

Business Responsibility and Sustainability Report (BRSR)

SECTION A General disclosures

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Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A: General disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L36100MH2010PLC292722
2.	Name of the Company	Borosil Limited
3.	Year of Incorporation	2010
4.	Registered office address	1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
5.	Corporate office address	1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
6.	E-mail	bl.secretarial@borosil.com
7.	Telephone	022-6740 6300
8.	Website	www.borosil.com
9.	Financial year for which reporting is being done	April 01, 2022 – March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1,144.14 lakh as of March 31, 2023
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. P.K. Kheruka, Chairman Email: bl.secretarial@borosil.com Tel: 022 67406300 Address: 1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
13.	Reporting boundary	Standalone

II. Product/Services

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

S. No.	Description of Main Activity group	Description of Business Activity	% of turnover of the company
1.	Manufacturing	Scientific measuring & control equipments (Business activity code – C9)	6.36
2.	Manufacturing	Other manufacturing activities (Business activity code – C13)	45.04
3.	Trading	Wholesale Trading (Business activity code – G1)	46.92
4.	Trading	Retail Trading (Business activity code – G2)	1.68

Details of business activities are in line with those given in Form MGT-7 prescribed by MCA.

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

S. No	Product/Services	NIC Code	% of total turnover contributed
1	Consumer Products	23104 and 23105, 46492,	77.49
2.	Scientific and Industrial Products	46497, 46596, 47592, 47593 and 47721	22.51

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

S. No.	Location	Number of plants	Number of offices	Total
1	National	2	7	9
2	International	0	0	0

17. Markets served by the entity
a. Number of locations served

S. No.	Number of Locations served	Number
1	National (Number of states)	Pan India
2	International (Number of countries)	Consumer Products (CP) Division exports to 47 countries and Scientific and Industrial Products (SIP) division exports to 71 countries across the Globe.

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

5.59% of total turnover

c. Briefly explain the types of customers

The Company operates in two business segments, viz. Consumer Products ("CP") and Scientific and Industrial Products ("SIP"). The Consumer Products division product portfolio consists of microwavable and flameproof kitchenware, glass tumblers, hydra bottles, tableware and dinnerware, appliances, storage products and Opal dinnerware. The products are marketed to end customers primarily homemakers, mid-upper middle class in the age group of 25-45 years. Hydra Flasks and bottles range are gender agnostic and are targeted to young students, travellers and office goers. The products are distributed pan-India through mom-pop crockery stores, long format retail stores, e-commerce platforms and brands own e-commerce site - www.myborosil.com.

The SIP division customer base comprises of scientific laboratories of Pharmaceutical Companies (QC Lab, R&D/ADL Lab), Research Institutes (like ICAR, ICMR, CSIR etc.), Educational Institutes (like IITs, CCITs, CCMB etc.), government departments (like Environment, Pollution Control, Dairy, Food Processing) and so on.

The SIP business offers a wide range of products- including all Laboratory Glassware, Screw Cap Bottles, precisely calibrated Volumetric items as per standards with a state of the art NABL accreditation (ISO/IEC 17025:2017) facility. The product range also covers Quartz ware, Liquid Handling Systems, Filter Paper, Bench top equipment, Process Systems, Analytical vials (HPLC & GC) and Primary Pharmaceutical packaging Vials and Ampoules.

IV. Employees
18. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees (as on March 31, 2023)						
1.	Permanent (D)	744	684	92%	60	8%
2.	Other than permanent (E)	39	29	74%	10	26%
3.	Total employees (D+E)	783	713	91%	70	9%
Workers (as of March 31, 2023)						
4.	Permanent (F)	137	127	93%	10	7%
5.	Other than permanent (G)	1984	1466	74%	518	26%
6.	Total workers (F+G)	2121	1593	75%	528	25%

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees (as of March 31, 2023)						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	Total Differently abled employees (D+E)	1	1	100%	0	0%
Differently abled Workers (as of March 31, 2023)						
4.	Permanent (F)	1	1	100 %	0	0%
5.	Other than permanent (G)	2	1	50%	1	50%
6.	Total Differently abled workers (F+G)	3	2	66.67%	1	33.33%

19. Participation/Inclusion/Representation of women (as of March 31, 2023)

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel (KMP) (other than Board of Directors)	2	1	50.00%

20. Turnover rate for permanent employees and workers (as of March 31, 2023)

Category	FY 2023			FY 2022			FY 2021		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	14%	10%	14%	16%	16%	16%	9%	11%	9%
Permanent Workers	9%	10%	9%	5%	25%	6%	5%	17%	6%

V. Holding, Subsidiary and Associate Companies (including Joint ventures)
21. Names of holding / subsidiary / associate companies / joint ventures (as on March 31, 2023)

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Klass Pack Limited	Subsidiary	82.49	No
2	Borosil Technologies Limited	Subsidiary	100	No
3	Acalypha Realty Limited	Subsidiary	100	No

The Company does not have any Associate or Joint Venture Company.

VI. CSR Details
22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. If yes, Turnover – ₹ 75,041.45 Lakhs (March 31, 2022)

iii. Net worth – ₹ 67,981.31 Lakhs (March 31, 2022)

VII. Transparency and disclosure compliances
23. Complaints/grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC) –

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2022-23			FY 2021-22		
		No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks
Communities	Yes, all employees are accountable for managing relationships and meeting expectations of internal and external stakeholders within their areas of responsibility. In addition to this, concerns of our stakeholders are addressed by Designated Officers as defined in stakeholder engagement policy Link to the policy: https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy.pdf	0	0	-	0	0	-
Investors		0	0	-	0	0	-
Shareholders		17	0	-	22	0	-
Employees and workers		0	0	-	0	0	-
Customers		CP: 1,32,840 SIP: 2310	CP: 103 SIP: 177	All pending complaints for CP and SIP were closed in April 2023	CP: 80,000 SIP: 1445	CP: NA* SIP: 105	All pending complaints for CP and SIP were closed in April 2022
Value Chain Partners	0	0		0	0		

*The system for monthly maintenance of the pending complaints was not available in FY 2021-22, thus, the pendency data as on March 31, 2022 is not available.

Customer complaints are dealt with on an ongoing basis by the respective departments within the Company. The Customer Experience Team of CP division handles complaints of all channels of distribution (Trade, B2B, D2C etc.). The customers can contact customer service team through multiple channels- IVR calls, Chatbot, Email and Social Media Platforms. The Social Media interactions are managed through a robust ORM Management Tool wherein a dedicated team interacts and responds to customer queries on a real time basis and there is an escalation channel to resolve these complaints on priority. This tool also provides real time sentiment analysis and interaction classification which is analysed and used to enhance processes and improve responses.

The SIP division has successfully implemented a Quality Complaint Resolution (QCR) system to effectively address customer complaints. Our dedicated Service CRM Module serves as the central platform for logging customer complaints. These complaints are thoroughly investigated using root cause analysis, leading to the implementation of Corrective and Preventive Actions (CAPA) and Quality Notifications to the respective departments for product and design improvements. To gather customer feedback, we utilize a customer feedback form managed by the sales and marketing team. Additionally, we actively seek feedback from our dealers. In case of any issues, the sales staff collaborates with clients to ensure prompt resolution.

Shareholders' complaints are promptly handled by the Company, either directly or through the Registrar and Transfer Agent. We maintain regular communication with stakeholders and actively seek their feedback to enhance our grievance redressal services.

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

S. No.	Material issue identified	Is it 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	Waste management	O	Recycling and value creation through waste management will lead to better utilization of resources.	Not applicable	Positive: The waste generated from our plants or processes can be recycled and used back in our processes. The glass recycling saves energy consumption since the glass cullet melts at lower temperature compared to making glass from scratch, thereby reducing our emissions.
2	Product packaging	O	Packaging of our products can be made more sustainable and responsive towards demand of the today's conscious consumers.	Not applicable	Positive: With sustainable packaging, we can explore innovative solutions using recyclable materials. The sustainable packaging is often more economical having a positive financial impact.
3	Water management	R	With increasing manufacturing capacity and growing business, water remains crucial raw material. However, water being a finite resource puts restriction on its consumption.	Water recycling, reuse and zero discharge system to fully consume the available water.	Negative: With increasing water stress due to changing rainfall patterns and growing demand of overall water requirement, we will have to consciously invest and expand our processes while reducing water consumption.
4	GHG management	R	Emissions will go up as we produce more due to increasing demand of our products.	Use of technology for reducing toxic emissions and optimizing processes for lesser dependence on fuels. Increasing use of renewable energy in our operations.	Positive: To reduce emissions using technological upgrades wherever possible and practical, which may have cost implications in setting up the capex, however, the efficiencies which are associated may offset the initial cost. Additionally, investing more in renewable sources may reduce our operating cost and emissions.
5	Energy management	O	Improving systems and processes to optimize utilization of energy.	Not applicable	Positive: Making our processes energy efficient will save our expenditure on energy thereby positively impacting our profitability.

S. No.	Material issue identified	Is it 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)
6	Data and customer privacy	R	<p>Consumers increasingly adopting the digital platforms; thus, it becomes imperative to safeguard their data.</p> <p>The data from customers helps us to understand their pain points and improve our products.</p>	<p>Investing in cyber security plans, bringing robustness to consumer data management.</p> <p>Policy on privacy to guide the company.</p>	<p>Positive:</p> <p>The consumer data or feedback can clearly transform the business. Thus, maintaining the privacy of the data we collect is our responsibility to gain trust of our consumers as well as improve our products.</p>
7	Health and safety management	R	<p>Health and safety are crucial for productivity of the company.</p>	<p>Our plants are ISO certified and we have taken many initiatives for ensuring health and safety standards of our employees and workers. Please refer to the human capital section for details.</p>	<p>Negative:</p> <p>More incidents can lead to decreased productivity and impact morale of our employees & workers, thereby affecting the business.</p>
8	Code of Conduct	R	<p>To build upon organizational values and beliefs and enhance trust of our stakeholders.</p>	<p>Code of Conduct and stringent governance practices.</p>	<p>Negative:</p> <p>Non-adherence to Code of Conduct could lead to loss of stakeholder's trust on brand.</p>
9	Labour management	R	<p>Regulations and laws related to labour management are updated regularly.</p> <p>Labour is one of most important pillars of manufacturing.</p>	<p>Labour related compliances are closely monitored within the company.</p>	<p>Negative:</p> <p>Workplace injury or accidents or incidents could lead to increase in number of litigations and compensations to be given towards the same.</p>
10	Product quality	O	<p>This will enable us in improving our product quality on regular basis.</p>	<p>We are ISO 9001 certified which ensures our adherence to the highest quality standards.</p>	<p>Positive:</p> <p>Higher product quality means higher customer retention helping us in capturing the demand in market for our products.</p>
11	Customer Relation	O	<p>We want to establish ourselves as most preferred brand by the consumers.</p>	<p>Not applicable</p>	<p>Positive:</p> <p>Better customer relation and trust will reflect in our brand value in long run.</p>
12	Climate change	R	<p>Climate change possess risk to manufacturing as well as supply chain. The physical and transition risks could lead to disruptions in the business.</p>	<p>Identifying climate change related risks and mapping them in the risk register along with mitigation plan.</p>	<p>Negative:</p> <p>Climate change related risks could lead to reduced market demands, policy risks and loss of revenue due to physical disruptions.</p>
13	Human rights	R	<p>Human rights violations can have far reaching consequences. It can lead to reputational risks, reduce investors and stakeholders confidence and impact our brand value.</p>	<p>We have a board approved human rights policy, as well as a Sustainable Supply Chain policy to ensure that our entire value chain and operations are free from human rights violations.</p>	<p>Negative:</p> <p>Legal & regulatory penalties, impact on business relationships and sales performance.</p>

S. No.	Material issue identified	Is it 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)
14	Board transparency	R	Board transparency is necessary for transparency and building trust.	We have transparency and code of conduct policies to ensure effective and transparent functioning of board.	Negative: Non-adherence to board transparency and other code of conduct practices could lead to loss of stakeholders' trust .
15	Risk management	O	Early identification of risks could help us better manage the challenges.	Not applicable	Positive: Better preparedness for risks identified thus, less disruptions in operations.
16	Supplier Risk	R	Suppliers that do not align with our values and standards could pose threat to our reputation.	We have adopted a board approved sustainable supply chain policy and we are in the process of setting up a supplier assessment framework which shall be used for assessing the suppliers against ESG parameters. This will help us identify ESG risks in our value chain and take preventive actions.	Negative: Conflicting values could be threatening to our brand, disruptions in supply chain could lead to delays in product delivery.

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. These are briefly as under:

- P1** Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
- P2** Businesses should provide goods and services in a manner that is sustainable and safe
- P3** Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4** Businesses should respect the interests of and be responsive to all its stakeholders
- P5** Businesses should respect and promote human rights
- P6** Businesses should respect and make efforts to protect and restore the environment
- P7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8** Businesses should promote inclusive growth and equitable development
- P9** Businesses should engage with and provide value to their consumers in a responsible manner

1. Policy and Management processes

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Whether your entity's policy/policies cover each principle and core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1 (b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 (c) Web Link of the Policies, if available	1.	Code of Business Ethics https://www.borosil.com/site/assets/files/3941/bl_-_code_of_business_ethics.pdf							
	2.	Code of Conduct for Board of Directors and Senior Management https://www.borosil.com/site/assets/files/3233/code_of_conduct-2.pdf							
	3.	Whistle Blower Policy https://www.borosil.com/site/assets/files/2653/whistle_blower_policy_nov_12_2021.pdf							
	4.	Environment, health and Safety policy https://www.borosil.com/site/assets/files/3259/brr_-_environment_health_safety_policy.pdf							
	5.	ESG Policy : https://www.borosil.com/site/assets/files/4634/01_environmental_social_and_governance_esg_policy.pdf							
	6.	Employee Welfare Policy https://www.borosil.com/site/assets/files/3255/brr_-_employees_welfare_policy.pdf							
	7.	Prevention of Sexual Harassment Policy https://www.borosil.com/site/assets/files/5101/08-prevention_of_sexual_harassment_policy.pdf							
	8.	Stakeholder Engagement and Grievance Redressal Policy https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy.pdf							
	9.	CSR Policy https://www.borosil.com/site/assets/files/4585/csr_policy_2021.pdf							
	10.	Human Rights Policy https://www.borosil.com/site/assets/files/3257/brr_-_human_rights_policy.pdf							
	11.	Responsible Marketing Policy https://www.borosil.com/site/assets/files/3260/borosil_limited_-_responsible_marketing_policy.pdf							
	12.	Policy Relating to Appointment and Remuneration for Directors and Key Managerial Personnel https://www.borosil.com/site/assets/files/3254/policy_re_lating_to_remuneration_for_the_directors_key_managerial_personnel_and_other_employees-1.pdf							
	13.	Sustainable supply chain policy https://www.borosil.com/site/assets/files/5087/02_sustainable_supply_chain_policy.pdf							
	14.	Anti-Bribery and Anti-corruption policy https://www.borosil.com/site/assets/files/5089/04_anti-bribery_and_anti-corruption_policy.pdf							
	15.	Equal Opportunity, Diversity and Inclusion policy https://www.borosil.com/site/assets/files/5090/05_equal_opportunity_diversity_inclusion_policy.pdf							
	16.	Board diversity policy https://www.borosil.com/site/assets/files/5091/06_board_diversity_policy.pdf							
	17.	Data Privacy Policy https://www.borosil.com/site/assets/files/5088/03_data_privacy_policy.pdf							
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1.	Principle 2- ISO 17025:2017 by Bharuch plant							
	2.	Principle 3- <ul style="list-style-type: none"> Application filed for SA 8000 (Social Accountability) for Jaipur plant is in process ISO 45001:2018 by Bharuch plant GOST-R Certification for entry of Scientific glass & Labware to Russia for Bharuch plant Saber Certification for entry of consumer goods to the Saudi market for Bharuch plant 							

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
	3.	Principle 6-							
	4.	Principle 8-							
	5.	Principle 9-							
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Environment							
		1.	Carbon neutral (at operational sites) by 2040						
		2.	Jaipur plant: Increase water recycling to 11% over baseline of FY 2022-23 by FY 2025-26 Bharuch plant: Increase recycled water utilisation to 50% by FY 2025-26						
		Social							
		1.	Jaipur plant: Continue to maintain the gender diversity of 23.24% (permanent plus contractual staff) year on year						
		2.	Bharuch plant: Continue to maintain the gender diversity of 34.15% (permanent plus contractual staff) year on year						
		3.	Achieve 25% Board gender diversity by FY2024-25						
		Governance							
		1.	Extend the Code of Conduct to employees across the organisation						
		2.	Develop a Code of Conduct assessment module to drive compliance and start recording & monitoring number of breaches of Code of Conduct						
		3.	Set up an ombudsman's office & extend its responsibility to include suppliers & customers						
			For further details on goals and targets, please refer to the ESG report forming part of this Annual Report. <i>(The reference data for targets taken by Jaipur plant are only for Opal Glass unit 1 as the Opal Glass unit 2 was commissioned in December 2022. The targets for both units combined will be taken in subsequent years.)</i>						
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance of the commitment, goals and targets will be reported in the coming years since the Company is in process of setting up the systems for monitoring the performance of the targets and mechanisms to implement the same.							

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The Company is progressing well on the ESG disclosures and monitoring front. Our approach to mainstreaming our ESG strategy across the organization is to proceed in a systematic step wise manner. The ESG roadmap has been adopted at the Company level and department-wise targets have been communicated to all the key stakeholders.

In terms of challenges, collating the baseline data for the preceding years was an uphill task. However, to address this gap, we have put in place robust monitoring processes and have defined Key Performance Indicators (KPIs) for

data collection. The organization's focus is on GHG reduction, energy intensity improvements, waste minimization, and reduction in specific water consumption, alongside our social and governance aspects. We have also conducted an in-depth energy assessment and have identified ways to increase the proportion of renewable power in our energy mix. We have already initiated investments in solar energy installations and are working towards increasing the proportion of renewable power in our energy consumption. However, due to various challenges involved total power consumption shift to 100% renewable energy may not be possible. The Company fully believes in sustainable business conduct and is committed to adhering to the best environmental practices keeping all stakeholders in mind. The BRSR report for FY 2022-23 asserts these fundamental points and highlights the efforts taken by the Company in this regard. We will continue to abide by the BRSR disclosures under each principle to the fullest extent possible and improve our performance across all ESG parameters sequentially, as per the roadmap adopted by the Company.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

All Corporate Policies including the Business Responsibility (BR) Policies of the Company are ingrained in day-to-day business operations of the Company and are implemented by Management at all levels. The responsibility for implementation of BR Policies of the Company is ultimately shouldered by Mr. P. K. Kheruka - Chairman of the Company.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

The CSR committee which is a board-level committee is responsible for reviewing and monitoring the Company's sustainability initiatives.

10. Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
1 Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
1 Performance against above policies and follow up action										----- Need basis -----
2 Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances										----- Need basis -----

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

The Policies are currently evaluated internally and would be subjected to external audits as applicable.

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

S. No	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% age of persons in respective category covered by the awareness programmes
1	Board of Directors	2	Familiarization programs on the Company's Core Values and Code of Conduct and Training relating to prevention of sexual harassment at work place. Third party presentation on applicability and disclosures of ESG and BRSR including ESG targets adoption and highlights of the nine principles of responsible business conduct.	100%
2	Key Managerial Personnel	2	Third party presentation on applicability and disclosures of ESG and BRSR including ESG targets adoption and highlights of the nine principles of responsible business conduct. Training relating to prevention of sexual harassment at work place	100%
3	Employees other than BOD and KMPs	151	Behavioural, Functional, OEMs, Safety and Skill Matrix, Safety Induction Training, Working at Height, Fire Safety, Fire Drill, Basic Life Support Training relating to prevention of sexual harassment ("POSH") at work place	61% <i>(Pertains to permanent employees)</i> 100% for POSH training
4	Workers	98	Behavioural, Functional, OEMs, Safety and Skill Matrix, Safety Induction Training, Working at Height, Fire Safety, Fire Drill, Basic Life Support	66.38%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2023

Nil

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

Not Applicable

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

Yes, the Company's Anti-Bribery and Anti-Corruption Policy provides guidance as to how to recognize and deal with bribery and corruption issues and mandates employees and other stakeholders to act professionally, fairly and with utmost integrity in all business dealings. The Policy also covers the framework on Facilitation Payments, Gifts, Political Contributions, etc. The Policy is available on Company's website at https://www.borosil.com/site/assets/files/5089/04_anti-bribery_and_anti-corruption_policy.pdf.

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

Nil

6. Details of complaints with regard to conflict of interest

Segment	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
1 Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
2 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

LEADERSHIP INDICATORS

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

The Company is in process of finalising a Supplier's Code of Conduct which will lay down the guidelines for suppliers to conduct training for their employees on safety and sustainability.

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

Yes, the Company has policies such as Code of Conduct for Directors and Senior Management, Policy on Related Party Transactions to avoid / manage conflict of interests. The disclosure of interest is taken from all the directors on an annual basis, in which the directors are obliged to disclose all the entities/partnership firms/ corporates in which they are holding any kind of interest viz directorship/ shareholding/committee positions etc. If any transaction / arrangement is proposed with any such parties, the only disinterested Board of directors consider and vote on such proposal and the interested directors refrain from voting on such transactions / arrangements.

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.

S. No.	Segment	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
1	R&D	We are continuously improving our processes and equipments for bringing process efficiency which has direct correlation with the environmental and social impact. The expenses incurred for such matters are not bifurcated among R&D and Capex initiatives for environment and society.		
2	Capex	₹ 1,32,85,000	₹ 84,000	Bharuch plant (FY 2021-22) Total 36.04 tco2 emission reduced through following project implementation: <ol style="list-style-type: none"> 1. Development of a Pre-Treatment plant for grinding water. (Environment) 2. Motion sensors installed at various location to stop / control unwanted electricity consumption up to 10%. (Environment) 3. New controls equipment installed on pre-process machines to save natural gas by 8% . (Environment) 4. Use of suitable coating materials to the equipment to achieve electricity saving of 2.3 KW per hour and 2482 units per month. (Environment) 5. WIP store area – 4 nos. of 70W LED lights installed in place of 20 nos. of 36W fluorescent lights resulting in energy saving up to 3.52 units per hour. (Environment)

S. No.	Segment	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
				(FY 2022-23)
				Total 191.54 tco2 emission reduced through following project implementation:
				1. Re-build of 302.4 KWP solar power plant has resulted in reduction in electricity consumption (Environment)
				2. Energy savings through installation of LED lights (Environment)
				3. Energy saving in special process by reducing heat loss through the skin of the equipment.
				4. Burner auto operation in various machines (Environment)
				5. LED light switching control through motion sensor (Environment)
		₹ 1,29,00,000		Jaipur plant
				Installation of ground mounted Solar plant in Rajasthan to reduce energy consumption from the grid.
		₹ 25,00,000		Jaipur Plant
				Retrofitting of Effluent Treatment Plant (“ETP”) with Zero Liquid Discharge (“ZLD”) system
				With this installation, total water withdrawal from the borewell shall be reduced by 20% from the current withdrawal.
			₹ 18,50,000	Jaipur Plant
				Replacement of old machines and equipment at plant for reduction in energy consumption.
		₹ 26,60,000		Jaipur Plant
				Installation of machines and equipment for water conservation at plant
		₹ 31,00,000		Jaipur Plant
				Procurement and installation of cutting-edge technology for operations which has resulted in specific power consumption reduction by 0.01 KW/ CFM
		₹ 3,44,45,000	₹ 19,34,000	

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

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

The following measures are undertaken to ensure sustainable sourcing of the raw materials:

- The imports are done only through registered vendors. Arrangements are in place for inspection of products at the origin of dispatch to ensure they meet specifications set out in the contract. Additionally, inspection is also undertaken upon arrival of products at the plant.
- To ensure that the Company is not heavily dependent on imports; we have also set up a local procurement supply chain which ensures that raw materials are coming from local sources, and we promote the Indian manufacturers. Through our contracts and quality inspection, we ensure we get the desired quality standards of the products.
- Our transportation of the material to and from the facility is effectively managed through inventorisation of the raw materials. We ensure to reduce our transportation footprint by preferential procurement.
- Our contracts and COC ensure that there is no child labour, forced labour or other human rights violations in the supply chain.

Consumer Product (CP) Division: The major raw material for CP division at Bharuch plant is the 3.3 Borosilicate glass tubing and soda lime sheet glass. Glass tubings are imported and soda lime sheet glass around 80% is imported and 20% is from local sources.

SIP Division: The major raw material for SIP division at Bharuch plant is the 3.3 Borosilicate glass tubing, semi-finished goods and soda lime sheet glass. While glass tubing is imported, 60% of semi-finished goods is from local sources in terms of quantity and 40% in terms of value and soda lime sheet glass is 100% from local sources.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for**

- a. **Plastics (including packaging)** - At present no facility / mechanism is available to treat / recycle the packaging plastics at our premises. However, the plastic waste is sent to authorised third party vendors for recycling.
- b. **E-waste-** E-waste generated in factory is stored at designated areas and disposal is done to authorised E-waste recyclers for further processing as per E-waste guidelines. E-waste Generation and Disposal Records (Form 2 & 3) are maintained for monitoring purposes.

c. **Hazardous waste-**

The below hazardous waste is generated at our plants as per Hazardous waste category.

1. Used Oil (Category-5.1)
2. ETP Sludge (Category-35.3)
3. Waste or Residues Containing Oil (Category-5.2)

Storage & Handling of Hazardous waste:

1. The hazardous waste is stored at separate designated, isolated and covered storage area.
2. The used liquid oil is stored in tight metal drums / containers with secondary containment protection to avoid spillage over the ground.
3. Labelling of waste is done as per statutory requirement.
4. Disposal of hazardous waste within 90 days from date of generation as per guidelines is ensured.
5. Adequate PPEs are used during handling of hazardous waste.
6. Strict supervision is ensured while storing and handling of hazardous waste.

Disposal and Transportation of Hazardous waste:

1. The hazardous waste is sent only to authorized waste handlers approved from the State Pollution Control Boards.
2. The hazardous waste disposal records are maintained with manifest as per statutory guidelines.
3. The hazardous waste is sent to authorized waste handlers in vehicles approved by the State Pollution Control Boards.
4. The authorized copy of waste handlers and transporters with disposal records is maintained.

d. **Other waste**

The Company has a very well-established mechanism to recycle waste generated. Details of some of the waste management initiatives are given below:

1. Our Jaipur plant has 100% utilization of the broken/waste glass (cullets) into the manufacturing process thereby making it a zero-waste glass manufacturing facility.
2. Waste generated across all our plants are sold to the registered recyclers which are approved by the Government.
3. Bharuch plant: For FY 2022-23, around 6347 KL water was recycled which is 22.6% of total water consumption. For FY 2021-22, around 5370 KL water was recycled which is 21.2% of the total water consumption. Recycled water is used at the plant for gardening, floor cleaning and so on.
4. Jaipur plant: For FY 2022-23, around 16,759 KL water was recycled which is 35.20% of total water consumption. For FY 2021-22, around 7,990 KL water was recycled which is 19.39% of the total water consumption.

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.**

Yes, the EPR is applicable for our business, and appropriate waste management plan is in place in line with EPR targets.

LEADERSHIP INDICATORS

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

The Company intends to do Life Cycle Assessment for its products in future.

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

Not applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Cullet (for Jaipur plant)	19.76%	17.38%

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

Particular	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
Jaipur plant	0	80.30	0	0	89.50	0
Bharuch plant	0	0	17.74	0	0	21.12
E-waste						
Jaipur plant	0	0	0	0	0.45	0
Bharuch plant	0	0	1.91	0	0	0
Hazardous waste						
Jaipur plant	0	0.40	12.11	-	-	-
Bharuch plant	0	0	237.9	-	-	-
Other waste						
Jaipur plant	0	1611.80	0	0	996.25	0
Bharuch plant	0	0	1046.26	0	0	1162.36

(1) We send the plastic waste and other hazardous wastes to the certified vendors.

(2) Hazardous waste data for FY 2021-22 is not available.

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

Not available

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

ESSENTIAL INDICATORS

1. Details of measures for the well-being of employees (as on March 31, 2023):

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	684	684	100%	684	100%	NA	NA	NA	NA	684	100%
Female	60	60	100%	60	100%	60	100%	NA	NA	60	100%
Total	744	744	100%	744	100%	60	100%	NA	NA	744	100%
Other than Permanent Employees											
Male	29	0	0%	0	0%	NA	NA	NA	NA	29	100%
Female	10	0	0%	0	0%	10	100%	NA	NA	10	100%
Total	39	0	0%	0	0%	10	100%	NA	NA	39	100%

2. Details of measures for the well-being of workers (as on March 31, 2023):

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	127	127	100%	127	100%	NA	NA	NA	NA	127	100%
Female	10	10	100%	10	100%	10	100%	NA	NA	10	100%
Total	137	137	100%	137	100%	10	100%	NA	NA	137	100%
Other than permanent workers*											
Male	1466	1166	80%	1166	80%	NA	NA	NA	NA	1466	100%
Female	518	353	68%	353	68%	518	100%	NA	NA	518	100%
Total	1984	1519	77%	1519	77%	518	100%	NA	NA	1984	100%

3. Details of retirement benefits for Current and Previous FY

Benefits	FY 2022- 23			FY 2021- 22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1 PF	100%	100%	Yes	100%	100%	Yes
2 Gratuity	100%	100%	Yes	100%	100%	Yes
3 ESI	0.84%	0%	Yes	2%	0%	Yes

Only permanent employees are covered under Retirement benefits. Fixed period trainees and retainers are not included in the retirement benefits.

4. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company's establishments are well accessible to differently abled employees. The Company is also working continuously towards improving its infrastructure to make it more differently abled friendly.

5. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company's policy on Equal Opportunity, Diversity and Inclusion is available on Company's website at https://www.borosil.com/site/assets/files/5090/05_equal_opportunity_diversity_inclusion_policy.pdf

6. Return to work and Retention rates of permanent employees that took parental leave (for FY 2022-23)

	Permanent employees		Permanent workers	
	Return to work Rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

1	Permanent employee	Yes, the Company's Grievance Redressal Procedure is available to all employees and workers. The grievance redressal point of contact is mentioned in Stakeholder Engagement and Grievance Redressal policy. The said Policy is available on Company's website at https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy.pdf . The Company believes in facilitating open and structured discussion on work-related grievances with the intent of ensuring that the grievances are dealt in a fair and just manner whilst following the Company's policies. The open-door practices of the Company encourage an amicable and fair resolution of grievances where employees and workers are encouraged to first discuss their grievances with their immediate reporting authority and attempt to arrive at a resolution before invoking a formal grievance redressal mechanism.
2	Other than Permanent Employees	
3	Permanent Workers	
4	Other than Permanent Workers	

8. Membership of employees in association(s) or Unions recognized by the listed entity

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees			----- Not Applicable -----			
Male						
Female						
Total Permanent Workers			----- Not Applicable -----			
Male						
Female						

9. Details of training given to employees

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	684	257	38%	201	29%	532	115	22%	73	14%
Female	60	2	3%	13	22%	50	3	6%	2	4.0%
Total	744	259	35%	214	29%	582	118	20%	75	13%
Workers										
Male	1593	807	51%	909	57%	1343	269	20%	510	38%
Female	528	78	15%	379	72%	331	80	24%	164	50%
Total	2121	885	42%	1288	61%	1674	349	21%	674	40%

10. Details of performance and career development reviews of employees and workers:

The Performance Appraisal process of the Company is conducted in a fair and impartial manner. The process involves self-evaluation by the individual concerned on certain key parameters which is then reviewed and evaluated by the reporting manager. The details of performance and career development reviews of employees and workers are given below:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	684	516	75%	532	459	86%
Female	60	50	83%	50	49	98%
Total	744	566	76%	582	508	87%
Workers*						
Male	127	124	98%	140	125	89%
Female	10	8	80%	5	4	80%
Total	137	132	96%	145	129	89%

*Only permanent workers are covered under performance and career review. Other than permanent workers are covered under Wage settlement.

The employees and workers who were on probation or have left the organization have not undergone performance and career development review.

11. Health and Safety Management System
1. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage of such system?

The Company has occupational health and safety management system at all its plants. The plants are certified with ISO certification for Occupational Health and Safety Management and for Environment Management System. Fire safety equipment like fire and smoke detectors, fire extinguishers & sprinklers are installed at plant premises. Maintenance of these installations is conducted at regular intervals and maintenance contracts for this purpose are in place. Fire drills are conducted regularly to create fire safety awareness. Drinking water testing is done every six months by approved laboratories. Air quality check is carried out once a year. The first aid box is maintained at all plants for medical requirements. Wheelchair and foldable stretchers are kept for any emergency use. Emergency contact numbers like that of police stations, ambulance, hospitals, building management, etc. are prominently displayed on each workstation.

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

The Company has a comprehensive mechanism to identify work related hazards and assess risks on a routine basis. For routine activities, Hazard Identification and Risk Assessment (HIRA) system is available for all the processes. For non-routine activities work permit system is in place. Risk assessment is also carried out before starting non-routine work. Risk assessment includes identification of risks during shop floor visits by safety teams, daily briefings and periodic meetings with employees and workers for taking in their feedback. The workforce at each facility is actively involved in identification and mitigation of the work-related hazards.

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

Yes, the company has QR code displayed at prominent places to report workplace hazard and all employees are empowered to remove themselves from the risk through it.

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

Yes, the Company has 24x7 Occupational Health Centre at all its plants with qualified medical and paramedical staff accessible to all the employees for first aid and day to day health care. Apart from the above adequate hospitalization support is also ensured to employees. Periodic e-wellness communications address the health awareness needs across the Company. Company sponsored facility for annual Health check-ups is also extended to all employees. Such facility not only covers employees but also their spouses. Facility of counselling and Health & Lifestyle Risk Assessment are also made available to promote well-being of the employee at an individual level.

12. Details of safety related incidents, in the following format

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
1 Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.4	0
	Workers	0	0
2 Total recordable work-related injuries	Employees	1	0
	Workers	0	0
3 No. of fatalities	Employees	0	0
	Workers	0	0
4 High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Please refer point 10(1) above. Ensuring a safe and healthy work environment is prime responsibility of the Company. Following are some of the measures taken to ensure safe and healthy workplace:

- a. **Training and Education:** Employees are made aware about the risks and hazards in their workplace and how to avoid them. Regular training and education programs are conducted so that employees stay informed and safe.
- b. **Safety Inspections and Audit:** Various safety audits and inspections are carried out at regular intervals to avoid unwanted accidents.
- c. **Personal protective equipment (PPE):** Depending on the nature of the work being performed PPE kits such as helmets, gloves, safety glasses, or respirators are provided to ensure proper protection of employees.
- d. To control the exposure to the hazards at workplace, the Company has adopted following strategies:

Hierarchy of Control Strategy

- i. Elimination
- ii. Substitution
- iii. Engineering Control
- iv. Administrative Control
- v. Personal Protective Equipment
- e. Company conducts regular safety audit of plant from external agencies
- f. HIRA/JSA/On Job training of Employees
- g. LOTO System
- h. Work Permit System for monitoring of critical activities
- i. HAZOP of critical areas.

Apart from above, other measures include, a dedicated plant safety committee, mock drills at frequent intervals, motivational programs like national safety week celebrations and so on.

14. Number of Complaints on the following made by employees

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

15. 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%

16. 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.

Internal audits are done on regular basis for safety related parameters in our premises and the corrective actions are taken basis the findings of the reports. Our plants are ISO certified and we have taken target for having zero incidents at our premises. Regular mock drills and hazard trainings are conducted to train the employees and workers. Emergency response team is formed to handle any emergency in the premises and necessary basic trainings related to first -aid, firefighting, etc. are given on regular basis to the employees and workers at shop floor. Employee awareness sessions on safety and other relevant hazards are also conducted twice a year.

LEADERSHIP INDICATORS

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

Employees – Yes
Workers – Yes

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

The Company promotes and encourages its value chain partners to ensure timely deposit of their statutory dues.

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

Not applicable

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

The Company provides trainings and career development opportunities to its employees which allows them smooth transition in to different career fields.

5. Details on assessment of value chain partners for Health and safety practices and Working conditions:

No assessment of value chain partners on the above referred practices was carried out in the reporting period. However, in line with the Company's Sustainable Supply Chain Policy, the Company plans to conduct such assessments going forward.

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

Not applicable

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

ESSENTIAL INDICATORS

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

The Company has identified its key stakeholder groups through internal consultation process undertaken during the materiality assessment activity.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
External				
Customers	Not identified	Email, pamphlets and websites, exhibitions and social media We engage with our customers through channel partners or directly	On continual basis*	Promotion of Products, Follow-up on Leads and Opportunities, Information Collection, Relation Activity, Complaint Handling, taking feedback
Vendors	Not identified	Email, vendor meets, annual conferences	On continual basis	For commercial matters and smooth conduct of business
Investors	Not identified	Institutional Investors conference, email, Annual Reports, regular updates	Annual, periodic	To provide them updates about the Company
Regulators	Not identified	Through associations	Need basis	To convey industry challenges and get relaxations
Local communities	Yes, the women workforce from the local community are recognized as disadvantaged, vulnerable and marginalized.	The engagement team connects with local community to understand their needs and requirements. They are also reached through community development programs organised by the Company. Additionally, some of the Company's CSR initiatives also help in engaging with disadvantaged, vulnerable and marginalized stakeholders.	On continual basis	To understand grievances of communities nearby plant premises and support them in meeting their requirements.
Internal				
Employees	Not identified	Employee surveys, interaction through newsletters, performance management systems, trainings, communication sessions (town hall meetings)	On continual basis	To communicate important decisions, take their inputs on improving systems, processes and productivity.
Leadership	Not identified	Regular update to Board and leadership through Board meetings, familiarization programs	On continual basis	To take decision on future actions and approvals if needed.

* The CRM responds to customers with a TAT of 2 hrs. Saarthi and Easy-DMS tools are used regularly by our field force. Distributor meets are organised on an annual basis and during pre-festive seasons.

LEADERSHIP INDICATORS

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

The Company believes that stakeholder consultation is necessary to implement sustainability initiatives in an effective manner. Thus, stakeholder engagement for deciding on our ESG topics is key to us. The Company's stakeholders were involved in materiality assessment for ESG topics. The key stakeholders like customers, investors, employees, suppliers etc. were identified and direct interactions /surveys were held for identification of important issues related to the Company in the areas of Environment, Social and Governance. The results of the survey were analysed and the feedback was presented to the Board of Directors.

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

The Company discussed the materiality of various important issues (related to Environment, Social and Governance) with the key stakeholders and the feedback from the stakeholders was discussed with the senior management and the Board of Directors.

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

Some of the Company's CSR initiatives help in engaging with disadvantaged, vulnerable and marginalized stakeholders. The engagement team also connects with local communities to understand their needs and requirements. They are also reached through community development programs organised by the Company.

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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	744	0	0%	582	0	0%
Other than permanent	39	0	0%	54	0	0%
Total employees	783	0	0%	636	0	0%
Workers						
Permanent	137	0	0%	145	0	0%
Other than permanent	1984	0	0%	1529	0	0%
Total workers	2121	0	0%	1674	0	0%

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

All the workers are paid in compliance with the Minimum Wages Act, 1948. Additional perks and benefits like food allowances are provided to them in addition. Our employees are paid as per industry standards and do not fall in the hourly wages category.

Category	FY 2022- 23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum Wage		More than minimum Wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	684	0	0%	684	100%	532	0	0%	532	100%
Female	60	0	0%	60	100%	50	0	0%	50	100%
Other than permanent										
Male	29	0	0%	29	100%	35	0	0%	35	100%
Female	10	0	0%	10	100%	19	0	0%	19	100%
Workers										
Permanent										
Male	127	0	0%	127	100	140	0	0%	140	100%
Female	10	0	0%	10	100	5	0	0%	5	100%
Other than permanent										
Male	1466	1112	76%	354	24%	1203	603	50%	600	50%
Female	518	505	97%	13	3%	326	315	97%	11	3%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	22.80	1	22.00
Key Managerial Personnel (other than directors)	1	50.22	1	57.09
Employees other than BoD and KMP	681	6.90	59	9.51
Workers*	1593	1.52	528	1.46

* The workers' wages and numbers are different from month to month due to fluctuations in deployments.

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

The Human Resources department of the Company is responsible for addressing human rights issues.

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

We have a human rights policy which applies to all employees of Borosil including its business associates. Under this policy, the management in collaboration with other functions and committees looks at the implementation of this policy and their responsibilities includes providing adequate mechanisms for stakeholders to report their grievances and taking appropriate action against violators of the principles in this policy. The persons of contact for lodging grievances have been given under Stakeholder Engagement and Grievance Redressal Policy. The Company's Human rights policy is available at https://www.borosil.com/site/assets/files/3257/brr_-_human_rights_policy.pdf and the Stakeholder Engagement and Grievance Redressal Policy is available at https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy.pdf

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

All complaints are handled with due attention and care at Borosil. We have a comprehensive Whistle-blower policy in place whereby both employees and other business associates can make a complaint under “protected disclosures” as per the policy. Protected disclosures cover both oral and written communications for reporting unethical or improper activity of any kind. For extremely egregious violations, we also have an anonymous complaints channel.

Additionally, we also have a separate policy that covers issues related to Equal opportunity, Diversity and Inclusion; and a policy for Prevention of Sexual Harassment (PoSH). In both policies, there is a mechanism for registering complaints which is protected from retaliatory action. Additionally, in sexual harassment cases, disciplinary actions could be taken in case of breach of confidentiality.

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

We have a Human Rights policy, which is publicly available on our website. We are committed to ensuring that our operations and entire value chain is free from any form of human rights violations. Currently, we have human rights related clause in most of our customer agreements with the bigger brands. We are in process of incorporating such clause in all other agreements as well.

9. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Wages	100%

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

Not applicable

LEADERSHIP INDICATORS

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

Not applicable

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

We are in process of setting up an annual Human rights due diligence process which will be conducted in phases for our suppliers.

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

Yes

4. Details on assessment of value chain partners for human rights:

The Company is dedicated to continually educating supply chain partners about the need to abide by all applicable labour and employment laws and regulations, including those pertaining to gender diversity, human rights, child labour, wages, working hours, bribery & corruption, occupational health, safety, and the environment. The Company intends to introduce formal assessment of its value chain partners on human rights issues in coming years.

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

Not applicable

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

ESSENTIAL INDICATORS

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1,36,746.62	1,10,135.99
Total fuel consumption (B)	1,30,973.39	1,03,488.62
Energy consumption through other sources (C)	0.00	0.00
Total energy consumption (A+B+C)	2,67,720.01	2,13,624.61
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in GJ/rupees)	2.80 x 10 ⁻⁰⁵	2.86 x 10 ⁻⁰⁵

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

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

Not applicable

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	69,261.31	61,137.68
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	69,261.31	61,137.68
Total volume of water consumption (in kilolitres)	75,609.31	66,507.68
Water intensity per rupee of turnover (Water consumed / turnover)	7.90 x 10⁻⁰⁶	8.86 x 10⁻⁰⁶

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

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

Bharuch plant: - We only have Pre-Treatment Plant (PTP) and Sewage Treatment plant (STP) considering volume of water required for production processes. The water is recycled and is reused for the gardening, cleaning and other useful purposes. The total water recycled in FY 2022-23 is 22.6% of total water consumption.

Jaipur plant: The installation & commissioning of Zero Liquid Discharge (ZLD) mechanism for water is in process. The total water recycled in FY 2022-23 is 35.20% of total water consumption. The recycled water is used in gardening, cleaning and other useful purposes. With expansion the plant will need more water in its production processes and hence it is installing RO system with ZLD to use treated water in processes.

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

Parameter	Locations	Please specify units	FY 2022-23	FY 2021-22
NOx*	Bharuch	Kg	305.19	141.73
	Jaipur	Kg	1369.86	401.81
Sox*	Bharuch	Kg	49.51	23.13
	Jaipur	Kg	171.29	49.85
Particulate matter	Bharuch	mg/NM3	39	44
	Jaipur	mg/NM3	68.96	50.78
Persistent organic pollutants (POP)	Bharuch	-	NA	NA
	Jaipur	-	NA	NA
Volatile organic compounds (VOC)	Bharuch	mg/NM3	Not Detected in Surrounding	Not Detected in Surrounding
	Jaipur	mg/Nm3	29.5	26
Hazardous air pollutants (HAP)	Bharuch	-	NA	NA
	Jaipur	-	NA	NA
Carbon Monoxide	Bharuch	-	NA	NA
	Jaipur	mg/NM3	88.4	122

*The data for SOx and NOx is consolidated emissions in respective financial years.

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

Yes, the Bharuch plant was audited for ISO 14001 (EMS) and ISO 45001 (OHSMS) standards requirements by TUV SUD and certified.

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

Parameter	Please specify units	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	8,121.58	6,351.31
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	28,737.28	23,026.37
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per rupees	3.85 x 10 ⁻⁰⁶	3.91 x 10 ⁻⁰⁶

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

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

The Bharuch plant does not have project related to GHG emission reduction but it is working on Green Energy Solution project which is under study and evaluation. The Jaipur plant has already installed roof top solar and reduced GHG for the FY 2021-22 = 1117 tCo2e and for the FY 2022-23 = 1091 tCo2e and further the facility is working on solar park and other GHG emission reduction measures.

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

Parameter	FY 2022-23	FY 2021-22
	Total Waste generated* (in MT)	
Plastic waste (A)	98.04	110.62
E-waste (B)	1.91	0.45
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	19.76	2.02
Radioactive waste (F)	0	-
Other Hazardous waste. Please specify, if any. (G)	250.41	-
Other Non-hazardous waste generated (H). Please specify, if any.	2,638.35	2,156.59
Total (A + B + C + D + E + F + G + H)	3,008.47	2,269.68

Hazardous waste data for FY 2021-22 is not available.

9. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022-2023	FY 2021-22
	Total Waste generated (in MT)	
(i) Recycled	1,692.50	1,086.98
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1,692.50	1,086.98

10. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2023	FY 2022
	Total Waste generated (in MT)	
(i) Incineration	12.11	0
(ii) Landfilling	236.51	0
(iii) Other disposal operations	1,067.30	1,183.48
Total	1,315.92	1,183.48

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

11. 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

Our facilities have adopted 3R Waste Management Hierarchy i.e. prioritizing Reduce, Reuse and Recycle in waste management plan. The hazardous waste is handed over to the authorised waste management agencies by the Pollution Control Boards. The company ensures 100% treatment and reuse of treated wastewater for various activities such as horticulture development. The company ensures 100% recycling / reuse / safe disposal of various types of waste. For more details, refer to Principle 2 (Question 3).

12. 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, specify details in the following format

Not Applicable

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

Not applicable

14. 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:

Yes, the Company is complying with all applicable environmental law/ regulations/ guidelines including Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act and Environment Protection Act and rules thereunder.

LEADERSHIP INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From-renewable sources		
Total electricity consumption (A)	5,517.45	5,087.97
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	5,517.45	5,087.97
Non-renewable sources		
Total electricity consumption (D)(MWh)	1,31,229.17	10,50,057.84
Total fuel consumption (E)(MWh)	1,31,006.56	1,03,526.79
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	2,62,235.73	2,08,584.64

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

2. Provide the following details related to water discharged:

Water is treated through STP & ETP system and used for useful purposes in the plant & internal gardening purpose. No water is being discharged to Surface water, Ground water, Seawater or sent to third parties/others in with or without treatment mode.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
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	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of 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? (Y/N) If yes, name of the external agency - No

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

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

- (i) **Name of the area : Jaipur, Rajasthan**
- (ii) **Nature of operations : Glass Manufacturing Operation**
- (iii) **Water withdrawal, consumption and discharge in the following format**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	47,603.31	41,196.68
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	47,603.31	41,196.68
Total volume of water consumption (in kilolitres)	47,603.31	41,196.68
Water intensity per rupee of turnover (Water consumed / turnover)	4.97×10^{-06}	5.49×10^{-06}
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
No treatment		
With treatment – please specify level of treatment		
(ii) Into Groundwater	0	0
No treatment		
With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
No treatment		
With treatment – please specify level of treatment		
(v) Others	0	0
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

Water is treated through STP system, no water is being discharged to surface water, ground water, seawater or sent to third parties/others with or without treatment.

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

No

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

- i. **Name of the area : Jhagadia, Gujarat**
- ii. **Nature of operations : Glass Manufacturing Operation**
- iii. **Water withdrawal, consumption and discharge in the following format**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	21,658	19,941
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	21,658	19,941
Total volume of water consumption (in kilolitres)	28,006	25,311
Water intensity per rupee of turnover (Water consumed / turnover)	2.92 x 10 ⁻⁰⁶	3.37 x 10 ⁻⁰⁶
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) Into 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 – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

*Treated water is used at premises and in operations.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	NA	Not Applicable	
Total Scope 3 emissions per rupee of turnover	NA	(At present the Company is only monitoring Scope 1 and Scope 2 emissions. It will start monitoring Scope 3 emissions in subsequent years)	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA		

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

Not applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Jaipur plant			
1	Installation of Solar Power Plant	Installed 1 MW solar roof top power plant at Jaipur plant.	Reduces approx. 1000 MT of CO2 emission per annum
2	Energy efficiency initiatives	Installed coolant pumping system at plants to reduce energy consumption Adoption of new technology in compressed air system	Energy conservation of 14.2 kWh/day Specific power consumption reduced by 0.01 kW/Cubic Feet Minute.
3	Reducing water consumption	Replacement of compressed air dryer for processes Adaption of new technology in utilities	Conservation of energy Reduced water consumption being used for water cooling system- 3.5 KL/day water saving
4	Utilization of treated Sewage Treatment Plant (STP) water	Adaption of new technology to re-use STP treated water	Water Saving
5	Expansion of Effluent Treatment Plant (ETP) capacity to 120 KLD	120 kl ETP planned installation, with water treatment Polishing Units. This Polished Water will be Used in Cooling Tower Makeup.	Water Saving
6	Fuel and raw material conservation	Installation of new design burners and hence optimize usage of LPG and Oxygen	LPG and Oxygen Saving
Bharuch plant			
7	Installation of Solar Power Plant	Rebuilt 0.3 MW Rooftop Solar Power Plant in Bharuch in 2022	Reduces approximately 120 MT CO2 emission per annum
8	Energy conservation	Controlling operation of LED lighting system through motion sensors. Automation of burner in glass forming lathe machine	Reduces approx. 8 MT CO2 emission per annum
9	Energy Efficiency	Energy conservation efforts at operations levels	Around 14000 KW units of energy was saved during the FY 2022-23 and also reduced the Scope 2 carbon emissions.

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

Risk Assessment at the organizational level is carried out and the mitigation plan is also prepared for the risk related to the business.

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

The Company intends to undertake assessment of environmental impact in the coming years.

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

The Company intends to do this in coming years.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Glass Manufacturers' Federation	National
2	ASSOCHAM	National
3	CAPEXIL	National
4	Bombay Chamber of Commerce & Industry	State

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

No such case during the period

LEADERSHIP INDICATORS

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

Not applicable

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 FY 23**

The impact assessment provisions under Section 135 (Corporate Social Responsibility) of the Companies Act, 2013 were not applicable to the Company for the FY 2022-23.

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

Not applicable

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

We have a Stakeholder Engagement and Grievance Redressal Policy under which a mechanism to receive complaints from local communities and point of contacts have been given. The said Policy is available on the Company's website at https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy.pdf

The Company through its engagement team, engages with the local community to understand the needs of the community and to capture any grievances. Wherever possible, we try to meet the requirements of the community. Through our various community development programs, we ensure that the community is engaged and updated on the programs which we launch.

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

Category of waste	
Directly sourced from MSMEs/ small producers	The Company upholds its obligation to improve the people and society in and around the area in which it operates. MSMEs and small vendors including local suppliers are always at the forefront for the Company. They are given preference in all procurement decisions of the Company. Local sourcing is a priority for us in the whole value chain. The Company has also set up a local procurement supply chain which ensures that raw materials are coming from local sources, and the Company also promotes Indian manufacturers over imports. Further, a significant percentage of workers and employees from local communities are employed at our plants as a mandate. We have Sustainable Supply Chain Policy which encourages sustainability among the Company's suppliers and business partners.
Sourced directly from within the district and neighbouring Districts	

LEADERSHIP INDICATORS

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

Not applicable

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

Not applicable

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

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

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

The Company generally gives preference to the local vendors for procurement of the raw materials which helps in boosting local economy. The Company has also set up a local procurement supply chain which ensures that raw materials are coming from local sources, and the Company also promotes Indian manufacturers over imports. The Company upholds its obligation to improve the people and society in and around the area in which it operates. MSMEs and small vendors including local suppliers are always at the forefront for the Company. They are given preference in all procurement decisions of the Company. Local sourcing is a priority for us in the whole value chain. Further, a significant percentage of workers and employees from local communities are employed at our plants as a mandate. We have Sustainable Supply Chain Policy which encourages sustainability among the Company's suppliers and business partners.

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

NIL

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

NIL

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Inspire Institute of Sport (Food & nutrition program)	Borosil's support has impacted 200 athletes part of the food & nutrition program	80%
2.	Indian Cancer Society (Project 'Satark')	32,107+ beneficiaries reached through community awareness sessions sponsored by Borosil	58%
3.	Seva Yagna Samiti (Milk distribution program)	16,192 lives were benefitted through Seva Yagna Samiti's milk distribution program	38%
4.	Calcutta Social Project (Providing education, shelter, imparting vocational training etc. to underprivileged children)	1069 lives were impacted through various programs of Calcutta Social Project sponsored by Borosil.	100%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

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

For CP division, the Customer Experience Team handles complaints of all customers through all channels of distribution (Trade, B2B, D2C etc) all 7 days a week. The customers can contact the customer service team (CS team) through multiple channels- IVR calls, Chatbot, Email and Social Media Platforms. The CS Team has been powered by a world class CRM Management System to manage and respond to customer queries and complaints and gather feedback. This CRM is integrated with our Order Management System, IVR system as well as Chatbot Application which provides a 360-degree view of the customer orders and his / her interaction history. This is instrumental to efficient and effective customer resolution. Social media responses are handled with Social Studio- a tech enabled platform to capture customer reviews, feedback and sentiments across social media. The Customer feedback is also gathered through reviews on the website and every negative review is responded to and action is taken to resolve the highlighted issue.

The SIP division has successfully implemented a Quality Complaint Resolution (QCR) system to effectively address customer complaints. Our dedicated Service CRM Module serves as the central platform for logging customer complaints. These complaints are thoroughly investigated using root cause analysis, leading to the implementation of Corrective and Preventive Actions (CAPA) and Quality Notifications to the respective departments for product and design improvements. To gather customer feedback, we utilize a customer feedback form managed by the sales and marketing team. Additionally, we actively seek feedback from our dealers. In cases where issues arise, the sales staff collaborates with clients to ensure prompt resolution.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	SIP: Not applicable The SIP business is on B2B basis. Our products are made of glass which is 100% recyclable. The packaging used is corrugated boxes which are also recyclable. CP: 100% All our CP products - Our Glassware and Opalware products are safe to the environment. All our packaging publishes information to the customers as a "Go Green" icon. Periodically we publish blogs & articles on how glass is safe for the customers and the environment. https://myborosil.com/blogs/borosil-blog/say-goodbye-to-toxins-how-borosilicate-glassware-keeps-your-drinks-safe
Safe and responsible usage	SIP: Our products are made of glass which is 100% recyclable and is safe and non-polluting in nature. In CP division, our glass and opal glass products are 100% recyclable, and the cullets are used in manufacturing of new products. Recycled glass reduces emissions and consumption of raw materials, extends the life of equipment, such as furnace and also saves energy.
Recycling and/or safe disposal	Most of our products are 100% recyclable. https://myborosil.com/blogs/borosil-blog/5-reasons-to-get-rid-of-your-plastic-tiffin-box-asap

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber- security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	

4. Details of instances of product recalls on accounts of safety issues

NIL

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

The Company has a well-designed Cybersecurity Framework to address risks related to cyber security and data privacy. The Company also has a Data Privacy policy, which intends to protect the information of the Company and its stakeholders. It encourages establishment of cybersecurity processes to minimise cyber security risks. It lays down Information Security and Data Privacy Principles which broadly covers framework for protecting Company from cyber threats, establishment of back up management system, controls for business continuity and disaster recovery. The Policy mandates Company to conduct awareness programs on Information Security and Data Privacy with regular trainings and encourages employees to report any suspicious activity. The Data Privacy Policy is available on the Company's website at https://www.borosil.com/site/assets/files/5088/03_data_privacy_policy.pdf

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

Not applicable

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

All products are listed on marketplaces and Company's own websites / D2C channels. Additionally, product information is also available on catalogues and price list available with the Company / distributors. Further, product packaging & instruction manual publishes necessary information on products of the Company.

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

All information with reference to safe usage of products is published on D2C website, packaging and instructional manual of the products. We also make DIY videos and publish on our YouTube channels for safe usage. Safety Instruction manual is provided along with Instrument Products. Safety Instructions are also provided on the catalogues / price lists of products.

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

The consumers are informed through E-mailers and Circulars regarding any risk of disruption/discontinuation of essential services. We also put information on our website and social media handles for better reach to the broader consumer base.

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

Yes. The Company provides additional information like, product code, Bar Code and product picture. In case of electronic appliances, the Company also gives energy specification details.

The Company also displays information about products benefits and dos and don'ts over and above the mandatory information required by legal metrology. This information is published on product packaging, instruction manuals, product listings and companies own D2C websites. We carry periodically CSAT (Customer Satisfaction) & NPS (Net Promoter Score) surveys to understand customer satisfaction. The CSAT and NPS scores are gathered and analysed for further improvements in the entire ecosystem.

5. Provide the following information relating to data breaches:**a. Number of instances of data breaches along-with impact**

Nil

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

Nil