



# AMINES & PLASTICIZERS LIMITED

(ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 CERTIFIED COMPANY)

May 03, 2025

<b>BSE Limited</b> Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai - 400001. <u>Security code: 506248</u>	<b>National Stock Exchange of India Limited</b> Exchange Plaza, Bandra-Kurla Complex, Bandra East, Mumbai- 400051. <u>Symbol: AMNPLST</u>
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Dear Sir / Madam,

**Sub:** Sustainability Report of Amines & Plasticizers Limited. ("APL") for FY 2023-24

Dear Sir/Madam,

We are pleased to present herewith APL's Sustainability Report for FY 2023-24, being the First Sustainability Report of APL, highlighting our dedication to transparent and responsible business practices. The goal of this sustainability report is to provide stakeholders with a thorough understanding of APL's commitment to ethical business conduct and sustainable business practices and demonstrating our dedication to lowering our carbon footprint and improving social and environmental value across our supply chain.

This report has been prepared **voluntarily** and in accordance with the Global Reporting Initiative (GRI) Standards 2021.

This report is also being made available at our website at <https://www.amines.com>

You are requested to kindly take the same on record.

Thanking you,

Yours faithfully,

**For Amines & Plasticizers Limited.**

**Omkar Mhamunkar**  
**Company Secretary & Compliance Officer**  
**ICSI Membership No. ACS 26645**

**Encl:** As above

# AMINES & PLASTICIZERS LIMITED

## SUSTAINABILITY REPORT

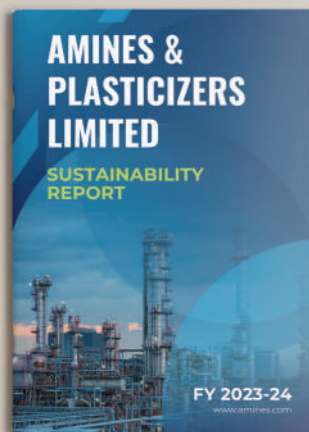
**FY 2023-24**

[www.amines.com](http://www.amines.com)



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# About the Report

Amines & Plasticizers Limited (APL) releases its first Sustainability Report, highlighting its dedication to transparent and responsible business practices. The goal of this sustainability report is to provide stakeholders with a thorough understanding of APL's commitment to ethical business conduct and sustainable business practices. In order to create long-term value and promote a beneficial effect, APL has long recognized the significance of incorporating environmental, social, and governance (ESG) considerations into its fundamental strategy. This report's objective is to present an open and understandable description of our continuous

progress toward corporate responsibility and sustainability. In addition to demonstrating our dedication to lowering our carbon footprint and improving social and environmental value across our supply chain, it demonstrates the company's efforts to strike a balance between economic development and environmental stewardship and social responsibility.

Our objective is to provide stakeholders with valuable information on APL's sustainable practices and the observable advancements we are making in these important areas through this report.

## Reporting Principle, Scope, Boundary and Frequency

The report has been developed 'in reference' with the GRI Standards, this report offers a thorough summary of our Environmental, Social, and Governance (ESG) programs, operations, and activities in every aspect of our company.

The company's holistic approach to sustainability, which includes social responsibility, environmental stewardship, and sound governance procedures, is reflected in APL's sustainability reporting guidelines. APL seeks to show its dedication to generating value for shareholders as well as the larger society and the environment by upholding

fundamental values such as materiality assessment, stakeholder involvement, data quality and dependability, and a focus on continual development.

The report showcases our sustainability performance and impacts in key operational areas. It analyses ESG performance of our Corporate Head office at Mumbai & manufacturing unit located at Turbhe, Navi Mumbai.

The report includes data for the reporting period 1st April 2023 to 31st March 2024.

# Reporting Framework

This report has been developed in reference to the Global Reporting Initiative (GRI) standard issued by the Global Sustainability Standards Board (GSSB) for the period between April 01, 2023 to March 31, 2024. GRI has been developed by the Global Sustainability Standards Board (GSSB) through a unique multi-stakeholder consultative process involving representatives from organizations and report information users from around the world. GRI provides a uniform method for evaluating the environmental, social, and governance components of corporate sustainability. The GRI content index can be found at the conclusion of this report.

Apart from abiding by the requirements and reporting principles, the report has also referred the following requirements and principles:



United Nations Sustainable Development Goals (UN SDGs)



Business Responsibility and Sustainability Reporting (BRSR)



GREENHOUSE GAS PROTOCOL

GHG Protocol

## Contact

In case of any queries, clarifications, or suggestions, please contact:

 **Mr. Samir Kelkar**

 Plot No. D21/21A, TTC Industrial Area, Turbhe, Navi Mumbai - 400705, Maharashtra, India,

 9892311495

 samirkelkar@amines.com

### External assurance

No external assurance is carried out for this report.

## Environment



## Social



## Governance



# Chairman's Message

We are pleased to present Amines & Plasticisers Limited's inaugural Sustainability Report. Amines & Plasticisers Limited acknowledges its obligation to promote the sustainable advancement of its operations, while concurrently enhancing the Group's dedication to environmental stewardship, social responsibility, and elevated governance standards. As a leader in the chemical sector, we acknowledge our responsibilities and endeavour to incorporate sustainability into our operations.

In a world increasingly centred on global issues such as climate change, resource conservation, and social equity, we are committed to reducing our environmental footprint, promoting responsible business practices, and protecting the well-being of our employees and communities. Our focus on energy efficiency, waste reduction, and ethical sourcing fosters the development of a better future.

Our workforce is our most valuable asset, and we continue to foster a safe, inclusive, and empowering environment for all. Our objective is to positively impact society through various community engagement initiatives while upholding superior corporate governance standards.

Given that sustainable development is an ongoing process, we are fully dedicated to enhancing and optimising our methodologies as we progress. Our robust in-house research and development

**Hemant Kumar Ruia**  
Chairman & Managing Director



infrastructure, advanced chemical methodologies, and highly skilled workforce collectively strengthen our resilient and adaptable production capabilities. Our strengths empower us to overcome challenges and cultivate lasting success.

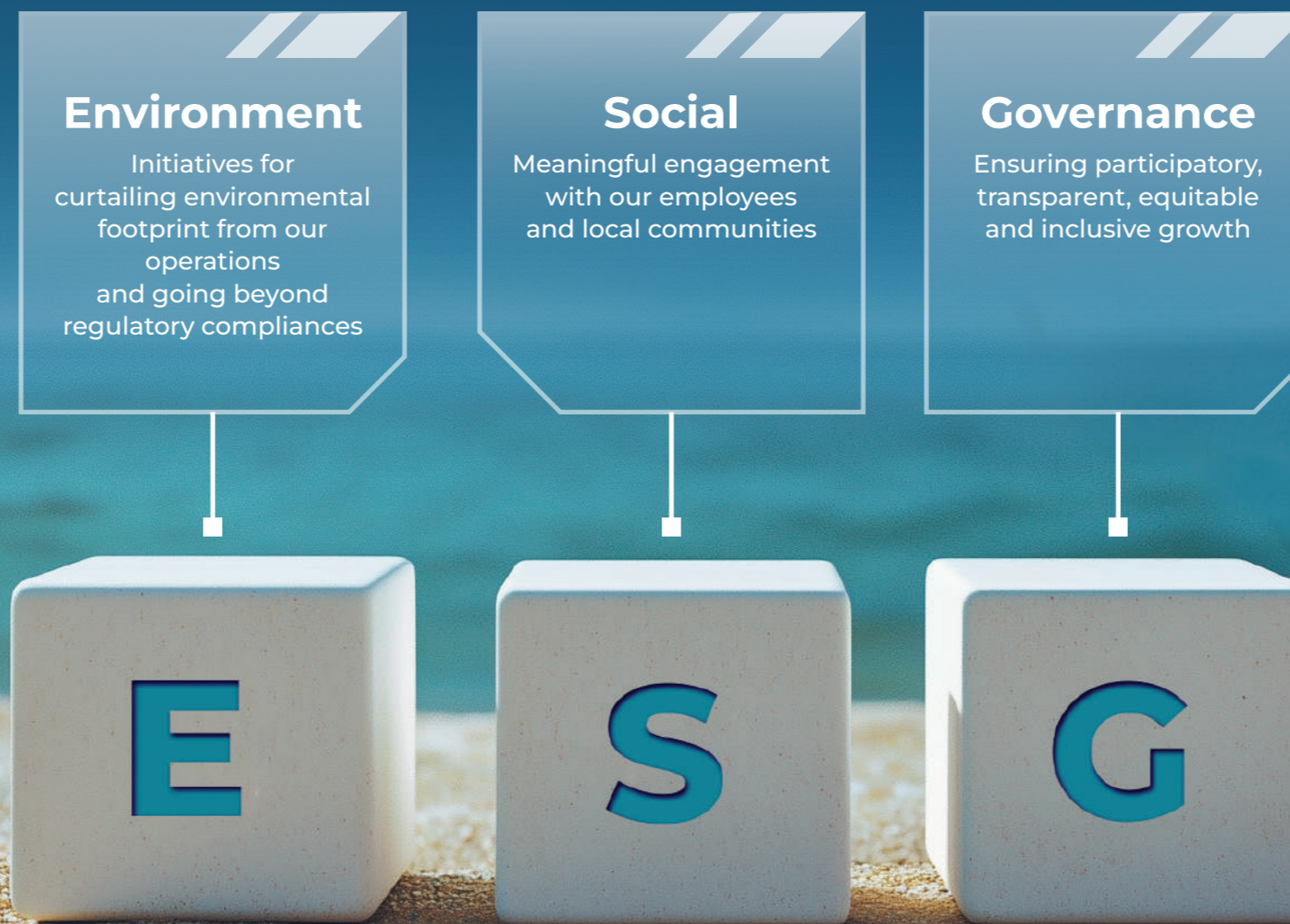
I wish to convey my heartfelt appreciation to our stakeholders, consumers, and employees for their unwavering support and trust in the company as we persist in delivering sustainable value.

We are committed to creating lasting, sustainable value for the future.

# Sustainability at APL

The chemicals business is changing drastically, and eco-friendly and sustainable techniques are becoming more and more important. Sustainable and ecologically conscious company practices are becoming more and more important to stakeholders, such as investors and consumers. As a core component of our principles, rather than merely a reaction to market trends, APL has established itself as a pioneer in promoting sustainable growth from the beginning. Every facet of our growth strategy is guided by our dedication to Environmental, Social, and Governance (ESG) values, which are ingrained in our corporate culture.

In our opinion, cooperation and shared accountability are necessary for sustainable growth. For this reason, we strive to expand sustainable growth outside of our own business. At the local and international levels, we actively support sustainable practices, participate in conferences, and work with environmental organisations. By using our influence, we hope to encourage sustainable practices, create change within the sector, and contribute to the creation of international sustainability standards.



# ESG Highlights

## Environment



Zero liquid discharge &  
ISO 14001:2015 certified

- **Water consumption**  
2.43 m3/MT of production
- **Energy intensity**  
6.7 GJ/MT of production
- **GHG emission**  
0.43 tCO2e/MT of production

## Social



ISO 45001:2018 certified  
Zero fatality & Zero LTIFR

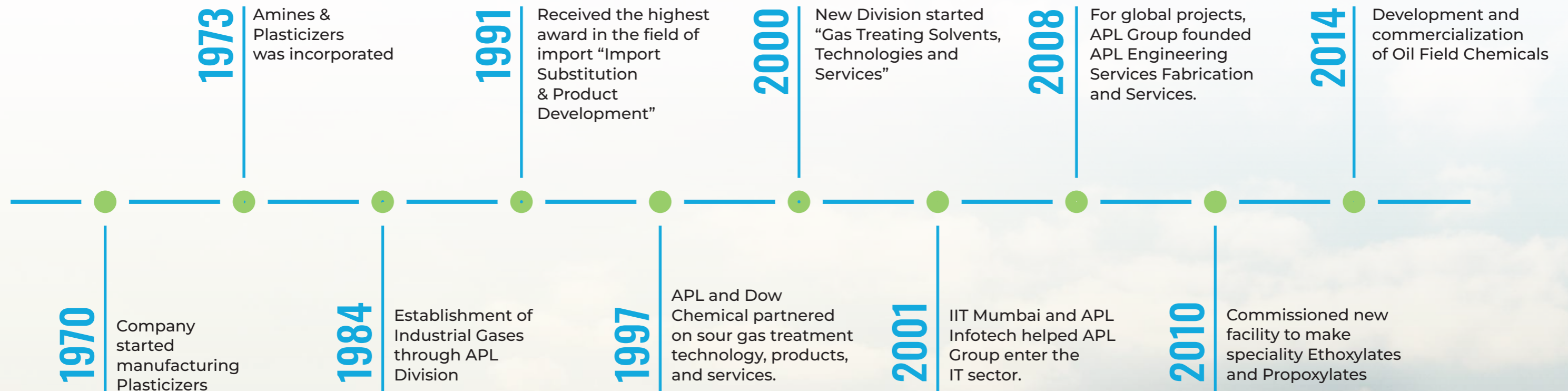
- **CSR expenditure**  
₹ 7.18 million
- **Training on environment,  
health and safety**  
2,397 hours

## Governance



- **Women at the board level**  
16.7%
- **Net profit**  
₹ 393.03 million (Standalone)
- **Total revenue from operations**  
₹ 6,473.94 million (Standalone)

# APL's Journey So Far



# Corporate Overview

Amines & Plasticizers Limited (APL), incorporated in the year 1973 as a Public Limited Company, registered under the Companies Act, 1956, having its Registered Office situated at Guwahati, Assam, the Corporate Office at Mumbai and its chemical manufacturing facilities at Turbhe, Navi Mumbai. APL also has Industrial Gas Division and Engineering Services Division namely APL Industrial Gases and APL Engineering Services at Tal. Khopoli, Dist. Raigad, Maharashtra and has its wholly owned foreign subsidiary named Amines & Plasticizers FZ LLC, situated at UAE. The Equity Shares of APL are listed at BSE Limited and National Stock Exchange of India Limited (NSE). APL is the pioneer and one of the largest producers of Alkyl Alkanolamines, Morpholine Derivatives like NMMO 50% & Gas Treating Solvents in India. APL has also now diversified its activities into producing various Specialty Ethoxylates and Propoxylates, Block polymers and Co-Polymers of EO and PO besides Fatty Alcohol Ethoxylates and Propoxylates, PPG's (of various molecular weights like 425, 900, 1020, 2000 & 4000), Cement Grinding Aids, TIPA 85%, DEIPA 85%, Phenoxyethanol of High Purity and Oil field Chemicals such as H<sub>2</sub>S scavengers, Demulsifiers, Acid Corrosion Inhibitors, Flow improvers / Pour point Depressants for Crude oil as well as Lube oil, Bactericides, Emulsifiers & Mud Surfactant, Dispersant for Oil spills etc.

The Ethanolamine's Plant was set up in the year 1973 under Technical Collaboration with the erstwhile Naphthachemie, France (now a part of British Petroleum) and Plant Engineering was done by Ralph M. Parsons, USA. For all other products, the Company has developed the technologies based on its own in house R & D. APL is an ISO-9001:2015, ISO-14001-2015 & ISO-45001-2018 Certified company and is a global supplier of organic chemicals used in Oil Refineries, Natural Gas Plants, Ammonia Plants, Petrochemical

Plants, Pharmaceuticals, Electronics, Agrochemicals, Textiles, Oil Field Chemicals & Cosmetics etc. meeting customers' demands to their utmost satisfaction in keeping with APL's Quality Policy.

In the field of Ethanolamine's and Alkyl Alkanolamines APL is serving approximately 75-80% of the total demand of the Indian Market and is regularly exporting its products to over 65 countries globally including USA, Canada, Germany, New Zealand, South Korea, South East Asia, Japan, Australia and the Middle East countries etc.

APL manufactures Methyl Diethanolamine (MDEA), MDEA-based specialty solvents, Ethanolamines, and Alkyl Alkanolamines. As a pioneer in the production of MDEA in India, an Ethylene Oxide derivative, APL was honored with the highest award by the Government of India for this achievement. APL is constantly striving to develop new products through its R&D efforts so as to expand its current product range to meet customer requirements.

APL through its Specialty Amines Group caters to the total sour gas treatment requirements of Refineries, Natural Gas Plants, Steel Plants, Bio Gas Plant and Ammonia Plants etc. and has offered the technology for the first time in India. APL has a dedicated team of Engineers / Chemists providing a range of Gas Treating Technologies / Services to Refineries, Natural Gas Plants and Ammonia Plants etc. in India and overseas. To address the deterioration or contamination of current solvents, APL performs research on Amine Reclamation and Purification and, based on the results, provides solvent cleaning services. APL offers both stationary and mobile skid-mounted HSS Removal Units to address this demand, allowing for on-site treatment at the client's location.

APL has also pioneered the manufacturing of Morpholines & Alkyl Morpholines in India. It is the world's third largest producer of N-Methyl Morpholine Oxide, which is the preferred solvent used for the manufacture of Viscose Staple Fibre by the Solvent Spun Process. APL's range of Alkyl Morpholines includes Acetyl, Formyl, Methyl, Ethyl, Hydroxy Ethyl Morpholines etc.

Over the years, the APL Group has forayed into a wide range of industries, which include, Information Technology, Engineering & Fabrication Services, Oil Field Chemicals, Textile Auxiliary Chemicals, Pharmaceutical Intermediates, Industrial Gases, Realty etc.

APL also offers consultancy services for setting up Plants for the manufacturing of the Ethanolamine on a case to case basis and its range of services extend for technology transfer, designing, procurement of equipment, erection, testing and commissioning of plant and training of plant personnel. APL has also set-up Morpholine Derivative plant in India and is currently working on a project for a Viscose Rayon manufacturer for the recovery, regeneration and purification of solvent in the new "Solvent Spun Process".

At APL, where growth maintaining service and quality are a way of life, we constantly look forward to expanding our operations, both within India and abroad with suitable two way transfer of technology and product. APL firmly believes that it is people who are responsible for making a Company what it is, and its team of young enthusiastic professionals – experience rich in all the functional areas of the management, is a living proof of this.

# Certifications



## Vision & Mission

Since our inception, our vision has been to concentrate on the Speciality Chemical Industry and to be acknowledged worldwide as a dependable producer of Speciality Chemicals. We endeavour to achieve our mission of complete customer satisfaction by providing high-quality products and services on a global scale. This will enable us to establish ourselves as one of the most reputable and dependable suppliers of speciality chemicals and amines.

# APL's Core Values

01

Prioritizing health and safety in operations and product packaging.

**SAFETY**

02

Ensuring manufacturing processes comply with environmental standards

**ENVIRONMENT**

03

A commitment for developing cutting-edge products that meets industry needs

**INNOVATION**

04

Building strong client relationships through consistent quality and performance.

**SERVICE EXCELLENCE**

# Some of the Industries APL Services

Cosmetics, Detergent, Textile Auxiliaries

Petrochemicals/Refineries

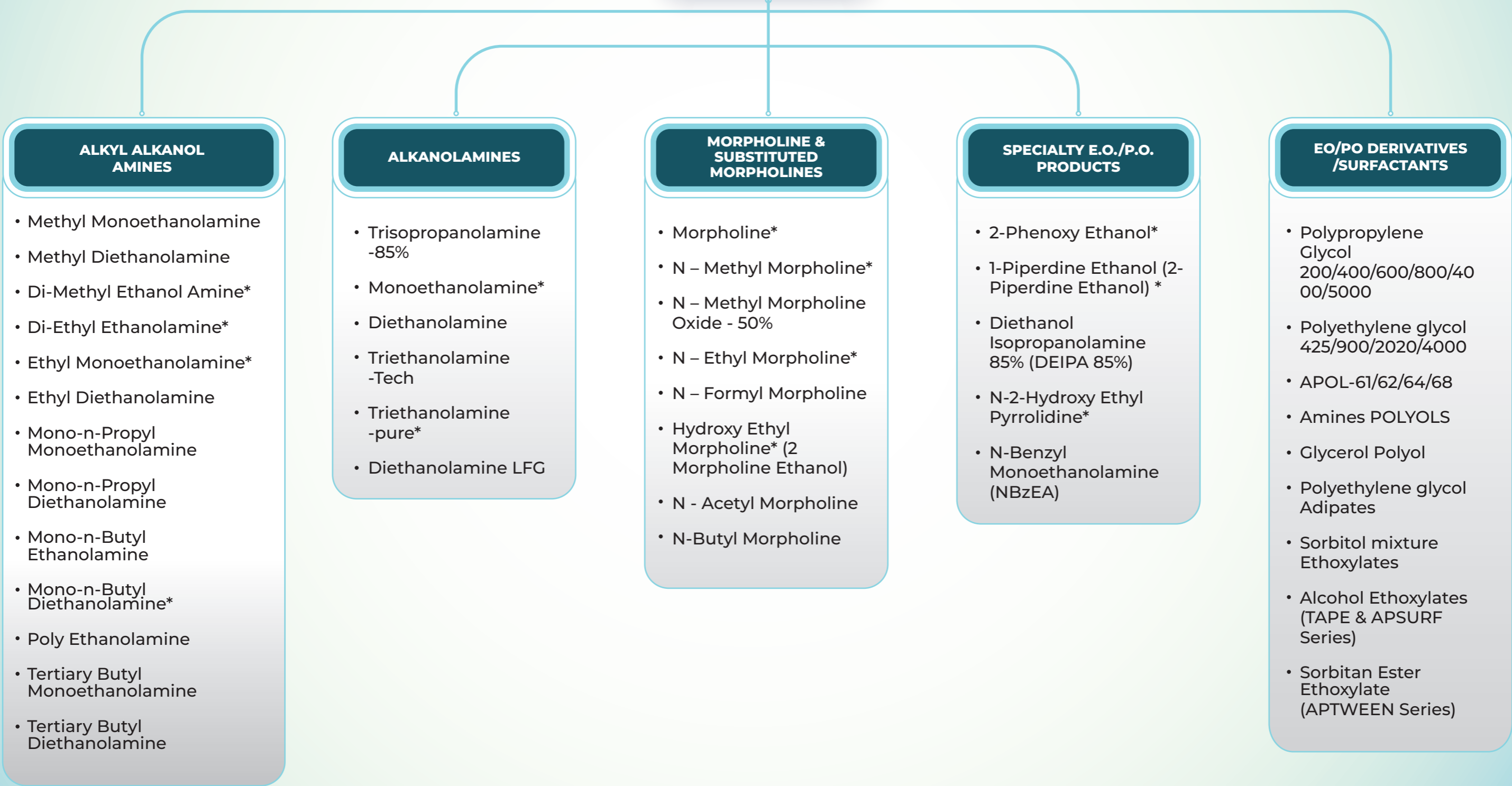
Viscose Fibers

Pharma

Fertilizers

Oil & Gas

# Our Products



\*Finds applications in Pharmaceutical Industry

# Market Served

## NORTH AMERICA

Canada  
Panama  
United States of America

## CARIBBEAN

British Virgin Islands  
Virgin Islands, U.S.

## CENTRAL ASIA (CA) REGION

Uzbekistan  
Turkmenistan

## SOUTH AMERICA

Brazil  
Chile

## EUROPE

Austria  
Czech Republic  
France  
Germany  
Hungary  
Netherlands  
Poland  
Spain  
Ukraine  
United Kingdom  
Turkey

## AFRICA

South Africa  
Egypt  
Libya  
Morocco

## MIDDLE EAST

UAE  
Oman  
Iraq  
Qatar  
Kuwait  
Saudi Arabia  
Israel  
Jordan

## OCEANIA

Australia  
New Zealand

## ASIA

Afghanistan  
Bahrain (Kingdom of Bahrain)  
Bangladesh  
China  
India  
Indonesia  
Japan  
Malaysia  
Singapore  
South Korea (ROK)  
Sri Lanka  
Taiwan  
Thailand

# Geographical Wise Revenue 2023-24



GEOGRAPHY	NET REVENUE (INR MN.)
AFRICA	4
ASIA	3,854
CA REGION	205
CARIBBEAN	334
MIDDLE EAST	755
EUROPE	247
NORTH AMERICA	911
OCEANIA	25
SOUTH AMERICA	7

# Value Creation

## Inputs

### Financial Capital

- Equity Capital – Rs. 110.40 Mn
- Other Equity – Rs. 2,068.77 Mn
- Gross Debt – Rs. 849.99 Mn

### Manufacturing Capacities

- Amines- 20,760 MTA
- Phenoxyethanol- 3,600 MTPA
- Piperdino Ethanol NFM,HEM- 1,800 MTPA
- NMM- 6,00 MTPA
- NMMO 50%- 4,500 MTPA
- EO / PO Products- - 6,000 MTPA

### Intellectual Capital

- R&D Spent – Rs. 15.82 Million

### Human Capital

- Permanent Employee –142 Nos.
- Workers on Roll – 13 Nos.
- Safety Training Hours – 2,397 Hrs

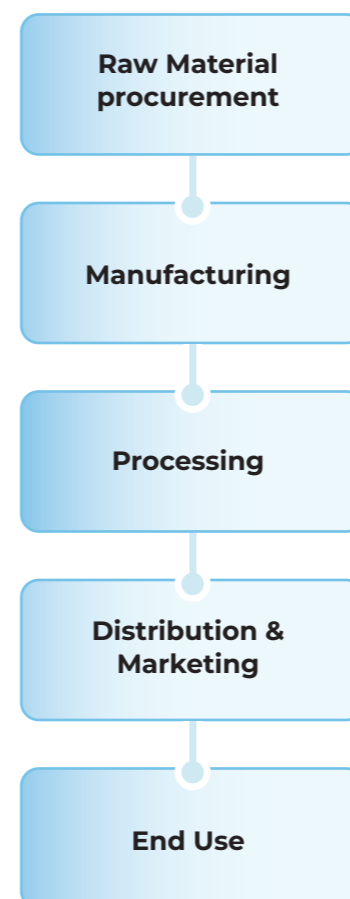
### Natural Capital

- Freshwater Withdrawal – 94,538 kL
- RE Consumption – 13,406 GJ
- Energy Consumption – 248,011 GJ

### Social and Relationship Capital

- CSR Expenditure – Rs. 7.18 Million
- Long Term Supplier – 75 Nos.

## Approach



### Product Portfolio

- Alkyl Alkanol Amines
- Alkanolamines
- Morpholine & Morpholine Derivatives
- Specialty E.O./P.O. Products
- EO/PO Derivatives/Surfactants

## Output

### Financial Capital

- Total Income– Rs. 6,473.94 Million
- EBITDA – Rs. 713.42 Million
- Net Profit – Rs. 393.02 Million

### Manufacturing Capacities

- Production – 38,859.13 MT
- ISO Certifications  
9001:2015, 14001:2015, 45001:2018

### Intellectual Capital

- Development of new product

### Human Capital

- LTIFR Permanent – 0
- Female Employee – 12 %
- Productivity – 273 MT per Employee
- Employee Turnover Rate – 9.86 %

### Natural Capital

- Wastewater Recycled – 25,550 kl
- No. of Trees Planted–125 Nos.

### Social and Relationship Capital

- No. of Beneficiary under CSR – >1000Nos.
- MSME Sourcing – Rs. 20 Mn

# Stakeholder Engagement

We keep improving our stakeholder engagement tactics to find opportunities and risks that fit with our long-term corporate objectives. Our structure ensures that we stay responsive and dedicated to sustainability by establishing enduring connections with important stakeholders, such as workers, consumers, shareholders, communities, regulatory agencies, suppliers, contractors, and financial institutions.

Key concerns that affect a company's performance, reputation, and stakeholder relationships are identified and assessed through materiality evaluation. It aids in setting priorities for matters that affect long term sustainability and business decisions.

## Engagement Process Sequence



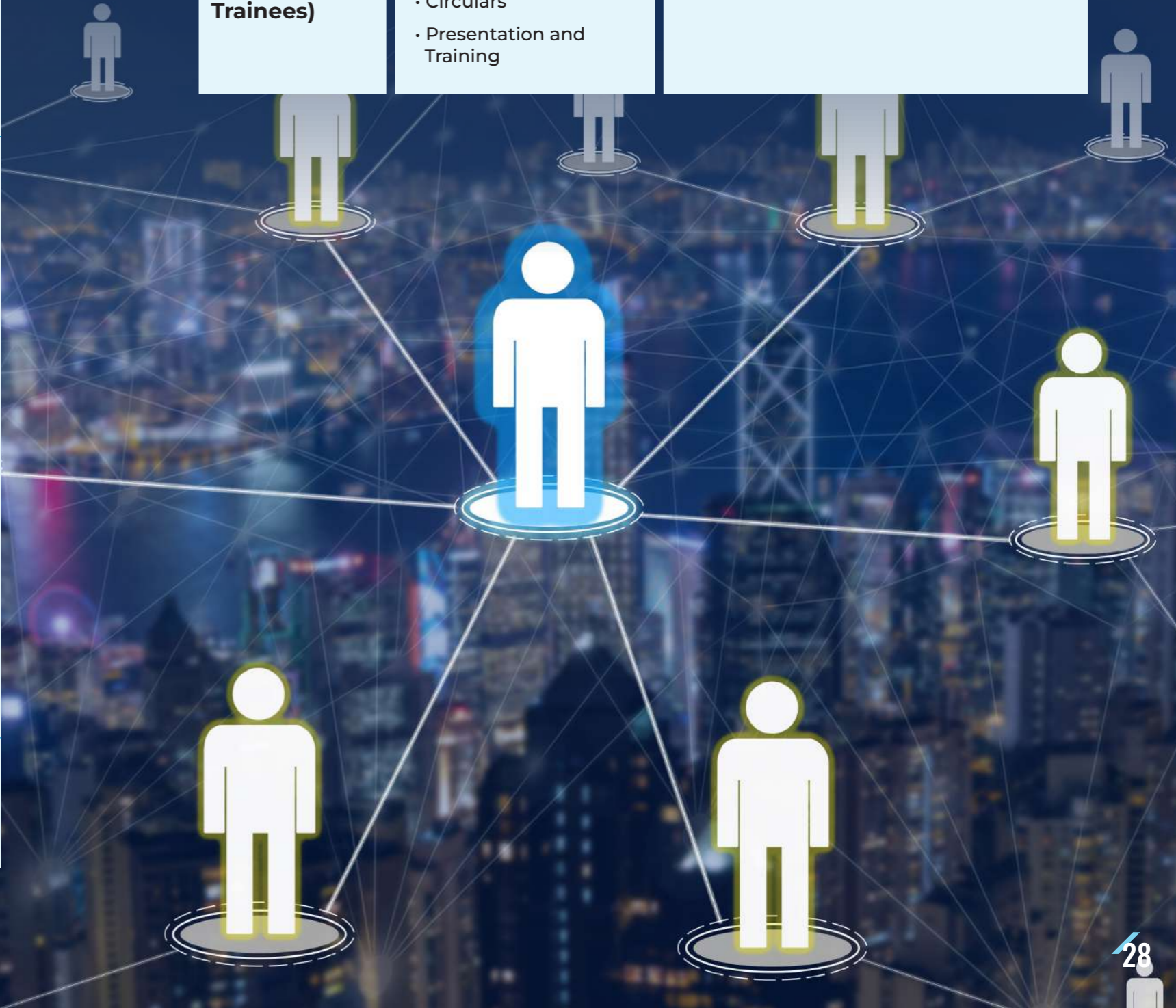
# Stakeholder Engagement Matrix

Stakeholder Group	Channels of communication	Purpose and scope of engagement
Shareholders	<ul style="list-style-type: none"><li>• Annual General Meetings</li><li>• Shareholder Meets</li><li>• Email</li><li>• Stock Exchange Intimations</li><li>• Conference Calls</li><li>• Annual reports</li><li>• Quarterly Results</li><li>• Company's Website</li><li>• Stock Exchange's Website</li></ul>	<ul style="list-style-type: none"><li>• Financial performance</li><li>• Business growth &amp; strategy</li><li>• Future investments</li><li>• Good governance practices</li><li>• Social responsibility</li><li>• Sustainability</li></ul>
Employees and Workers	<ul style="list-style-type: none"><li>• Senior Leader's Communication</li><li>• Setting up KRA, KPI, performance appraisal meetings / review</li><li>• Exit Interviews</li><li>• Union Meetings</li><li>• Welfare Initiatives</li><li>• Email</li><li>• Circulars</li><li>• Websites</li><li>• Presentation</li><li>• Training</li><li>• Conferences (Local/International)</li></ul>	<ul style="list-style-type: none"><li>• Employee engagement and involvement</li><li>• Workplace satisfaction</li></ul>
Customers	<ul style="list-style-type: none"><li>• Customer Meets</li><li>• Email</li><li>• Brochures</li><li>• Social Media</li><li>• Website</li><li>• Feedback</li></ul>	<ul style="list-style-type: none"><li>• Customer relationship</li><li>• Business Development</li><li>• Customer satisfaction and Retention</li></ul>
Research Analyst	<ul style="list-style-type: none"><li>• Website</li></ul>	<ul style="list-style-type: none"><li>• Stay updated on the company's latest developments.</li><li>• Monitor and analyze investor sentiment regularly.</li></ul>

# Stakeholder Engagement Matrix

STAKEHOLDER GROUP	CHANNELS OF COMMUNICATION	PURPOSE AND SCOPE OF ENGAGEMENT
Suppliers and Contractor	<ul style="list-style-type: none"> <li>Contractor &amp; Supplier Meet</li> <li>Regular Interactions (Telephone, Email)</li> <li>Supplier Assessment</li> <li>Plant Visits</li> <li>MoU</li> <li>NDA</li> <li>Trade Association meets / seminars</li> <li>Professional Networks</li> <li>Product Workshops</li> </ul>	<ul style="list-style-type: none"> <li>Long-term association</li> <li>Innovation opportunities</li> </ul>
Regulators	<ul style="list-style-type: none"> <li>Advocacy meetings</li> <li>Seminars</li> <li>Webinars with local / state / national government and ministries through industrial bodies such as Indian Chemical Council (ICC), Federation of Indian Export Organisations (FIEO), Indian Merchant 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)</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Community initiatives</li> </ul>
Communities	<ul style="list-style-type: none"> <li>Visits</li> <li>Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Development Interventions</li> </ul>

STAKEHOLDER GROUP	CHANNELS OF COMMUNICATION	PURPOSE AND SCOPE OF ENGAGEMENT
NGOs	<ul style="list-style-type: none"> <li>Telephonic Discussion</li> <li>Email</li> </ul>	<ul style="list-style-type: none"> <li>Support on implementation of program in APL's focus areas</li> </ul>
Other (Including Contract Workers, Trainees)	<ul style="list-style-type: none"> <li>Communication from Operational Personnel</li> <li>Notice</li> <li>Circulars</li> <li>Presentation and Training</li> </ul>	<ul style="list-style-type: none"> <li>Skill development</li> <li>Healthy and safe operations</li> </ul>



# Materiality Assessment

As a sustainability-focused organisation, it is essential for us to identify and prioritise the key challenges and upcoming opportunities. To accomplish this goal, we performed a thorough materiality assessment utilising a peer assessment method involving our internal and external stakeholders. This allowed us to pinpoint the essential material topics and implement suitable measures for managing related risks and opportunities.



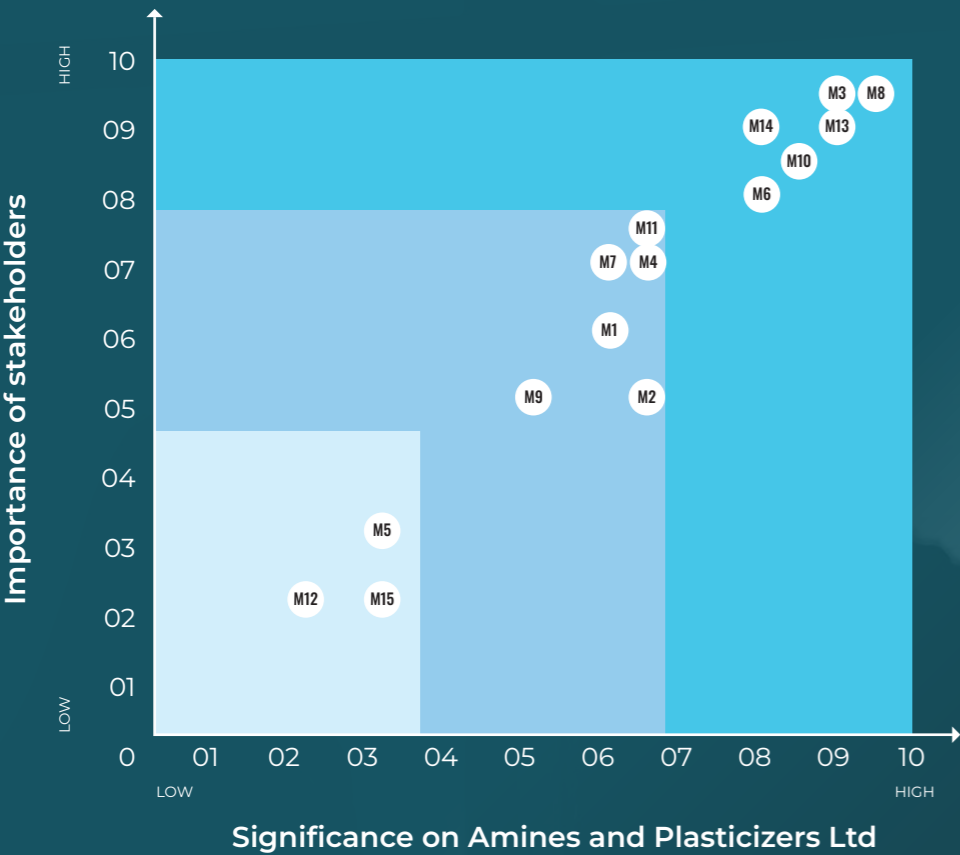
## Materiality Assessment Process



# MATERIAL TOPICS AND RELEVANT SDGs

APL's capacity to generate value for stakeholders, the environment, society, business, and people may be impacted by 15 major areas that were identified by the Materiality Assessment. Stakeholder engagement, regulatory compliance, and long-term sustainability in a constantly changing environment are the main goals of our policies and procedures.

## Materiality Matrix



	Material Topic	Impact Boundary	SDGs Mapping
ENVIRONMENTAL TOPICS			
M1	Air Emissions	Within and outside APL	11 Sustainable Cities and Communities, 13 Climate Action, 15 Life on Land
M3	GHG Emissions	Within and outside APL	7 Affordable and Clean Energy, 13 Climate Action
M6	Energy Management	Within and outside APL	11 Sustainable Cities and Communities, 12 Responsible Consumption and Production
M11	Water and Effluent Management	Within and outside APL	6 Clean Water and Sanitation, 14 Life Below Water
M10	Waste Management	Within and outside APL	11 Sustainable Cities and Communities, 12 Responsible Consumption and Production
M15	Biodiversity	Within and outside APL	14 Life Below Water, 15 Life on Land

	Material Topic	Impact Boundary	SDGs Mapping
SOCIAL TOPICS			
M2	Human Rights	Within and outside APL	3 Good Health and Well-being, 5 Gender Equality, 10 Reduced Inequalities
M5	Diversity and Inclusion	Within APL	5 Gender Equality, 10 Reduced Inequalities
M4	Community Engagement	Within and outside APL	4 Quality Education, 8 Decent Work and Economic Growth
M8	Occupational Health and Safety	Within and outside APL	3 Good Health and Well-being, 8 Decent Work and Economic Growth

	Material Topic	Impact Boundary	SDGs Mapping
GOVERNANCE TOPICS			
M14	Business Ethics and Compliance	Within APL	8 Decent Work and Economic Growth, 17 Partnerships for the Goals
M9	Procurement Practices	Within and outside APL	12 Responsible Consumption and Production, 9 Industry, Innovation and Infrastructure
M7	Market Presence	Within and outside APL	8 Decent Work and Economic Growth
M12	Data Security and Privacy	Within and outside APL	9 Industry, Innovation and Infrastructure
M13	Economic Performance	Within and outside APL	8 Decent Work and Economic Growth

# Corporate Governance

## Governance Structure and Composition

By upholding discrete boundaries between independence, management, and governance, the company's corporate governance strategy guarantees a fair distribution of independent and non-independent directors on the board. The Board ensures management maintains ethics, transparency, and compliance by offering leadership, strategic direction, and independent supervision. It holds management responsible for accomplishing the company's goals, fostering long-term expansion, and abiding by all relevant laws and rules.

The composition of the Board of Directors is in conformity with the applicable provisions of the SEBI (LODR) Regulations, 2015 as well as the Companies Act, 2013 read with applicable rules.

The Board of the Company comprises of Six (6) Directors having Three (3) Independent Directors, one (1) Non-Executive Woman Director and Two (2) Executive Directors including the Chairman and Managing Director.

# Our Board Of Directors

The knowledge, expertise, and education of the Board of Directors enable them to possess the necessary competencies.

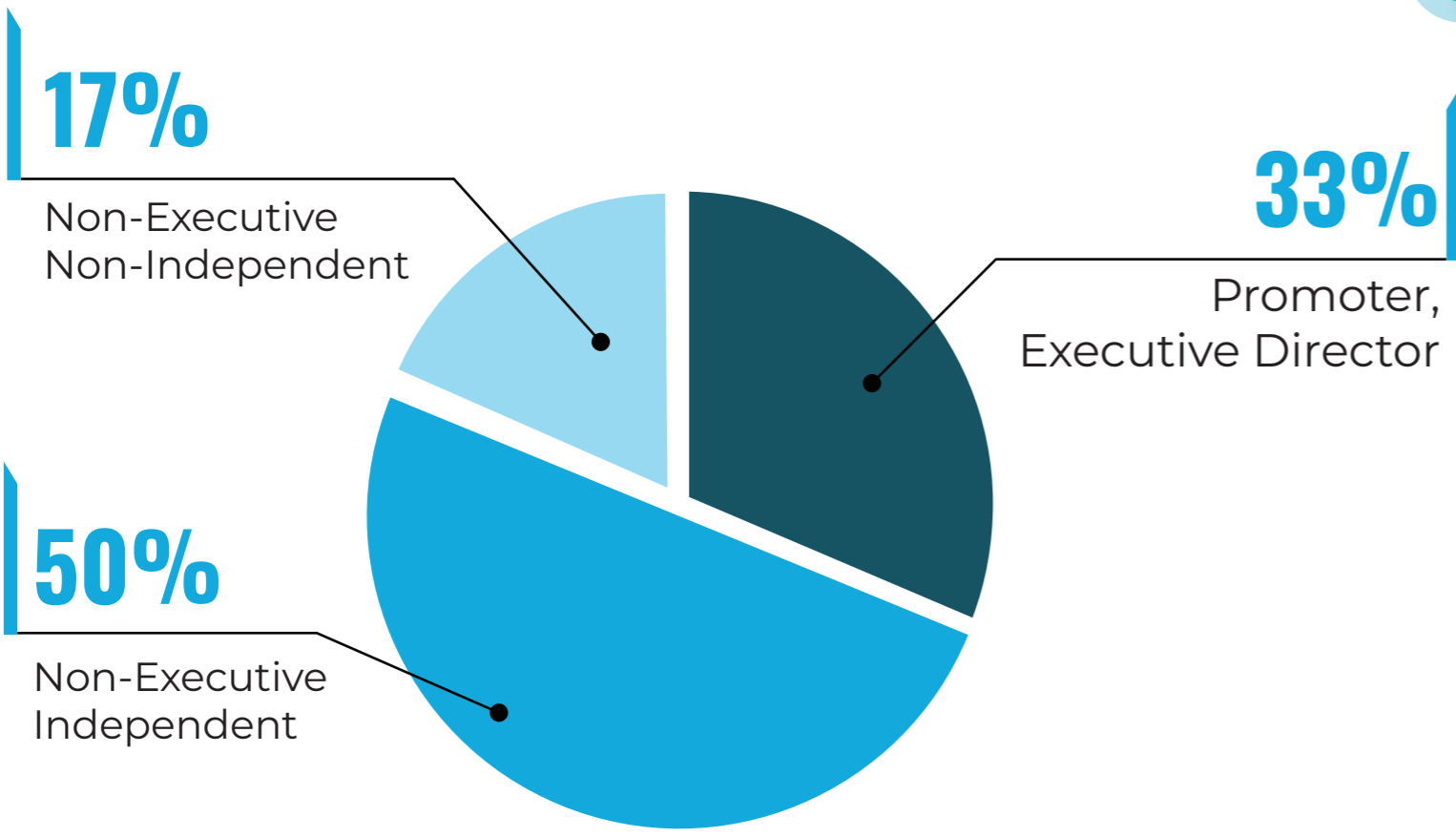
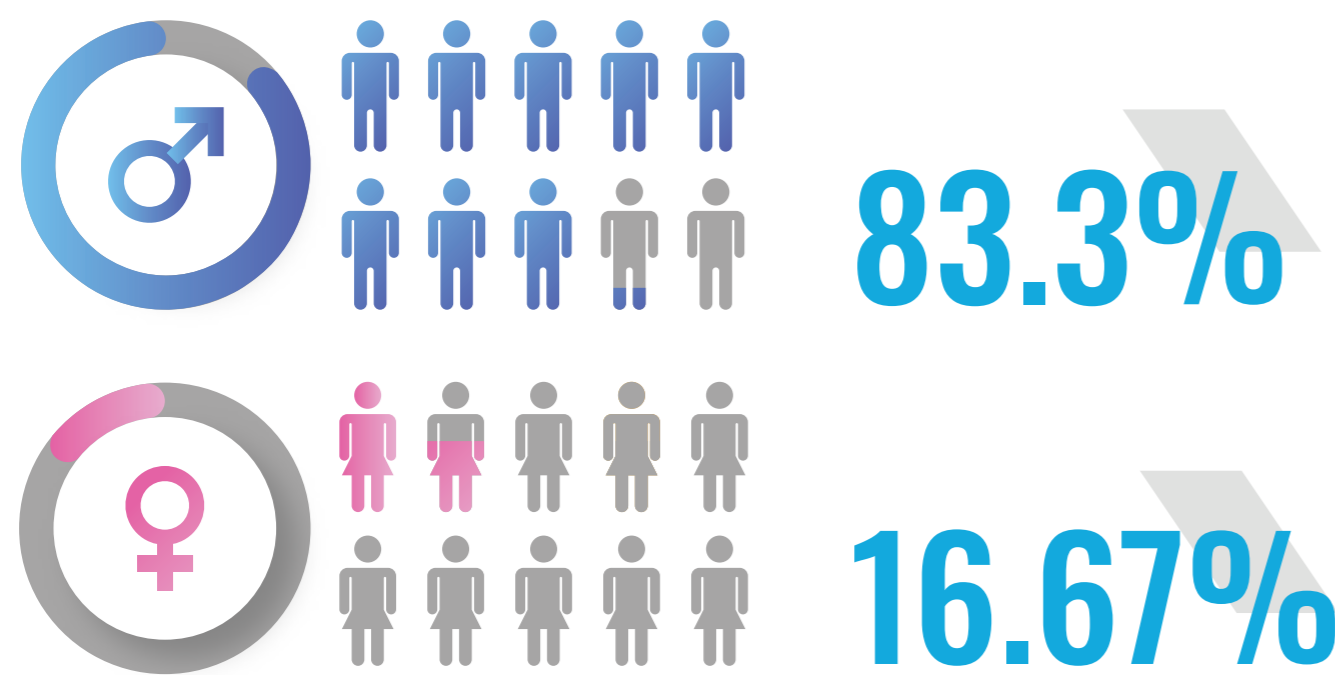
Name of the Director	Core Skills/Expertise/Competencies
<b>Mr. Hemant Kumar Ruia (Chairman &amp; Managing Director)</b>	Mr. Hemant Kumar Ruia has more than forty years of expertise in operations management, policymaking, and corporate leadership. He has a solid background in law and commerce, and his knowledge of the business has been essential to its expansion and success. He oversees daily operations as well as strategic choices.
<b>Mr. Yashvardhan Ruia (Executive Director)</b>	Mr. Yashvardhan Ruia has a bachelor's degree in management studies from Mumbai University and an MSc in marketing from Manchester Business School in the United Kingdom. With vast expertise in business development and marketing, he has made important contributions to the company's success. He has worked closely with the Engineering Division, monitoring operations and day-to-day activities, and his knowledge in fabrication processes has driven operational excellence.
<b>Mr. A. S. Nagar (Non-Executive, Independent Director)</b> <small>Ceased to be Director w.e.f. 28th September, 2024.</small>	Mr. Arun Shanker Nagar has rich experience of over 5 decades in General Insurance and Administration. He is holding Degree in Law and also Master's Degree in English Literature.
<b>Mr. B. M. Jindel (Non-Executive, Independent Director)</b> <small>Ceased to be Director w.e.f. 28th September, 2024</small>	Mr. Brijmohan Jindel is a Retired Chief Commissioner of Income Tax, Government of India, having over 45+ years of wide experience in Taxation and Finance. He is a Bachelor in Arts and an ex- Indian Revenue Services (IRS) officer.
<b>Dr. P. H. Vaidya (Non-Executive, Independent Director)</b> <small>Ceased to be Director w.e.f. 28th September, 2024</small>	Dr. Pandurang Hari Vaidya has more than 50 years of experience in the field of Human Resource Development (HRD), Finance and General Management. He is holding a Master's Degree in Commerce and Doctorate in the subject of "Corporation Finance". He is actively associated with several NGOs and Charitable, Educational institutions imparting his valuable knowledge and guidance for the betterment of various sections of the Society. Considering his vast experience in social and academic field, he has been entrusted with the task of heading the Corporate Social Responsibility (CSR) Committee of the Company and the Company is immensely benefitting from his valuable inputs from time to time for identifying certain projects / agencies for undertaking suitable projects / programs.

Name of the Director	Core Skills/Expertise/Competencies
<b>Ms. Nimisha Dutia (Non-Executive, Non-Independent Director)</b>	<p>Ms. Nimisha Dutia is a B. Com and B.Ed. graduate with extensive experience in the education sector. She has worked with various educational institutions, contributing to the development and enhancement of academic programs and initiatives.</p>
<b>Mr. Nikunj Sureshchandra Seksaria (Non-Executive, Independent Director)</b>  Appointed as Non-Executive Independent Director w.e.f. 27 <sup>th</sup> September, 2024.	<p>Mr. Nikunj Seksaria is graduated from The University of Texas, Austin in 1997 with a double degree Bachelor in Business with a major in Finance and a Bachelor in Arts with a major in Economics. He has over 25+ years of investment banking experience across geographies including India, USA, UK, Singapore, and the GCC. He is proficient in corporate finance advisory roles including domestic, cross-border sell- and buy-side, portfolio restructuring, buy-outs, contested and distressed situations and financing.</p>
<b>Mr. Pragyan Vivek Pittie (Non-Executive Independent Director)</b>  Appointed as Non-Executive Independent Director w.e.f. 27 <sup>th</sup> September, 2024.	<p>Mr. Pragyan Pittie is a Bachelor of Management Studies and has also completed the International Baccalaureate program. He is engaged in his family businesses including in Harinagar Sugar Mills Ltd and has been instrumental in the execution of several high-value projects. In the family businesses, he also oversees real estate aspects of the group including investments, the development of landholdings.</p>
<b>Ms. Dhanyashree Abhay Jadeja (Non-Executive Independent Director)</b>  Appointed as Non-Executive Independent Director w.e.f. 27 <sup>th</sup> September, 2024.	<p>Ms. Dhanyashree Jadeja is the Co-founder and Partner at Jadeja &amp; Satiya, Advocates. She is widely acknowledged for her skills and expertise as a Lawyer. Her practice focuses on complex Commercial Civil litigation, Alternate Dispute Resolution, Mergers &amp; Acquisitions, General Corporate Advisory and Securities Laws. She has successfully spearheaded various high-profile litigations, both civil and criminal, before various courts, tribunals, and arbitrations. She has regularly represented and advised diverse and prestigious clientele including public companies and multinational corporations. Ms. Dhanyashree Jadeja has been practicing law since 2008. Before founding Jadeja &amp; Satiya, Advocates, Dhanyashree was associated with Desai &amp; Diwanji, Advocates. She is a professional member of the Bar Council of Maharashtra &amp; Goa, the Bombay Bar Association, and the Supreme Court Bar Association</p>

*Note: The tenure of Mr. Arun Shanker Nagar (DIN: 00523905), Mr. Brijmohan Jindel (DIN: 00071417) and Mr. Pandurang Hari Vaidya (DIN: 00939149) came to an end as Non-Executive Independent Directors w.e.f. 28th September, 2024 on completion of their second term of five consecutive years. Accordingly, the shareholders at their 49th Annual General Meeting held on 27th September, 2024 appointed Mr. Nikunj Seksaria (DIN: 07014263), Mr. Pragyan Pittie (DIN: 10735025) and Ms. Dhanyashree Jadeja (DIN: 10732864) as Non-Executive Independent Directors on the Board w.e.f. 27th September, 2024.*

*The report belongs to the FY 2023-24, however, the present composition (as of the date of release of this report) of the Board is provided to the stakeholders for easy reference and updated information. It is to be noted that consequent to the above change in the composition of the Board, the present Committee composition has also undergone a change, and the updated committee composition can be accessed at <https://www.amines.com/pdf/Board-Committees/Board-Committees.pdf>*

# Board Diversity



## BOARD COMMITTEES

### AUDIT COMMITTEE (AC)

- Mr. A. S. Nagar
- Mr. B. M. Jindel
- Dr. P. H. Vaidya
- Mr. Hemant Kumar Ruia

### NOMINATION AND REMUNERATION COMMITTEE (NRC)

- Mr. A. S. Nagar
- Mr. B. M. Jindel
- Dr. P. H. Vaidya
- Mr. Hemant Kumar Ruia

### CORPORATE SOCIAL RESPONSIBILITY COMMITTEE (CSRC)

- Mr. B. M. Jindel
- Dr. P. H. Vaidya
- Mr. Hemant Kumar Ruia

### STAKEHOLDERS RELATIONSHIP COMMITTEE

- Mr. A. S. Nagar
- Mr. B. M. Jindel
- Mr. Hemant Kumar Ruia

# Audit Committee

The composition of the Audit Committee is in accordance with Regulation 18 of the SEBI Listing Regulations. All the members of the Committee possess financial knowledge and have requisite financial management expertise. The members have vast knowledge and experience in the field of finance, taxation, Insurance and accounts.

The Audit Committee is in charge of monitoring the business's financial reporting procedure and making sure that financial statements are presented in an understandable, accurate, and thorough way. The Committee advises on the processes for the appointment, reappointment, and approval of payments to statutory auditors in addition to its primary responsibilities. In order to guarantee compliance and appropriate governance, it also examines and evaluates inter-corporate loans and investments.

# Nomination and Remuneration Committee

The composition of Nomination and Remuneration Committee ("NRC") is in accordance with Regulation 19 of the SEBI Listing Regulations.

The Nomination and Remuneration Committee advises the Board on the appointment, reappointment, and dismissal of Directors and Key Managerial Personnel (KMPs) and helps the Board decide on the Board's size, diversity, and makeup. It also proposes that directors be paid in accordance with the law and establishes standards for evaluating their credentials, independence, and personal qualities. The Committee provides advice on whether to extend the terms of Independent Directors based on their performance and supervises the Board's and Independent Directors' evaluation. It also assists the Board in carrying out its duties and advances succession planning for the Board and Senior Management. The Committee may assign the Company Secretary or its members specific authority.

# Corporate Social Responsibility (CSR) Committee

The composition of the CSR Committee in accordance with the provisions of is Section 135 of the Companies Act, 2013 and Companies (Corporate Social Responsibility Policy) Rules, 2014.

The CSR Committee will be responsible for:

- Approval of CSR Budget as received from CFO/ Management;
- Formulation of CSR Strategy and policies;
- Implementation of CSR activities/projects/programmes;
- Monitoring and supervising the activities under the CSR Policy;
- Reviewing the activities / programmes /projects periodically;
- Delegation of above activities to any of the KMPs;
- Ensure reporting and communication to stakeholders

# Stakeholders Relationship Committee

The company strives to maintain a balanced approach that serves the best interests of the company, treating all stakeholders equally and placing the utmost importance on investor relations. To improve investor relations, the emphasis is on quickly and effectively resolving shareholder complaints. In order to improve service levels for investors, it also keeps an eye on the Share Transfer Agent's performance and service standards and offers continuous advice.

Committee	No. of meetings
Audit Committee	4
Nomination and Remuneration Committee (NRC)	3
Corporate Social Responsibility (CSR) Committee	2
Stakeholders Relationship Committee (SRC)	2

# Committee Meeting Attendance



## Nomination And Selection Of The Highest Governance Body

To ensure a culture of performance, it is made certain that the selection of the Board of Directors is carried out in compliance to the Nomination and Remuneration Policy.

The Remuneration Policy, recommended by the Remuneration Committee, governs the criteria for determining qualifications, positive attributes, and independence of a Director. It also lays down the fair remuneration principles for Directors, Key Managerial Personnel, and other employees.

The policy lays down the procedure for the selection and

appointment of Board Members and KMP and the appointment of executives other than Board Members, compensation structure for Executive Directors, Non-Executive Directors, KMP, and other employees.

The policy includes provisions for identifying and selecting suitable candidates for appointment to senior management positions, considering factors such as professional qualifications, experience, and personal qualities. It also outlines the criteria for evaluating the performance of senior management personnel and the Board of Directors.

# Business Ethics

## Code of Conduct

The company has created a Code of Conduct and Ethics in compliance with the Listing Regulations and the Companies Act of 2013. To the degree that it is pertinent to their positions and duties, directors, employees, and non-executive directors—including independent directors—are all covered by this code. To encourage moral and professional behaviour, the company has enacted a thorough "Code of Conduct" for all board members and senior personnel. The Code is accessible to the public via [www.amines.com](http://www.amines.com), the Company's website. Directors and senior officials must behave honourably, fairly, ethically, and with integrity. In the best interests of the company, they are supposed to behave in a polite, professional, and respectful manner. All people covered by the Code are asked to prove their compliance with the Code once a year.

## Whistle Blower Policy

The purpose of the policy is to safeguard those who, in good faith, make protected disclosures. It deals with issues that might significantly affect the performance and operations of the business. Employee confidentiality obligations during work are not waived by the policy, nor is it meant to resolve personal complaints. The policy permits all employees to make protected disclosures, including those pertaining to issues pertaining to the business's operations and procedures.



# OUR POLICIES

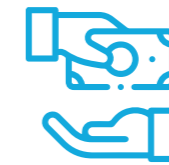
Familiarization  
Programme for  
Independent  
Directors of the  
Company



Code of  
Conduct



Nomination &  
Remuneration  
Policy



Corporate Social  
Responsibility (CSR)  
Policy



Whistle Blower



Related Party  
Transaction Policy



Material Subsidiary  
Policy



Policy on  
Prevention of  
Sexual Harassment



# Policy of Prevention of Sexual Harassment

Sexual harassment, discrimination, and other forms of abuse in the workplace are not tolerated at Amines & Plasticizers Limited. The organization urges all workers and business associates to report any improper behaviour in order to guarantee a prompt and efficient resolution. Addressing even less serious situations that would not qualify as harassment under the law is part of this. To help with this, Amines & Plasticizers Limited has put in place a grievance redressal procedure to deal with and settle any violations in a timely and suitable manner.

## Grievance Resolution

We have taken specific action to address the concerns of our stakeholders, acknowledging their varied demands. We have set up a strong grievance redressal process to handle employee issues about the company's operations, rules, and code of conduct in order to guarantee efficient communication and resolution. This promotes a transparent and encouraging work environment.

# Human Rights

We at APL are committed to creating a workplace that protects the human rights of our partners and workers while promoting safety and productivity. We have a zero-tolerance policy for any human rights abuses. By putting in place reliable systems, providing thorough training, and abiding by laws that respect human rights norms, we accomplish this. These include making sure that our recruiting procedures and relationships with co-workers are fair and equitable, outlawing child labour and forced labour, and eliminating sexual harassment.







# Risk Management

For corporate operations to be resilient, a strong risk management system is necessary. Our risk management procedures help us identify and evaluate operational risks, make well-informed decisions, and put the right policies in place to reduce those risks and take advantage of opportunities. Proactive risk management is a critical component of the Company's corporate strategy. The current risk management practices are designed to identify, assess, and mitigate potential risks across a variety of operational facets. The company is dedicated to enhancing its risk management framework in response to the changing complexity of the business landscape.

The corporate risk management methodology developed by APL’s allows us to efficiently identify, rank, and reduce risks. It involves using internal control systems, identifying, evaluating, monitoring, and mitigating risks, as well as creating response plans to guarantee the accomplishment of corporate goals.



Type of Risks	Mitigation Measures
 <p><b>Operational Risk</b></p>	<ul style="list-style-type: none"> <li>• Maintain strategic stock levels of raw materials aligned with the order book to prevent supply chain disruptions.</li> <li>• Strengthen supplier relationships and diversify sourcing channels to ensure continuity during unforeseen supply issues.</li> <li>• Leverage the long-term arrangement with the solar power company to ensure stable and cost-effective energy supply.</li> <li>• Enhance R&amp;D capabilities with a balanced team of experienced professionals and young talent to sustain innovation and address emerging challenges.</li> <li>• Explore and establish a presence in new markets to reduce dependency on specific regions or customer bases.</li> </ul>
 <p><b>Economic Risk</b></p>	<ul style="list-style-type: none"> <li>• Expand into new chemical markets and regions to reduce reliance on specific economies or geopolitical zones, decreasing exposure to economic downturns in any single market.</li> <li>• Reach out to potential new customers to broaden the client base and mitigate risks from customer dependency or market contraction.</li> <li>• Invest in R&amp;D to develop unique and innovative specialty products that cater to emerging needs, thereby differentiating the company from competitors and tapping into new growth opportunities.</li> </ul>
 <p><b>Ecological Risk</b></p>	<ul style="list-style-type: none"> <li>• Continue R&amp;D efforts to advance carbon capture technologies, ensuring that emissions are minimized and the company contributes to global sustainability goals.</li> <li>• Invest in the development of environmentally friendly gas treating solvents and carbon capture solvents, ensuring they are not only effective but also safe for the environment.</li> </ul>
 <p><b>Financial Risk</b></p>	<ul style="list-style-type: none"> <li>• Maintain a consortium of bankers, with SBI as the lead banker, to ensure a diversified and reliable financing structure, reducing dependence on a single financial institution.</li> </ul>

# Research & Development

The company's development and innovation are greatly aided by the seven committed individuals that make up the R&D section. It emphasises quality control, process optimisation, new product development, sustainability, and regulatory compliance. It also strives to ensure high standards of quality, increase manufacturing efficiency, and comply with both domestic and international legislation. In order to develop ecologically friendly solutions and support the company's long-term competitiveness and environmental responsibility, the division also prioritises Green Chemistry, with a total R&D investment of Rs. 15.82 Mn.

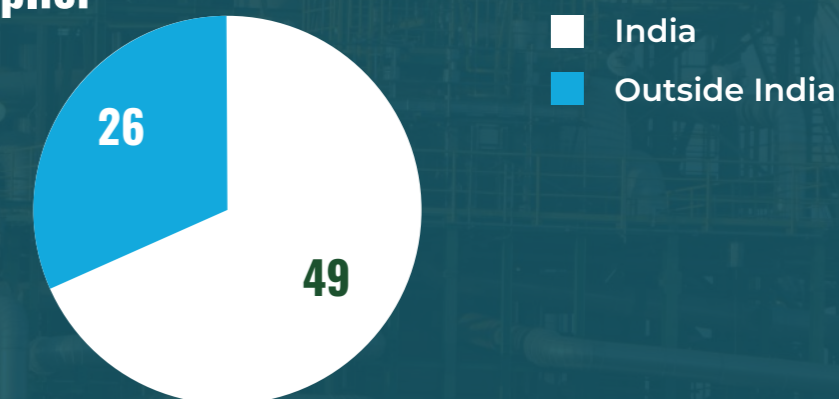
## Details of Improvement in Environmental and Social Aspects:

- Development of new synthetic route strategies, keeping the present scenario of Green Chemistry in focus to already developed processes in our various products
- Up-gradation of existing production technology in order to reduce effluents-load with the aim of zero discharge and reduction in manufacturing cost
- Development of Gas Treating Solvents and carbon capture solvents with new additives and the formulations are tailor made for customers
- Development of oil field chemicals, focusing on Demulsifiers of various crudes of different countries.
- Concentrating in the development of import substitutes mostly for products related to Batteries of Electric vehicle, Hydrolyser for the new energy entrant, hydrogen and Semiconductors.

# Procurement Practice

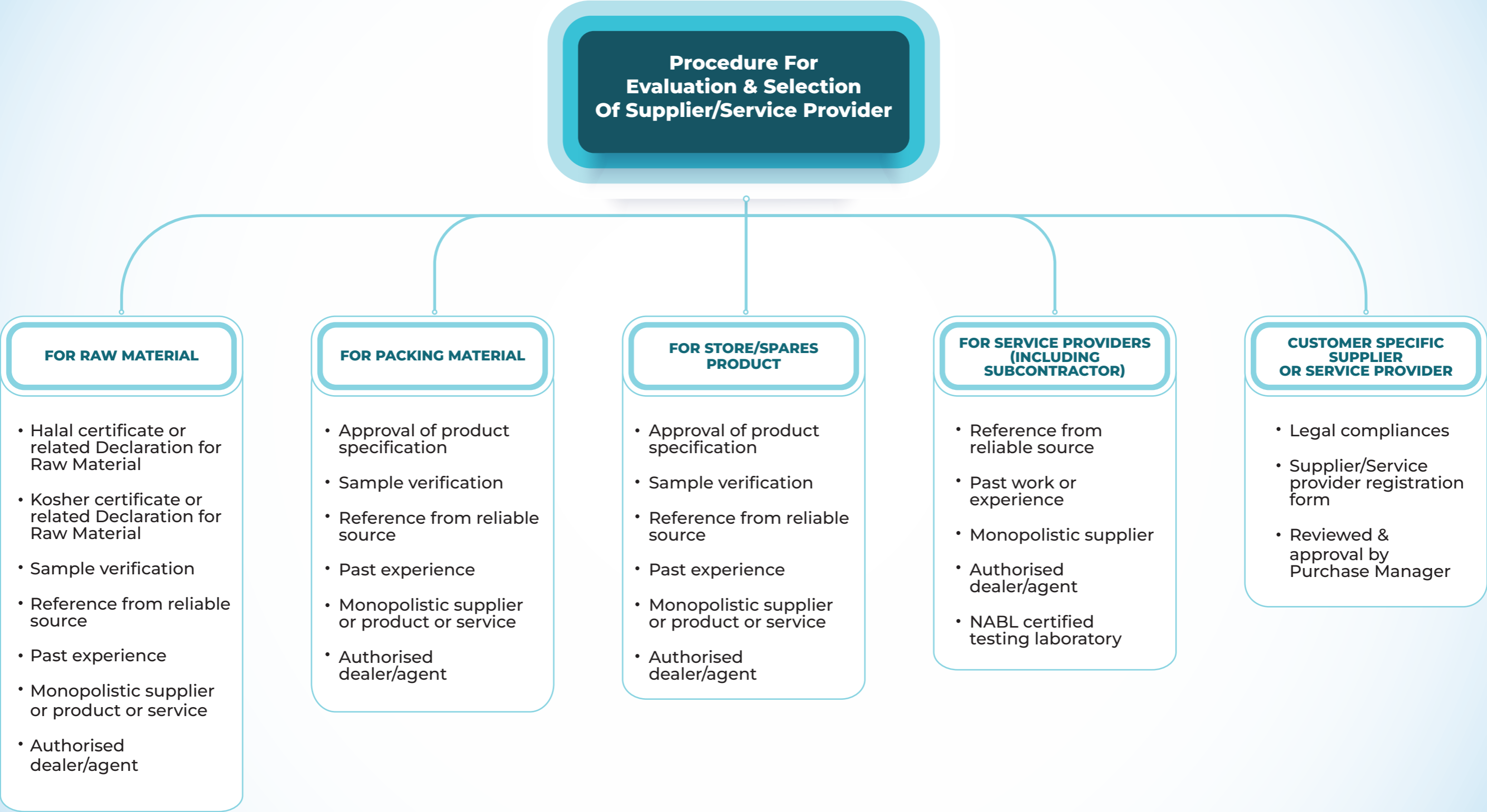
APL has implemented a structured process for evaluating and selecting suppliers and service providers. The supplier and service provider evaluation entails a comprehensive examination of the information required by APL prior to the on-boarding with APL. The assessment of suppliers is based on essential compliance criteria, encompassing legal obligations, licensing, and certifications. The verification of the GST number and PAN number under legal compliance confirms the entity's legitimacy and tax compliance. Licensing prerequisites entail verifying the existence of a valid Factory License or a Shop & Establishment License, in addition to obtaining consent from the Maharashtra Pollution Control Board (MPCB), if relevant, to ensure regulatory compliance. Moreover, certifications like ISO accreditation, indicative of quality management standards, and authorised dealer or agent certifications, when applicable, enhance credibility and ensure industry compliance. This thorough review guarantees that only qualified and compliant suppliers or service providers are registered, conforming to regulatory and organisational standards.

## Long Term (>10 years) Business Relationship with Supplier



The company is promoting inclusivity within its supply chain while simultaneously fostering economic growth by supporting MSMEs. The company's commitment to responsible business practices aligns with this strategic inclusion, aimed at positively impacting the wider business ecosystem. The company demonstrates a proactive strategy in responsible sourcing and supplier engagement through these initiatives.

# Supplier Evaluation Process



# Economic Performance

At APL, we're dedicated to preserving a solid balance sheet and an ideal capital structure because they are important factors in determining stakeholder value. Our emphasis on prudent capital allocation helps us balance stability, efficiency, and growth by acting as a growth accelerator. By following these guidelines, we want to improve our long-term success, resilience, and economic performance.

## Economic Performance Trend (Standalone)

Particulars	2023-24 (INR Million)	2022-23 (INR Million)
Economic value generated		
a. Sales Revenue	6,451.26	5,930.49
b. Other Operating Revenue	22.69	10.22
c. Other Income	6,473.95	5,940.70
Economic value distributed		
a. Operating costs (Includes cost of raw materials & other expenses)	5,603.81	5370.44
b. Community investments	7.18	7.39
c. Employee wages and benefits	210.85	187.55
d. Payments to providers of capital	128.49	99.93
e. Payments to government	137.77	74.18
Economic value retained	385.85	201.23

# Data Security and Privacy

Cybersecurity threats may cause firms to suffer severe financial losses as well as harm to their brand. Effective risk management is crucial for the gathering, storing, and using of private, proprietary, and sensitive user or customer data.

The data protection and information security policy of Amines & Plasticisers Limited 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. Furthermore, in order to proactively avoid security breaches and guarantee a robust information security culture, APL provides periodic awareness training to its staff.

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.

Zero cases, incidents and consumer complaints pertaining to data breach or cybersecurity breach has been identified or reported in FY 2023-24.

# Environment Stewardship

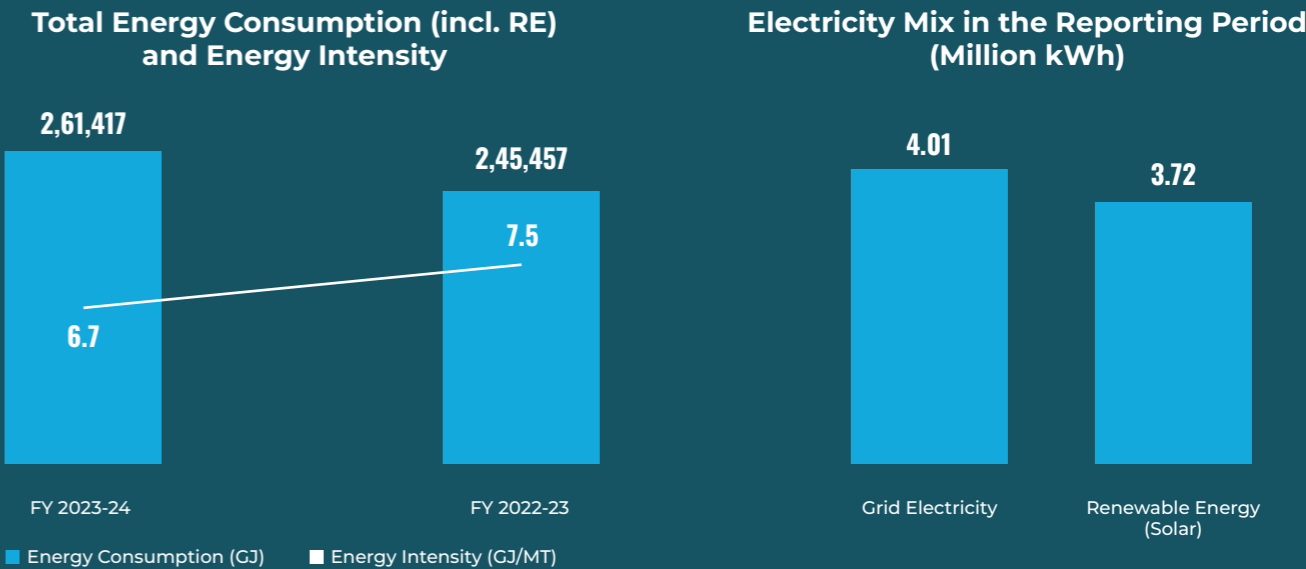
The industry's present considerable transition toward sustainability is being driven mostly by worldwide trends that stress environmental responsibility. As rules tighten and customers demand more environmentally friendly products, the need for sustainable practices has never been greater. Our objective is not just to fulfil these changing expectations, but also to lead the way in developing new sustainability standards. We are devoted to ensuring that our goods and processes comply with worldwide environmental standards, therefore positively contributing to environmental preservation.

We are dedicated to fully complying with national and international legislation, properly controlling our environmental impact, and working toward a greener future. All of our divisions adhere to the ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 management standards. Furthermore, we adhere to the principles defined in our Environment, Health, and Safety (EHS) Policy, guaranteeing a consistent approach to sustainable practices throughout all areas of operations.

We continually evaluate our environmental performance through regular audits, with an emphasis on waste reduction, energy and water efficiency, and emissions reduction. To address environmental concerns, we will invest in cutting-edge technology, explore novel solutions, and collaborate with industry experts. Our efforts to create a greener future are continuous, and we remain committed to attaining excellence in environmental sustainability.

## Energy Management






Chemical business is energy intensive which makes the management and operation of the company's energy system of great importance. We recognize the critical role that energy use and greenhouse gas emissions play in the specialized chemicals and fluorocarbons sector. Our commitment to sustainability emphasizes the need for a holistic approach to energy and emissions management, with a primary focus on reducing our carbon footprint. Key elements of our approach include enhancing efficiency, and continually improving our manufacturing processes to achieve greater sustainability.



## Enhancing Energy Use Efficiency and Reducing Emissions

As part of our commitment to sustainability and responsible resource management, we have implemented several measures to reduce energy consumption throughout our operations.

### Energy Consumption Reduction Initiatives

-  The solar power plant, built in conjunction with One Solar Power Company, continues to supply electricity to the MSEDCL Grid, the company's major energy provider. As a result, the company's dependency on MSEDCL electricity has decreased significantly.
-  Up-gradation of Electrical system ensured reduction of energy consumption and also electrical breakdowns.
-  Energy-efficient motors have been installed across the plants to optimize energy consumption.
-  Monitoring of Power factor & maintaining of power factor at higher level resulted in minimizing Maximum demand & also electrical losses.
-  Installation of standby PNG fired thermo pack for EA plant.

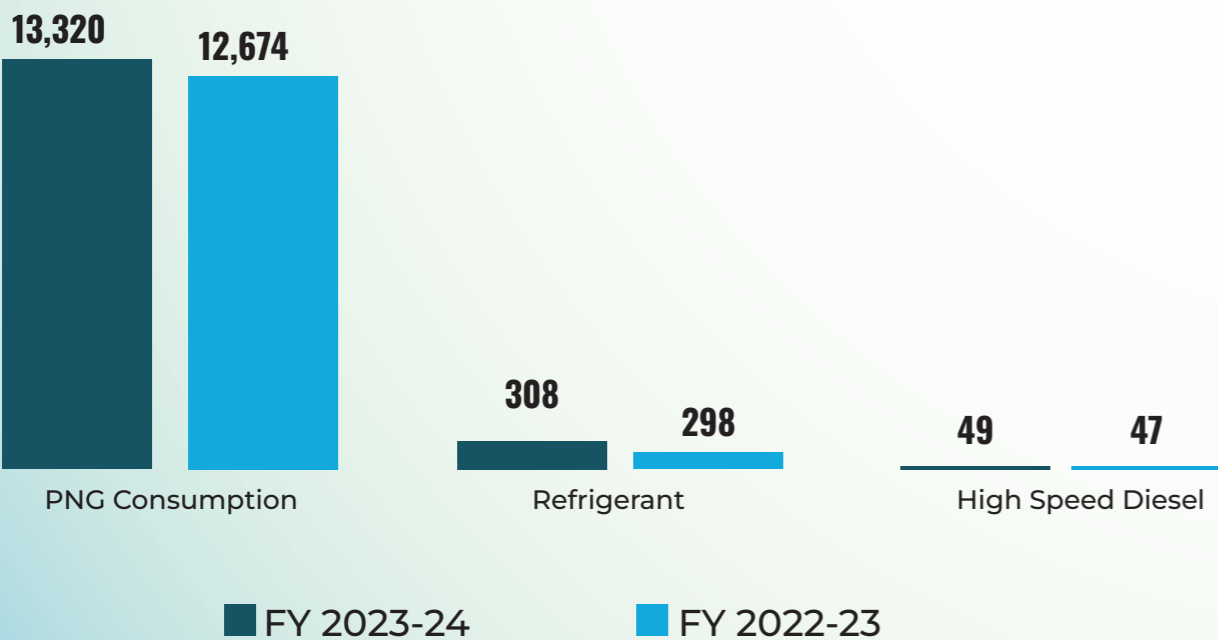
# GHG Emissions

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.

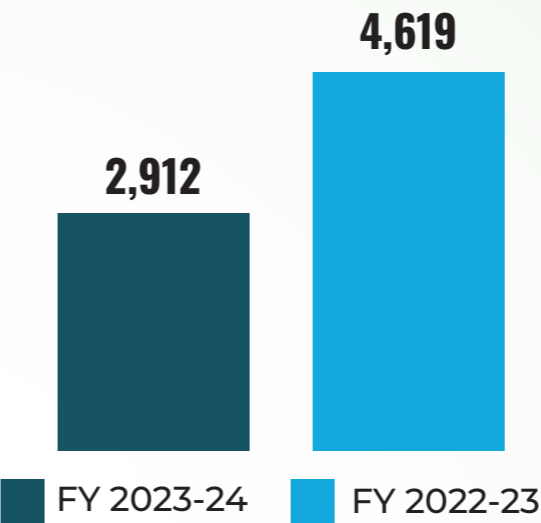
- Introducing Natural gas fuels in place of fossil fuels for all the utilities in the manufacturing location.
- Enabling more energy efficient building through sustainable insulation and building systems.
- Investing renewably energy power generating sources alternatives to existing.
- Facilitating the recovery, recycling and re-use of our products in diverse industries to lower their GHG impacts.

## Scope 1 & Scope 2 GHG Emission

### Scope 1 Emission Sources (tCO<sub>2</sub>)

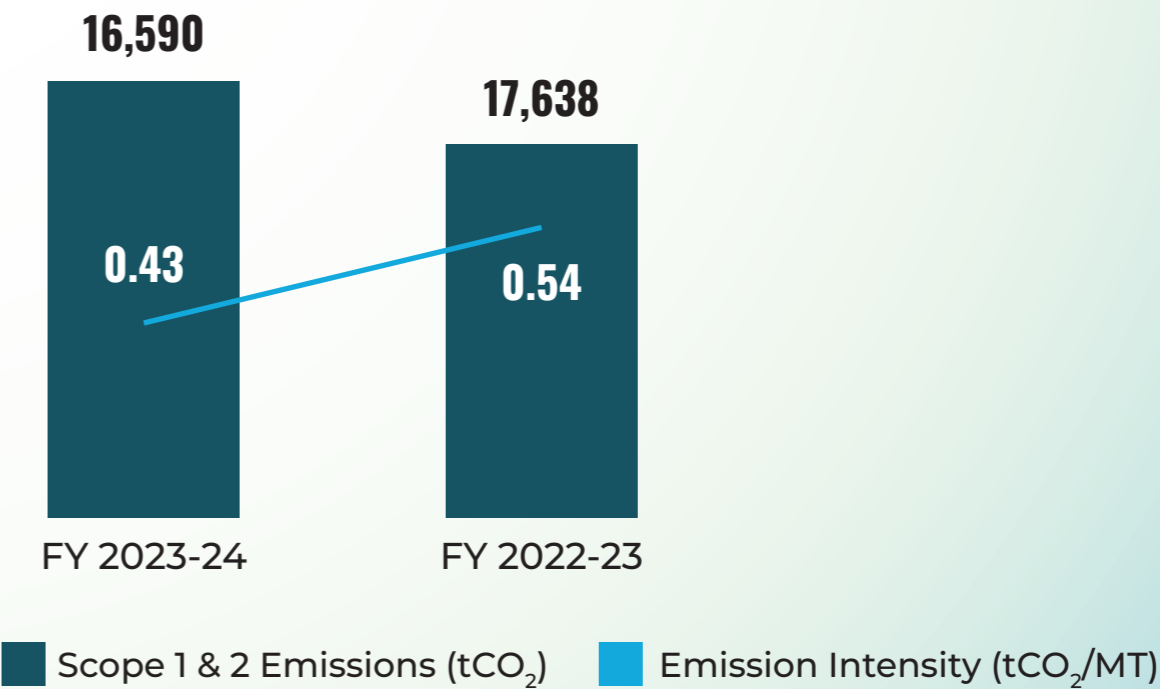


## Scope 2 Emissions due to Grid Electricity (tCO<sub>2</sub>)



Amines & Plasticisers Limited's sustainability actions during the reporting period included sourcing electricity from a 2.6 MW open access solar power facility to lower grid energy emissions. Grid power usage was reduced by 3,723 MWh as a result of this action, which also reduced CO<sub>2</sub> emissions by 2,707 tonnes.

## Emission Intensity



# Air Emissions

We consistently monitor air emissions from our manufacturing operations and apply necessary controls to ensure that emissions stay within permissible limits. Our operations' 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.

Parameter	Unit	FY 2023-24	FY 2022-23
Particulate Matter (PM)	mg/Nm3	13.6	11.3
Oxides of Sulphur (SOx)	mg/Nm3	0	0
Oxides of Nitrogen (NOx)	mg/Nm3	37.8	40.3

# Water & Effluent Management

APL recognizes water's critical importance as a resource in the chemicals production industry. Throughout all aspects of our business, we prioritize sustainability, conservation, and appropriate use when it comes to water management. Environmental sustainability, operational effectiveness, and resource conservation are the cornerstones of our approach.

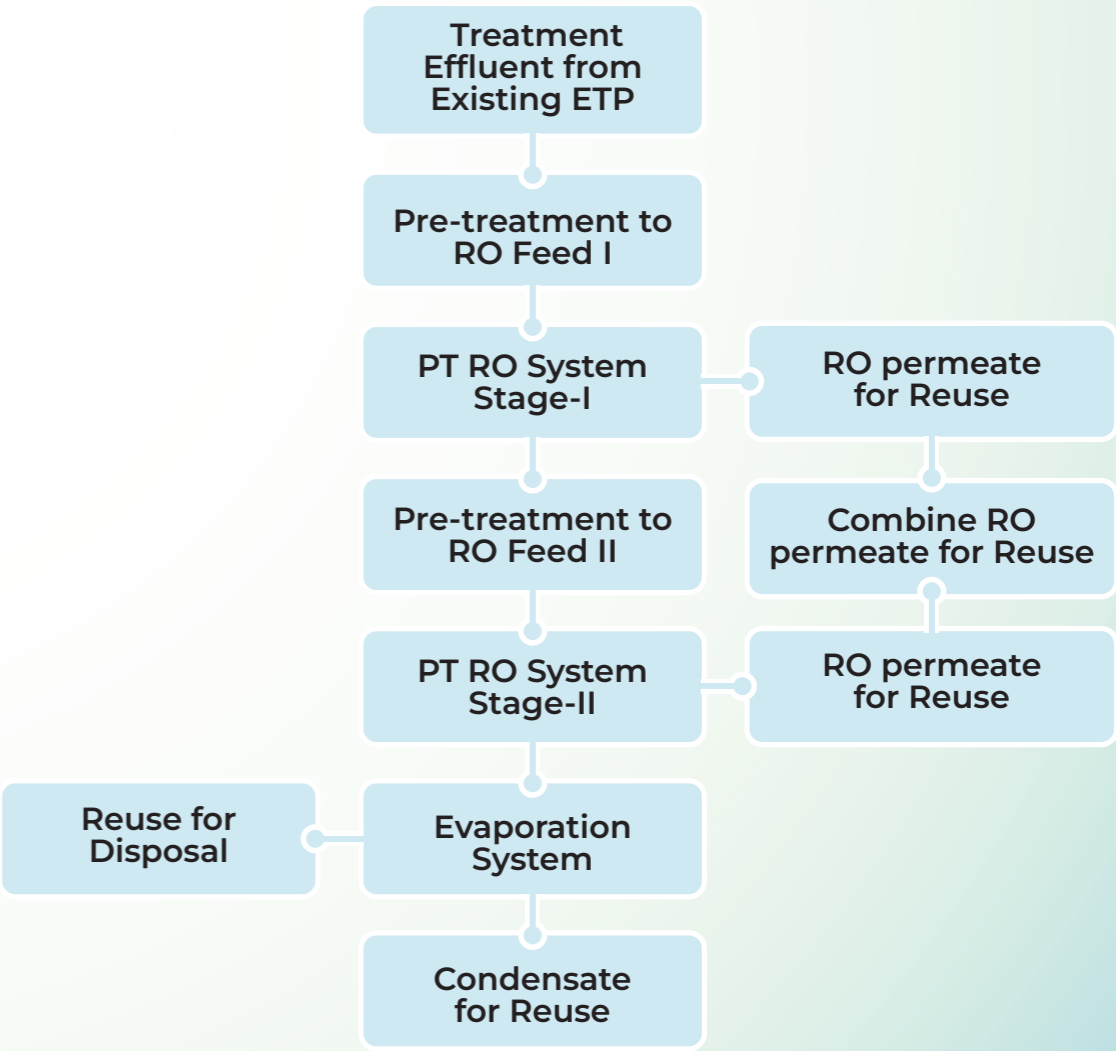
# Fresh Water withdrawal (kL)

Parameter	Unit	FY 2023-24	FY 2022-23
Third Party (Municipal)	kL	94,538	1,20,924
Ground Water	kL	0	0
Surface Water	kL	0	0
Total Freshwater	kL	94,538	1,20,924
Water Withdrawal Intensity	kL /MT of production	2.43	3.70

# Zero Liquid Discharge (ZLD)

Amines & Plasticisers 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.

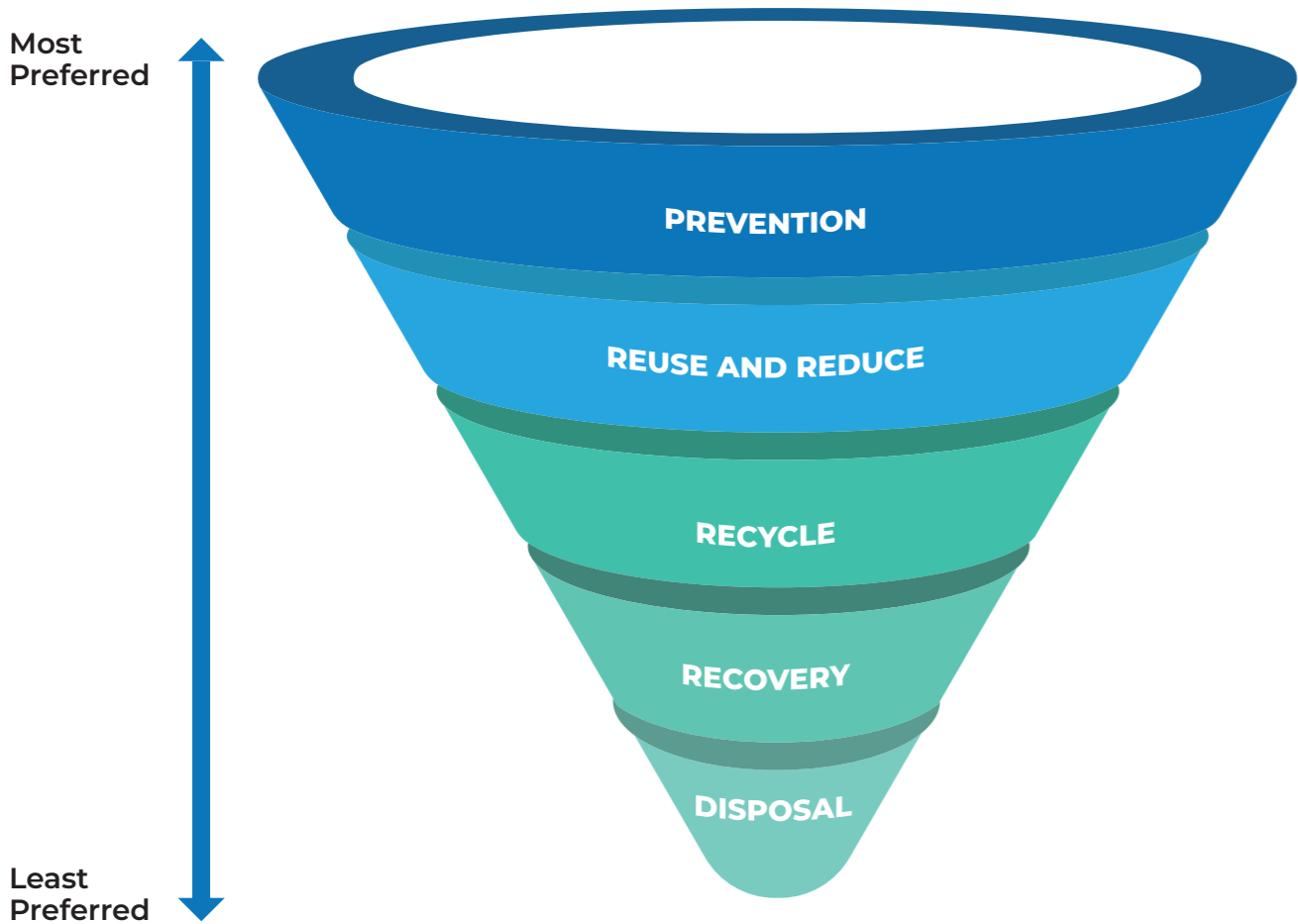


# Waste Management

Efficient waste management is a top priority for us as a responsible manufacturer of speciality chemicals since we deal with substances that are inherently hazardous. As part of our commitment to waste reduction, we place a high priority on material reuse and recycling. 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."

The waste generated by our Company is within the permissible limits set by Central or State Pollution Boards (CPCB/SPCB).

## Waste Management Hierarchy



Details of Hazardous Waste Generated (MTPA)	FY 2023-24	FY 2022-23
Used or Spent oil	0.57	0.57
Oil and grease skimming	0.17	0.25
Spent ion exchange resin containing toxic metals	1.60	0.74
Chemical sludge from wastewater treatment	1.46	1.20
Any process or distillation residue*	279.86	50.07

\* This increase is within the permissible limits established by the Pollution Control Board and is consistent with the growth in production levels.

Details of Hazardous Waste Disposed (MTPA)	FY 2023-24	FY 2022-23
Waste sent to Incineration	0.743	0.82
Waste set to landfill	282.92	52.01

## Fostering Social Growth Employees

The strength of our people and the communities we serve is the cornerstone of APL. With a strategic emphasis on employee engagement, we are dedicated to creating an engaging and motivating work environment. Our all-encompassing strategy demonstrates our conviction that sustained success requires a motivated, diversified, and integrated staff.

Our first goal is the well-being of our employees. Our employee-focused rules are intended to establish a motivating and encouraging work environment at every location. We aim to generate value and happiness for our employees by working directly with business stakeholders and providing agile, responsive services. This ensures that our employees are prepared and inspired to contribute to our success as a team.

We at APL believes, employees must have the

freedom to join unions and participate in collective bargaining. Promoting secure employment, equitable pay, and safe working conditions are all part of this. In order to ensure that businesses function in a socially responsible way and to hold them accountable, unions are essential. At APL, thirteen (13) workers are part of International Confederation of Free Trade Unions (ITF)-affiliated General Mazdoor Sabha in Thane, Maharashtra, during the reporting period.



# Employee Benefits

At APL, we understand the importance of employee perks in attracting, retaining, and inspiring a skilled staff. We hope to increase job happiness, encourage loyalty, and advance our employees' well-being by providing a competitive benefits package. A healthy and inclusive corporate culture is facilitated by benefits including retirement plans, work-life balance programs, professional development opportunities, and full health insurance. This investment in our staff members fosters their professional and personal development while also increasing engagement and productivity, all of which eventually contribute to the company's long-term viability and success.

Benefits provided to full-time employees that are not provided to temporary or part-time employees

### Full-time employees are entitled to the following benefits

- Mediclaim Policy
- Accident Policy
- EDLI (Employees Deposit Linked Insurance) Scheme
- Maternity Benifits

### Benefits

Category	Permanent Employees	Health Insurance Coverage	Accident Insurance Coverage
Male	124	100%	100%
Female	18	100%	100%

### Retirement benefits

Category	FY 2023-24	FY 2022-23
Provident Fund	Rs. 14.09 Million	Rs. 12.85 Million
Gratuity	Rs. 1.83 Million	Rs. 4.85 Million

# Diversity and Inclusion

Amines & Plasticisers Limited (APL) is committed to promoting equality and diversity in the workplace. The Company is dedicated to offering equal employment opportunities and treating all workers with decency, fairness, and compassion. APL does not discriminate in its recruiting and employment procedures based on age, colour, disability, marital status, nationality, location, ethnicity, race, religion, gender, or any other attribute. Furthermore, the Company

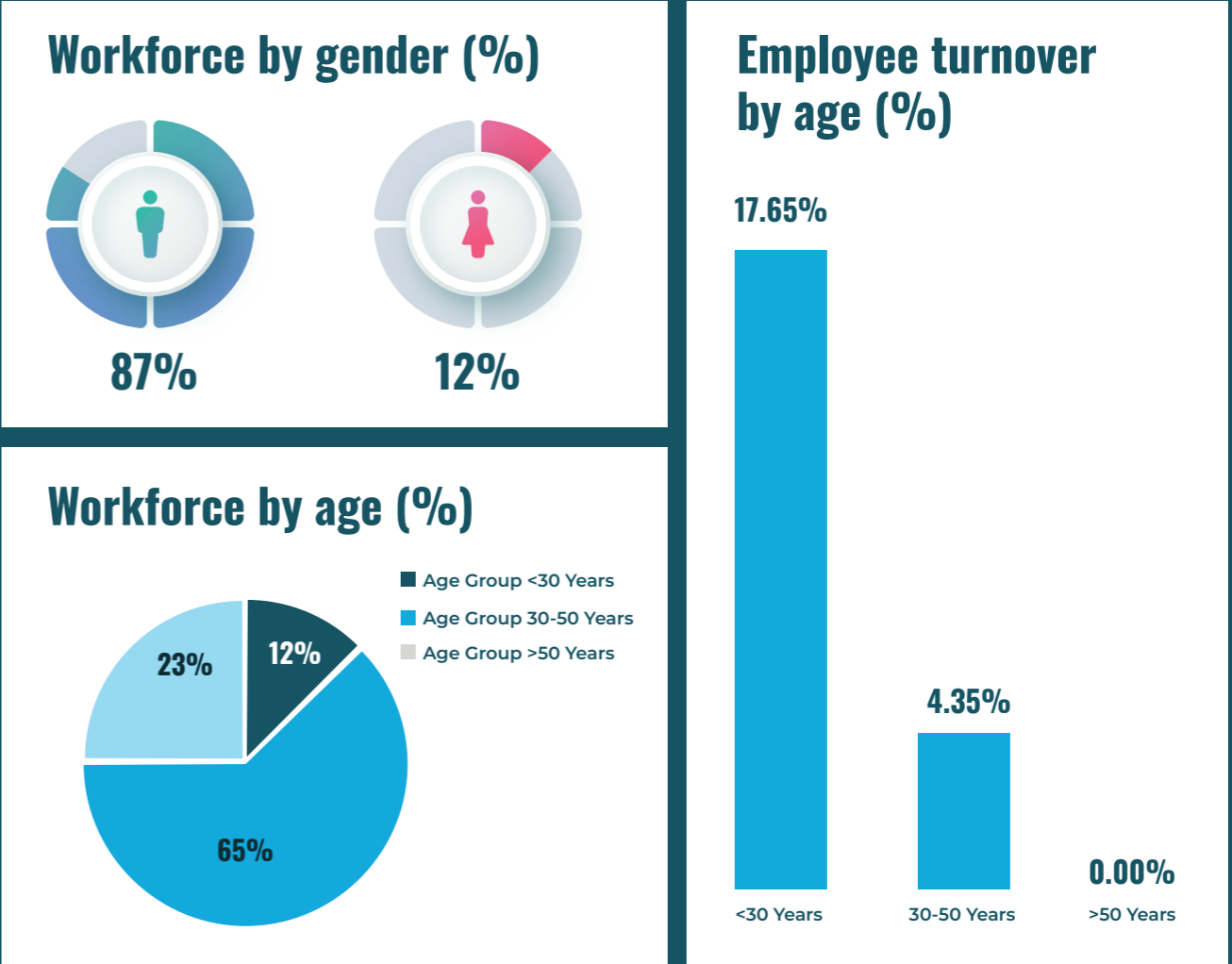
is committed to providing equitable opportunities to people from all walks of life, including people with disabilities (PWDs), while also building a diverse and inclusive work environment.

This commitment is represented in the Company's Equal Opportunity Policy, which ensures that all workers, regardless of background or ability, are treated with dignity and given equal opportunity for growth and success.

Given the nature of our operations, men make up a majority of our workforce. There have been no discriminatory incidents in 2023–2024.

Our robust employee-centered value system is the foundation of our workplace. We think that committed employees provide their best self to the workplace and enable us to massively scale the effects of our operational and innovative initiatives. We can move more quickly towards reaching our objectives by ensuring that our staff members are equipped with the necessary skills and are in line with our long-term sustainability goals.

We have established a unified platform and created an environment that supports our staff members in continuously advancing their knowledge, abilities, and creative problem-solving, allowing them to succeed both personally and professionally.



# Occupational Health and Safety

We at APL place a high priority on the health, safety, and well-being of our workers as we understand how important a safe and healthy workplace is to the success of both individuals and the company. To guarantee that every employee may work in a safe and encouraging atmosphere, we are dedicated to upholding strict Occupational Health and Safety (OHS) requirements and consistently enhancing our safety techniques.

Our Occupational Health and Safety (OHS) management system is fully aligned with the ISO 45001: 2018 safety standard. In order to reduce possible risks, we often carry out risk assessments, safety training, and emergency readiness exercises. Additionally, by encouraging employee participation in safety programs, we promote proactive risk management and an awareness-based culture.

In order to take remedial action, we track and report important safety indicators, such as accidents, near-misses, and workplace problems. Our goal is to decrease workplace illness and injuries while encouraging an organization-wide culture of ongoing health and safety practice improvement.

## Safety Performance

Particulars	FY 2023-24	FY 2022-23
Permanent Training man-hours	1,220	1,154
Contractual Training man-hours	1,177	1,151
Lost Time Injury Frequency Rate (LTIFR) (per one 200000-person hours worked)	0	0

# Safety Training & Awareness Programme



Use of Fire Extinguishers & Fire Appliances



Near Miss & First Aid Accident reporting system



Use of Personal Protective Equipment's (PPE)



Use of Fire Hydrant System



Training for CPR (Cardiopulmonary resuscitation)



First Aid training for Heart Attack, Cardiac Arrest

# Toolbox Talk & General Session

The goal of the Toolbox Talk and General SIFT training for plant staff is to increase operational effectiveness and safety awareness. In order to help employees, maintain a safe workplace and improve performance, these sessions addressed important safety protocols, hazard identification, and appropriate inspection procedures. This program reaffirms the dedication to sustainability, productivity, and safety in plant operations.

Particulars	Units	FY 2023-24	FY 2022-23
No. of Toolbox Talk Session held	Nos.	1822	1825
Duration of Toolbox Talk Session	Minutes	10	10
Average Number of Employee in each Session	Nos.	6.5	4
Total Employee-hour Toolbox Talk	Man-hours	1,974	1,217

Particulars	Units	FY 2023-24	FY 2022-23
General Shift Training Session held	Nos.	781	777
Duration of General Shift Training Session	Minutes	10	10
Average Number of Employee in each Session	Nos.	6.5	4
Total Employee-hour Toolbox Talk	Man-hours	846	518

## Tool Box Talk Topics

Accident prevention	Head protection (Safety Helmet)
Accident reporting	Housekeeping
Combustible material	Manual handling
Confined space	Near miss incident
Control of hazardous substances	Permit to work
Cost of accidents	Personal protective equipment (PPE)
Electrical safety	Respiratory protection
Emergency preparedness	Risk assessment
Equipment, machine and tool guards	Roof work
Ergonomics at work	Safe use of power tools
Fall protection anchor systems	Scaffold safety
Fire extinguisher & fire balls	Slips, trips, and falls
Fire prevention	Underground utilities
First aid	Workplace complacency
Footwear	Safety culture
Hand safety	

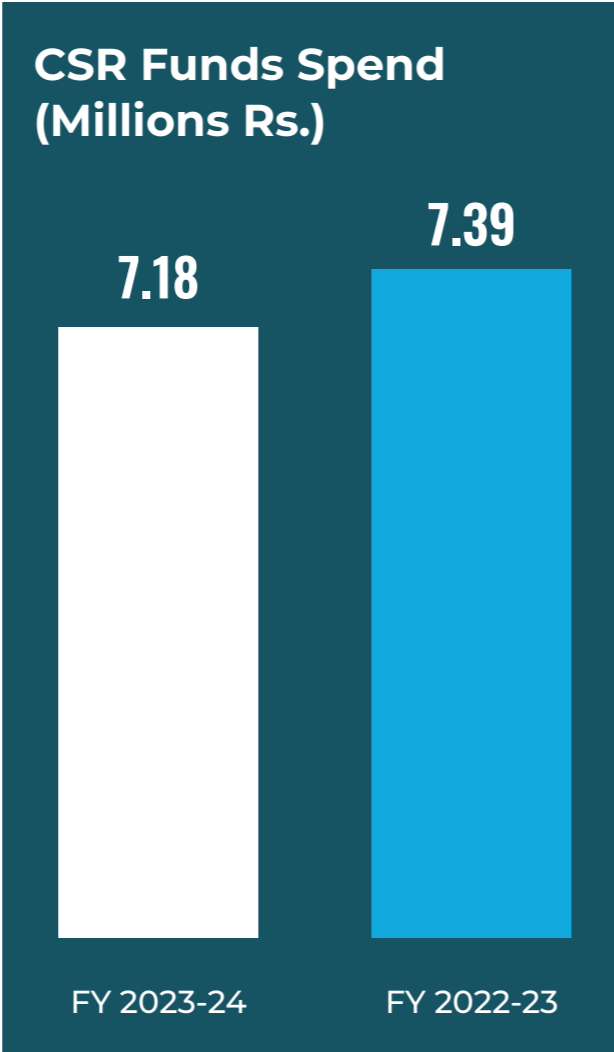
# Community Engagement

Corporate Social Responsibility (CSR) is a fundamental component of APL’s sustainability approach. By encouraging empowerment and aiding in social development, we are committed to making a positive difference in our local communities.



For the last eight years, the company has been actively involved in Corporate Social Responsibility (CSR) programs. The CSR Committee, either on its own or in collaboration with Trusts or Agencies that are experts in carrying out CSR initiatives, finds and chooses projects according to importance, urgency, and community requirements. The CSR Committee finalizes and approves these initiatives after they are shortlisted, and the Board then takes notice.

## CSR Focus area

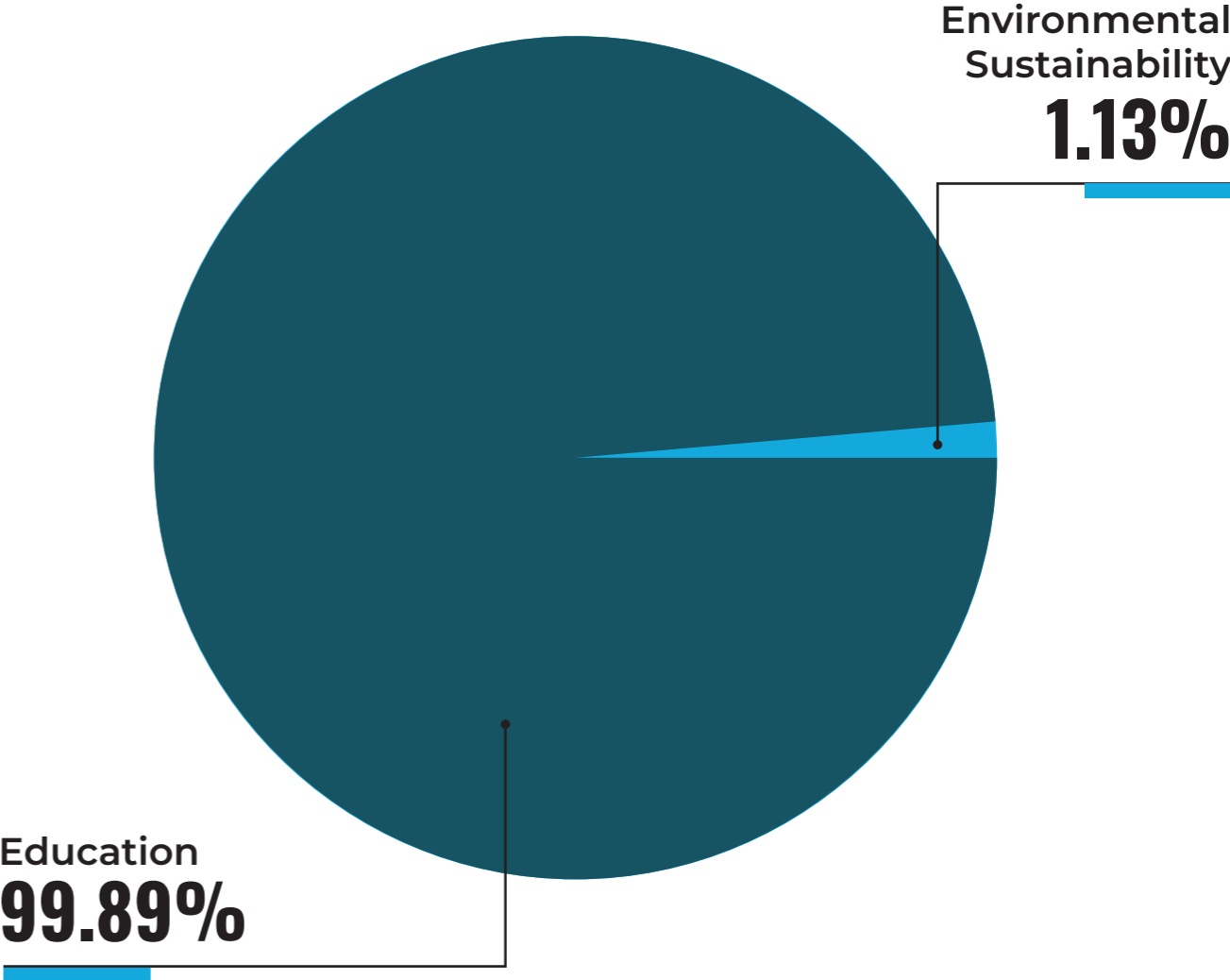
- **Education Provision:** Providing children, women, the elderly, and those with disabilities with educational opportunities, including special education.
- **Vocational Skills Development:** Improving job opportunities via vocational skills training, emphasising the empowerment of women, children, the elderly, and those with disabilities.
- **Livelihood Enhancement Projects:** Putting into practice programs designed to increase livelihood opportunities through job creation and skill development, especially for underserved populations.



# CSR Project List

Particulars	Sector	FY 2023-24	FY 2022-23
1	Education	Providing children, women, the elderly, and those with disabilities with educational opportunities, including special education.	
2	Environment Sustainability	Tree plantation & maintenance of approximately 1600 Nos of trees	

## CSR Contribution



# Biodiversity Management

We acknowledge that the increasing rates of deforestation, overexploitation, habitat loss, and climate change are leading to severe weather conditions. Consequently, we are dedicated to maintaining ecological balance and biodiversity for future generations by conducting thoughtful business decisions, backing research initiatives, and adopting best practices to serve as a model.

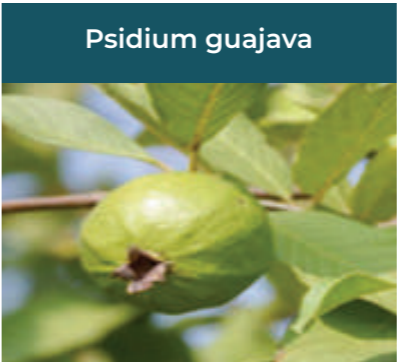
Our operations are situated in Zone III (Industrial Zone) in accordance with the zoning regulations set forth by the Maharashtra Pollution Control Board (MPCB). Our operations do not significantly affect biodiversity or endangered and threatened species.

During the financial year 2023-24, we successfully planted 125 trees, comprising 14 distinct species, on our campus as part of the Dhamtan Project, aimed at promoting sustainability through our tree plantation drive.

## TREE PLANTATION DRIVE IMAGES



Sr. No.	Type of Tree Planted During Reporting Period	Scientific Name of that Tress	Number of Trees Planted
1	Mango	Mangifera indica	8
2	Jambhul	Syzygium cumini	5
3	Gulmohor	Delonix regia	7
4	Kadamb	Neolamarckia cadamba	3
5	Kadulimb	Azadirachta indica	10
6	Anant	Gardenia Jasminoides	2
7	Aashipalav	Pollyalthia longifolia	11
8	Kakar	Acacia senegal	4
9	Sonmohor	Peltophorum pterocarpum	42
10	Umber	Ficus racemosa	12
11	Jaswandi	Hibiscus rosa-sinensis	7
12	Shivbabal	Leucaena leucocephala	8
13	Peru	Psidium guajava	3
14	Saptaparni	Alstonia scholaris	3



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