owner category since the Company uses plastic Packaging for some of its products.

Principle 3: Businesses Should Respect and Promote the Well-Being of all Employees, Including Those in Their Value Chains

Essential Indicators

1.

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

Category	Total (A)	% of employees covered by									
		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	235	235	100	235	100	0	0	0	0	0	0
Female	18	18	100	18	100	18	100	0	0	0	0
Total	253	253	100	253	100	18	7.11	0	0	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	16	16	100	16	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	16	16	100	16	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	135	0	0	135	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	135	0	0	135	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

Particulars	FY 2024-2025	FY 2023-2024
Cost incurred on well-being measures as a% of total revenue of the company	0.19*	0.21*

* Includes staff welfare expenses

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

Category	FY 2024-2025			FY 2023-2024		
	No. of employees covered as a% of total employees	No. of workers covered as a% of total workers	Deducted and deposited with the authority (Y/N/N. A)	No. of employees covered as a% of total employees	No. of workers covered as a% of total workers	Deducted and deposited with the authority (Y/N/N. A)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	-	-	-	-	-	-

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 premises/offices of the Company, including the registered and corporate offices are located either on the ground floor or have elevators and infrastructure for differently abled individuals and Most of the working locations are accessible to differently abled persons.

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. <https://www.amines.com/pdf/policies/equal-opportunity-policy.pdf>

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	NA	NA	NA	NA
Female	50	100	NA	NA
Total	50	100	-	-

Note: Two (2) female permanent employees availed maternity leave in the reporting period and of which only 1 resumed office. Maternity leave is provided only to permanent employees. There are no female permanent workers in the reporting period, hence return to work and retention rate are not applicable. The Company does not have a policy for paternity leave.

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

The administrative department, which has a mechanism in place, handles the complaint. The Company has in place Grievance Mechanism at all locations. The Administration/Human Resource Department of concerned location deals with all grievances of employees. The Company has also set up grievance committee as per the applicable laws. For Women, the Company has POSH Policy in place and the aggrieved women can approach Internal Complaints Committee (ICC) of the Company, the details of which are displayed at all locations at conspicuous place.

The organisation also has a whistle blower policy. <https://www.amines.com/pdf/policies/whistle-blower-policy.pdf>

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

Category	FY 2024-2025			FY 2023-2024		
	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	253	0	0	249	0	0
► Male	235	0	0	231	0	0
► Female	18	0	0	18	0	0
Total Permanent Workers	16	16	100	13	13	100
► Male	16	16	100	13	13	100
► Female	0	0	0	0	0	0

At APL, as of March 31, 2025 sixteen (16) workers are part of the International Confederation of Free Trade Unions (ITF)-affiliated General Mazdoor Sabha in Thane, Maharashtra, during the reporting period.

8. Details of training given to employees and workers

Category	FY 2024-2025					FY 2023-2024				
	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	235	176	74.89	235	100	231	171	74.03	124	53.68
Female	18	0	0	18	100	18	0	0	18	100
Total	253	176	69.57	253	100	249	171	68.67	142	57.03
Workers										
Male	16	16	100	16	100	13	13	100	13	100
Female	0	0	0	0	0	0	0	0	0	0
Total	16	16	100	16	100	13	13	100	13	100

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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	235	235	100	231	231	100
Female	18	18	100	18	18	100
Total	253	253	100	249	249	100
Workers						
Male	16	16	100	13	13	100
Female	0	0	0	0	0	0
Total	16	16	100	13	13	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

(Yes/No). If yes, the coverage such system?

Yes, Amines & Plasticizers Limited have implemented HSE management system in line with ISO 45000 and ISO 14001.

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

To determine risks for regular and non-routine operations and to detect work-related hazards, the company has put in place a number of procedures. Hazard identification and risk assessments (HIRA), Hazard Operability (HAZOP) studies, daily Safety Round observations, Near-Miss Reporting, the Management of Change process, Contractor Safety Management, Pre-Start-up Safety Reviews (PSSR), Fire Detection and Protection Management, Gas Leak Detection Management, and Plant Safety Inspections are a few examples.

A permission system is in place for every activity, whether regular or irregular. Prior to starting any activity, the Safety Officer identifies potential hazards, and the Standard Operating Procedures (SOPs) or Job Safety Analysis (JSA) are used for risk assessment and management.

Additionally, workers actively seek out dangerous situations and dangers every day, reporting them to the Safety Officer. The handling and storage of hazardous chemicals has been highlighted as one of the site's main dangers. To solve this, the company has carried out a thorough HAZOP analysis and conducts recurring internal audits to make sure the risks are adequately controlled.

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

Yes.

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

Yes

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

Safety Incident/Number	Category	FY 2024-2025	FY 2023-2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees	Nil	Nil
	Workers		
No. of fatalities	Employees	Nil	Nil
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers		

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

- Regular training on HSE-related matters is provided to all employees, workers as well as to new joiners.
- Employees are actively involved in matters pertaining to their health and safety. Employees are urged to report near-misses, dangerous behaviours, and hazardous circumstances at work.

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

	FY 2024-2025			FY 2023-2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions		Nil			Nil	
Health & Safety		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
Working Conditions	100

Assessments are carried out by the following:

- Internal Audit
- Third party Audit

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.

Any event pertaining to safety is reported the same day it happens. Analysis of the incident's underlying cause involves active participation from both management and staff. Thus, incident investigations are carried out with an emphasis on putting remedial and preventative measures into place, evaluating compliance, and establishing deadlines. Monitoring, supervision, technology, and other methods are used to reduce manual operations in order to manage substantial hazards that have been discovered via workplace assessments and health and safety evaluations.

Principle 4: Businesses Should Respect the Interests of and Be Responsive To all Its Stakeholders

Essential Indicators

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

The first step in the stakeholder identification process is identifying the important stakeholders and learning about their requirements and expectations. In order to do this, stakeholders are categorised according to their degree of interest and influence, and any risks and effects must be assessed. After identifying the stakeholders, objectives and strategies are created to successfully address their demands. Concerns are resolved when stakeholders are engaged and consulted through ongoing communication and input. Last but not least, in order to preserve openness and guarantee continuous conformity with stakeholder expectations, outcomes are communicated and progress is tracked, cultivating fruitful and solid connections all along the way.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, Frequency of Purpose and scope of Board, Website), Other 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"> Annual General Meetings Email Stock Exchange Intimations Annual reports Quarterly Results Company's Website Stock Exchange's Website Press Release 	Ongoing	<ul style="list-style-type: none"> Financial performance Business growth & strategy Future investments Good governance practices Social responsibility Sustainability
Employees and Workers	No	<ul style="list-style-type: none"> Senior Leader's Communication Setting up KRA, KPI, performance appraisal meetings/review Exit Interviews Union Meetings Welfare Initiatives Email Circulars Websites Presentation Training 	Ongoing	<ul style="list-style-type: none"> Employee engagement and involvement Workplace satisfaction
Customers	No	<ul style="list-style-type: none"> Customer Meetings Email Brochures Social Media Website Feedback 	Ongoing	<ul style="list-style-type: none"> Customer relationship Business Development Customer satisfaction and Retention

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, Frequency of Purpose and scope of Board, Website), Other 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
Research Analyst	No	<ul style="list-style-type: none"> Website 	Ongoing	<ul style="list-style-type: none"> Staying updated on the company's latest developments. Monitor and analyse investor sentiment regularly
Suppliers and Contractor	No	<ul style="list-style-type: none"> Contractor & Supplier Meet Regular Interactions (Telephone, Email) Supplier Assessment Plant Visits MoU NDA Trade Association meets/seminars Professional Networks Product Workshops 	Ongoing	<ul style="list-style-type: none"> Long-term association Innovation opportunities
Regulators		<ul style="list-style-type: none"> Advocacy meetings Seminars Webinars with local/state/national government and ministries through industrial bodies such as Indian Chemical Council (ICC), Federation of Indian Export Organisations (FIEO), Indian Market Chamber (IMC), Thane Belapur Industries national government and ministries through industrial bodies such as Indian Chemical Council (ICC), Federation of Indian Export Organisations (FIEO), Indian Market Chamber (IMC), Thane Belapur Industries Association (TBIA), Basic Chemicals, Pharmaceuticals and Cosmetics Export Promotion Council (CHEMEXIL), Indo American Chamber of Commerce (IACC), Bombay Chamber of Commerce (BCC). 	Need Based	<ul style="list-style-type: none"> Regulatory compliance Community initiatives
Communities	No	<ul style="list-style-type: none"> Visits Meetings 	Ongoing	<ul style="list-style-type: none"> Development Interventions

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, Frequency of Purpose and scope of Board, Website), Other 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
Other (Including Contract Workers, Trainees)	No	<ul style="list-style-type: none"> Communication from Operational Personnel Notice Circulars Presentation and Training 	Ongoing	<ul style="list-style-type: none"> Skill development Healthy and safe operations
NGOs	No	<ul style="list-style-type: none"> Telephonic Discussion Email 	Ongoing	Support on implementation of program in APL's focus areas

Principle 5: Businesses Should Respect and Promote Human Rights

Essential Indicators

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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	253	253	100	249	249	100
Other than permanent	05	05	100	4	4	100
Total Employees	258	258	100	253	253	100
Workers						
Permanent	16	16	100	13	13	100
Other than permanent	135	135	100	136	136	100
Total Employees	151	151	100	149	149	100

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

Category	FY 2024-2025					FY 2023-2024				
	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	253	0	0	253	100	249	0	0	249	100
Male	235	0	0	235	100	231	0	0	231	100
Female	18	0	0	18	100	18	0	0	18	100
Other than permanent	5	0	0	5	100	4	0	0	4	100
Male	5	0	0	5	100	4	0	0	4	100
Female	0	0	0	0	0	0	0	0	0	0

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

Category	FY 2024-2025					FY 2023-2024				
	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)
Workers										
Permanent	16	0	0	16	100	13	0	0	13	100
Male	16	0	0	16	100	13	0	0	13	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	135	0	0	135	100	136	0	0	136	100
Male	135	0	0	135	100	136	0	0	136	100
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in ₹)	Number	Median remuneration/salary/wages of respective category (in ₹)
Board of Directors (BoD)	4	1,43,70,000	2	27,500**
Key Managerial Personnel	2*	27,94,000	0	0
Employees other than BoD and KMP	231	6,00,000	18	4,83,000
Workers	16	3,78,000	0	0

*Includes remuneration paid to the Company Secretary and CFO only as the Chairman and Managing Director being KMP is already included in BoD.

** Represent remuneration paid to the Non-executive women Directors towards sitting fees.

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

	FY 2024-2025	FY 2023-2024
Gross wages paid to females as% of total wages	5.41%	5.53%

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, Human Resource Department is primarily responsible for addressing the issues arising out of impact, if any, caused by the business.

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

Yes, the company has in place the Stakeholder Relationship Committee, duly constituted by the Board of Directors for addressing any human rights issues caused or contributed by the business

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

	FY 2024-2025			FY 2023-2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	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 filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-2025	FY 2023-2024
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.

APL has a Vigil Mechanism and Whistle-blower policy, and a Prevention of Sexual Harassment policy to prevent any adverse consequences.

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

Yes

10. Assessments for the year:

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

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

There were no significant risks/concerns arising from the human rights assessment.

Principle 6: Businesses Should Respect And Make Efforts To Protect And Restore The Environment

Essential Indicators

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

Parameter	FY 2024-2025	FY 2023-2024
From Renewable		
Total electricity consumption (A)	17,059 GJ	13,406 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	17,059 GJ	13,406 GJ
From non-renewable sources		
Total electricity consumption (D)	11,271 GJ	14,882 GJ
Total fuel consumption (E)	225,813 GJ	233,590 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	237,084 GJ	248,472 GJ
Total energy consumed (A+B+C+D+E+F)	254,143 GJ	261,878 GJ
Energy intensity per rupee of turnover (Total energy consumption (GJ)/turnover in rupees)	0.000038706	0.0000404511
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed/Revenue from operations adjusted for PPP)	0.000078	0.000082
Energy intensity in terms of physical output (GJ/MT)	8.8	6.7
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No

* Kindly note the PPP value has been referred from world bank for India which is 20.2.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY 2024-2025	FY 2023-2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	0	0
(iii) Third party water	147,480	94,538
(iv) Sea water/desalinated water	0	0

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

Parameter	FY 2024-2025	FY 2023-2024
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	147,480	94,538
Total volume of water consumption (in kilolitres)	147,480*	94,538*
Water intensity per rupee of turnover (Water consumed/turnover) (kL per ₹ of revenue)	0.0000224612	0.0000146028
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption/Revenue from operations adjusted for PPP)	0.000454	0.000029
Water intensity in terms of physical output (kL/MT)	5.11	2.43
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

*Kindly note the PPP value has been referred from world bank for India which is 20.2.

4. Provide the following details related to water discharged:

Parameter	FY 2024-2025	FY 2023-2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – Wastewater treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment –	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

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

Yes. Amines & Plasticizers Limited has progressed towards attaining Water Positive status at its manufacturing facility by installing a plant featuring a Zero Liquid Discharge system that utilises multi-stage reverse osmosis and a permeate system. Zero Liquid Discharge plant incorporates a multi-stage Reverse Osmosis (RO) system for the treatment and reuse of effluent from the current Effluent Treatment Plant (ETP). The treated effluent undergoes pre-treatment prior to entering Stage I of the RO system (75 CMD capacity), yielding 64 CMD of permeate for reuse and 11 CMD of reject. The reject undergoes further processing in Stage II, producing an additional 6 CMD of permeate and 5-6 CMD of reject. The residual reject (7.5 CMD) is directed to an evaporation system, where condensate is reclaimed for reuse, and the residue is disposed of securely. This procedure optimises water recovery (70 CMD of combined RO permeate), reduces discharge, and guarantees environmental sustainability.

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

Parameter	Please specify unit	FY 2024-2025	FY 2023-2024
NOx	mg/Nm ³	40	37.80
SOx	mg/Nm ³	15	13.60
Persistent organic pollutants (POP)	Tonnes	0	0
Volatile organic compounds (VOC)	Tonnes	0	0
Hazardous air pollutants (HAP)	Tonnes	0	0

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

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

Parameter	Unit	FY 2024-2025	FY 2023-2024
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)	tCO ₂ e	14,226	13,677
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)	tCO ₂ e	2,276	3,005
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e per ₹ of revenue	0.0000025133	0.0000025768
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/ Revenue from operations adjusted for PPP)	tCO ₂ e per revenue from operations adjusted for PPP	0.000005	0.000005
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ per MT of Production	0.57	0.43
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

* Kindly note the PPP value has been referred from world bank for India which is 20.2.

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

Yes. APL's GHG Emission Reduction Policy includes key initiatives aimed at fostering a low-carbon economy:

- Natural Gas Adoption: Using natural gas for all utilities at the industrial facility in place of fossil fuels.
- Energy Efficiency: Improving building systems with environmentally friendly insulation to lower energy usage.
- Renewable Energy Investment: Increasing the usage of renewable energy sources to displace traditional electricity.
- Product Recycling: Encouraging product recovery and reuse to reduce greenhouse gas emissions across sectors.

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

Parameter	FY 2024-2025	FY 2023-2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	278.51	283.67
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	278.51	283.67
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.0000000424	0.0000000438
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated/Revenue from operations adjusted for PPP)	0.000000086	0.000000089
Waste intensity in terms of physical output	0.0096	0.0072
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	-	-
(ii) Reused	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1.30	0.74
(ii) Landfilling	277.21	282.93
(iii) Other disposal operations		
Total	278.51	283.67

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

* Kindly note the PPP value has been referred from world bank for India which is 20.2

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 follows ethical waste management procedures, making sure that all produced waste is appropriately dumped at facilities that have been approved. Additionally, the company submits Forms IV and V to the Maharashtra Pollution Control Board.

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:

Not Applicable

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

Not Applicable

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

The company is compliant with applicable laws, regulations and guidelines.

Principle 7: Businesses, When Engaging in Influencing Public and Regulatory Policy, Should Do So in A Manner that is Responsible and Transparent

Essential Indicators

1.

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

07

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Merchant Chambers	National
2	CHEMEXCIL	National
3	Indian Chemical Council	National
4	Federation Of Indian Export Organisations	National
5	Bombay Chamber of Commerce & Industry	National
6	Indo American Chamber of Commerce	National
7	Thane Belapur Industries Association	State (Regional)

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.

There were no issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities. Hence, no corrective actions were required.

Principle 8: Businesses Should Promote Inclusive Growth and Equitable Development

Essential Indicators

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

Not Applicable

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

Not Applicable

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

APL has both formal and informal channels in place for engaging with its communities. At all its facilities, the Plant Head, HR and Administration Department engages with the local communities and ensures that the Company's business operations are carried out having regard to the needs of the communities and keeping the larger objective of community welfare in mind. The Company (APL) has in place Stakeholder Engagement Policy to interact with community leaders to understand and address their concerns, if any. The said policy is available at the website of the Company at <https://www.amines.com/pdf/policies/stakeholder-engagement-policy.pdf>

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

	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/small producers	₹ 2,793 Lakhs (9%)	₹ 200 Lakhs (0.70%)
Sourced directly from within the district and neighbouring districts	₹ 26,792 Lakhs (87%)	₹ 27,055 Lakhs (95%)

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	FY 2024-2025	FY 2023-2024
Rural	11.18%	11.73%
Semi-urban	-	-
Urban	-	-
Metropolitan	88.82%	88.27%

Principle 9: Businesses Should Engage With and Provide Value to Their Consumers in a Responsible Manner

Essential Indicators

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

The Sales & Marketing department has a procedure in place for interacting with consumers to resolve their concerns and complaints. Furthermore, in order to guarantee efficient communication and cooperation with all stakeholders, the company has put in place a Stakeholder Engagement Policy.

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:

	FY 2024-2025			FY 2023-2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy		Nil			Nil	
Advertising		Nil			Nil	
Cyber- Security		Nil			Nil	
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices		Nil			Nil	
Unfair Trade Practices		Nil			Nil	
Other		Nil			Nil	

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes, the entity has a framework policy on cyber security and risks related to data privacy.

The goal of APL's strong data protection and information security policy is to maintain the availability, confidentiality, and integrity of all data and information assets inside the company. In order to handle new risks, the policy is updated often and also regulates third-party security procedures. Furthermore, in order to proactively avoid security breaches and guarantee a robust information security culture, APL provides periodic awareness training to its staff.

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.

There were no issues relating to advertising, delivery of essential services, cyber security and data privacy of customers. There was no re-occurrence of product recall. No penalty was levied or action was taken by any regulatory authority on account of any deficiency relating to safety of products/services in the financial year.

7. Provide the following information relating to data breaches:**a) Number of instances of data breaches**

Nil

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

Nil

c) Impact, if any, of the data breaches

Nil