

## Annexure VII

# Business Responsibility & Sustainability Report



Sigachi Industries demonstrates a comprehensive commitment to sustainable and responsible business practices across various domains. The Company's approach encompasses environmental stewardship, social responsibility, and robust governance, aligning its operations with global sustainability standards and stakeholder expectations.

In environmental management, Sigachi focuses on energy efficiency, emissions reduction, and responsible resource utilization. The company is taking bold steps towards sustainability. By 2030, the company aims to cut energy usage intensity by 20%. The company also aims to decrease coal usage intensity by 30% by 2032. To achieve this, the company is adopting energy-saving technologies to minimise its carbon footprint. The company's dedication also encompasses water conservation, with a goal to lower freshwater usage intensity by 30% by 2032, at the same time boost water recycling by 10% by 2028. Sigachi, has implemented several initiatives to enhance its sustainability and efficiency. These include the installation of ETP and STP in every manufacturing unit for water treatment and reuse, leading to reduced water consumption and environmental protection. Sigachi also uses Mechanical Vapour Recompression installations for energy efficiency and waste management. The company ensures the circular use of packaging materials by monitoring the life cycle of pallets, improving supply chain transparency. In transportation, Sigachi prioritises sea and rail, reducing emissions and enhancing operational efficiency. Biomass optimization is used for sustainable waste management, and solar power installations generate renewable energy, aligning with Sigachi's broader sustainability objectives. These initiatives demonstrate Sigachi's commitment to environmental responsibility and operational efficiency.

On the social front, Sigachi prioritizes employee well-being, health, and safety. The company is certified as a Great Place to Work and adheres to ISO 45001 standards in its manufacturing facilities. Sigachi's commitment to diversity, equity, and inclusion is evident in its efforts to enhance gender diversity and create opportunities for persons with disabilities. The Company also maintains strong community relations and upholds human rights principles throughout its operations and supply chain.

Governance at Sigachi is characterized by a strong ethical framework and commitment to transparency. The Company's Code of Business Conduct and Ethics guides decision-making and promote stakeholder trust. Sigachi has made significant strides in sustainable governance, including the release of its first Business Responsibility and Sustainability Report (BRSR) in FY 2023, achieving EcoVadis Silver certification, and aligning with Global Reporting Initiative (GRI) Standards and Sustainable Development Goals (SDGs). The Company's risk management strategy encompasses both financial and operational risks, with a proactive approach to leveraging opportunities such as currency fluctuations for strategic growth.

Through these multifaceted initiatives, Sigachi Industries demonstrates its dedication to creating long-term value for all stakeholders while minimizing its environmental footprint and positively impacting society. The company's holistic approach to sustainability positions it as a responsible corporate citizen committed to driving positive change in the industry and beyond.

**SECTION A: GENERAL DISCLOSURES****I. Details of listed entity**

1.	Corporate Identity Number (CIN) of the Company	L24110TG1989PLC009497
2.	Name of the Company	Sigachi Industries Limited
3.	Year of Incorporation	11-01-1989
4.	Registered Office Address	229/1 & 90, 4 <sup>th</sup> floor, Kalyan Tulasiram Chambers,
5.	Corporate Address	Madeenaguda, Hyderabad - 500049
6.	Email Address	<a href="mailto:cs@sigachi.com">cs@sigachi.com</a>
7.	Telephone	040-4011-4874/ 75/ 76
8.	Website	<a href="http://www.sigachi.com/">http://www.sigachi.com/</a>
9.	Financial Year Reported	FY'2023-24
10.	Name of the Stock Exchanges where shares are listed	1. BSE Limited 2. National Stock Exchange (NSE) of India Limited
11.	Paid-up Capital	328194980 Equity Shares
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Vivek Kumar Tel: +919100013047 Email: <a href="mailto:cs@sigachi.com">cs@sigachi.com</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Whether the company has undertaken reasonable assurance of the BRSR Core?	Not Applicable
15.	Name of assurance provider	Not Applicable
16.	Type of assurance obtained	

**II. Pwproducts/Services****17. Details of business activities (accounting for 90% of the turnover)**

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing	Pharmaceutical products, Active and inactive ingredients, Nutritional and food ingredients	84.31%
2	Operations and Management	Operations Management & Maintenance of chemical process plant facilities and allied sectors	11.05%

**18. Products/Services sold by the Company (accounting for 90% of the turnover)**

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Microcrystalline Cellulose (MCC) and other excipients	21001	84.31%
2	Operations and Management	99831	11.05%
3	Food & Nutrition	1079	1.01%

**III. Operations****19. Number of locations where plants and/or operations/offices of the Company are situated:**

Location	Number of plants	Number of offices	Total
National	4	3	7
International	0	0	0

**20. Markets served by the Company**

a. Number of locations

Location	Number
National (No. of States)	22
International (No. of Countries)	65+

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

60.09%

c. Types of customers

Catering to a broad spectrum of customers in the pharmaceutical, food, healthcare, nutraceuticals, and cosmetics sectors is a key aspect of the company's operations. This includes end-users, merchants, distributors, and exporters from over 65+ countries, demonstrating the global reach of the company's services.

**IV. Employees**

**21. Details as at the end of Financial Year**

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	991	947	96%	44	4%
2.	Other than Permanent (E)	8	8	100%	0	0
3.	<b>Total employees (D+E)</b>	<b>999</b>	<b>955</b>	<b>95.60%</b>	<b>44</b>	<b>4.40%</b>
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	429	414	97%	15	3%
6.	<b>Total workers (F+G)</b>	<b>429</b>	<b>414</b>	<b>96%</b>	<b>16</b>	<b>4%</b>

b. Differently abled Employees and workers:

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

**22. Participation/Inclusion/Representation of Women**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33%
Key Management Personnel	2	0	0%

**23. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)**

Particulars	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39.58%	56.81%	40.35%	37%	42.50%	37.50%	23%	38%	24.50%
Permanent Workers	46.61%	33.33%	46.15%	56%	13%	53.10%	69%	23%	66.80%

Note: This includes employees/workmen who have retired during the year.

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****24. Name of holding/subsidiary/associate companies/joint ventures**

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Sigachi US INC	Subsidiary	100%	No
2	Sigachi MENA FZCO	Subsidiary	100%	No
3	Trimax Bio Sciences Pvt. Ltd.	Subsidiary	80%	No

**VI. CSR Details**

- 25.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes  
(ii) Turnover (in Rs.): 3,17,49,96,736  
(iii) Net worth (in Rs.): 4,10,26,46,654

**VII. Transparency and Disclosure Compliances****26. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024			FY 2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, The company has a robust grievance redressal mechanism in place, guided by the Companies Act 2013. It encourages all the stakeholders to report genuine concerns about the company's conduct. The policy safeguards employees from victimisation for raising genuine complaints. It covers a wide range of issues, including misuse of authority, fraud, violation of company rules, and employee misconduct. This mechanism ensures a fair, transparent, and ethical work environment.  Web-link: <a href="#">Vigil mechanism Policy</a>	0	0	-	0	0	-
Investors		0	0	-	0	0	-
(other than shareholders)		0	0	-	0	0	-
Shareholders		42	0	-	33	0	-
Employees and workers		27	0	-	33	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)	0	0	-	0	0	-	

**27. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy and Emissions Management	Risk	The Company faces risks from inefficient energy use and high emissions. These risks include increased operational costs, potential regulatory fines, and reputational damage due to environmental impact. The escalation of energy prices and the introduction of stricter emission regulations further intensify these risks.	<p><b>Approach:</b> The company is in the process of implementing energy-efficient technologies and emission reduction strategies. These initiatives are expected to significantly reduce the company's greenhouse gas (GHG) emissions originating from manufacturing, operations, and facilities.</p> <p><b>Goals:</b></p> <ul style="list-style-type: none"> <li>• <b>Energy Consumption:</b> 20% Reduction in Energy Consumption Intensity considering baseline year as 2021 by 2032.</li> <li>• <b>Carbon Sequestration:</b> The Company plans to sequester CO2 by planting 50,000 trees by 2026 - Achieved in FY 2024.</li> <li>• <b>Coal Consumption:</b> The Company intends to reduce its coal consumption intensity by 20% by 2028 and further to 30% by 2032. considering baseline year as 2021.</li> </ul>	Negative
		Opportunity	The Company's implementation of energy-efficient technologies and emission reduction strategies can decrease operational costs, enhance regulatory compliance, and improve its brand image. Additionally, these sustainable practices may qualify the company for incentives and grants.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Water Management	Opportunity	The Company sees an opportunity in implementing water conservation and treatment measures. These initiatives can ensure a reliable water supply, reduce costs, and minimize environmental impact. By adopting sustainable water practices, the company can enhance its resilience to water-related risks and improve its standing with stakeholders.	<p>1) The company is committed to reduce environmental impact through strategic water management.</p> <p>2) The Company maintains Effluent Treatment Plants (ETP), Sewage Treatment Plants (STP), and Mechanical Vapour Recompression (MVRE) within its facilities. These are complemented by a RO Recovery System, which treats the effluents generated, thereby minimizing environmental impact and facilitating resource reuse.</p> <p><b>Goals:</b></p> <ul style="list-style-type: none"> <li>• Reduce Freshwater Consumption Intensity: The Company aims to reduce its freshwater consumption intensity by 30% by 2032, considering baseline year as 2021.</li> <li>• Increase Water Recycling: The Company is working towards increasing its water recycling by 10% by 2028, considering baseline year as 2021.</li> </ul>	Positive
3	Waste Management	Risk	Inadequate waste management within the company can lead to detrimental consequences such as environmental pollution, legal repercussions, and a deterioration of trust within the community. Furthermore, it can result in operational inefficiencies and escalate the expenses associated with waste disposal.	<p>1. In the company's commitment to environmentally responsible manufacturing, all solid wastes generated from its facilities are responsibly directed to certified vendors.</p> <p>2. The company ensures that hazardous and non-hazardous wastes are meticulously segregated at their source and securely stored in dedicated zones within its premises.</p> <p>3. Hazardous wastes are systematically categorized and appropriately stored in specially designated hazardous waste storage areas. These wastes are then disposed of at facilities approved by the Pollution Control Board, strictly adhering to regulatory guidelines.</p> <p>4. Non-hazardous wastes are responsibly dispatched to authorized recycling entities, thereby contributing to a robust and sustainable waste management system.</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p>5. The company's factory units proactively enhance waste management strategies by transforming waste into valuable biomass resources, further strengthening its commitment to environmental sustainability.</p> <p><b>Goals:</b></p> <ol style="list-style-type: none"> <li>1) 20% reduction in solid waste (going to landfilling) intensity by 2028, considering baseline year as 2021</li> <li>2) Recycle 50% of our raw material packaging material by allying with authorized vendors by 2030.</li> <li>3) 30% reduction in solid waste (going to landfilling) intensity by 2032, considering baseline year as 2021</li> </ol>	
		Opportunity	The implementation of effective waste management strategies can offer substantial benefits. It can not only diminish disposal costs but also extract value from waste materials, thereby enhancing the company's environmental standing. Moreover, it opens up avenues for innovative approaches in recycling and waste-to-energy initiatives, playing a pivotal role in promoting a circular economy.		Positive
4	Business ethics / Anti-bribery and corruption	Opportunity	Upholding strong business ethics and implementing robust anti-bribery and anti-corruption policies can enhance a company's reputation and trustworthiness.	The Company's Code of Business Conduct and Ethics (COBEC) is applicable to all its Directors and employees, spanning the entire organization, its subsidiaries, and facilities. This code embodies guiding principles that augment decision-making processes, cultivate trust	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>The company insists that all its suppliers, contractors, and partners follow strict ethical guidelines, which are further strengthened by specific codes of conduct. Thanks to the company's thorough procedures, there have been no reported breaches concerning business ethics or issues of bribery and corruption.</p>	<p>among stakeholders, and ensure the protection of the company's business interests. In alignment with the Companies Act, 2013, and the Sarbanes Oxley Act of 2002, COBEC underscores the importance of adhering to anti-bribery and anti-corruption policies, along with other legal mandates. The company's contracts with suppliers, contractors, and partners necessitate ethical compliance, further bolstered by distinct codes of conduct for suppliers and service providers. This approach underscores the company's commitment to maintaining the highest standards of ethical conduct in all its business dealings. The company requires its suppliers, contractors, and partners to adhere to ethical standards, reinforced by distinct codes of conduct. The company's rigorous measures have resulted in no recorded instances of violations related to business ethics or anti-bribery and anti-corruption issues.</p>	
5	Employee Engagement and well being	Opportunity	<p>Engaged and healthy employees are more focused, energised, and connected to the company's purpose, which benefits organizational performance.</p> <p>Proactive measures to prevent workplace injuries and promote wellness can contribute to employee well-being and engagement. Overall, Employee well-being and engagement is a company's priority</p>	<p>Sigachi, a certified Great Place to Work, recognises the role of its people in the company's growth. It has designed practices to foster a workplace where employees feel valued. These include beneficial policies for leaves, rewards, career advancement, and more.</p> <p>Regularly, Sigachi encourages employees to join group activities such as sports, community service, and high-impact projects.</p> <p>Employee satisfaction is measured annually through internal surveys and the external Great Place to Work certification. In both, the satisfaction rate has consistently been over 88%.</p> <p>Additionally, The company's organisational goals resonate with the employees, inspiring them to continually strive for superior performance.</p>	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Employee Health and Safety	Risk	Failure to prioritize employee health and safety can lead to workplace accidents, injuries, and illnesses, resulting in lost productivity, increased costs, and potential legal liabilities.	The Company maintains stringent standards in Environment, Health, and Safety (EHS) throughout its organization and facilities, guided by a comprehensive EHS policy. This policy applies to all personnel, encompassing permanent staff and contractors, and ensures they receive training on occupational health, safety protocols, specific hazards, and potential hazardous situations. The company's manufacturing facilities comply with ISO 45001 standards, bolstered by robust Environment Health and Safety (EH&S) systems. To continually enhance safety performance, the company conducts regular safety assessments, benchmarked against international standards.	Negative
7	Data Security and Privacy	Risk	Lack of a strong data integrity and security mechanism may lead to increase in number of data breaches and loss of valuable data.	<p>Mitigation Measures Undertaken by the Company:</p> <ol style="list-style-type: none"> <li>1) The company has successfully completed the preparation and revision of Standard Operating Procedures (SOPs), including the IT Policy and Information Security Backup.</li> <li>2) Currently, the company is diligently working towards enhancing its data security mechanism by upgrading its processes.</li> <li>3) The company has successfully upgraded all servers and firewall devices, reviewed licenses, and enhanced storage capacity.</li> <li>4) The company is actively engaged in both automated and manual backup activities to ensure data safety.</li> <li>5) The company is in the process of establishing a Disaster Recovery Site for critical applications to further strengthen its data security infrastructure.</li> </ol>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Human Capital Management	Opportunity	Effective human capital management, including talent attraction, development, and retention, can enhance employee engagement, productivity, and organizational performance. Talent Acquisition and Retention and Skill Development	<p>Sigachi is committed to providing a consistent experience for its employees throughout their employment lifecycle. The company utilises comprehensive job descriptions to source the right talent from various channels within the prescribed business timeframe. Sigachi recognises the importance of maintaining a robust candidate pipeline to address any potential shortfalls due to offer declines.</p> <p>Throughout an employee's journey, Sigachi ensures a positive experience through a comprehensive HRMS, people-centric practices, and a performance management system. Employees are encouraged to set SMART goals aligned with the company's strategic objectives. Regular feedback, mentoring, and coaching are provided by their reporting managers.</p> <p>Sigachi also places significant emphasis on leadership competencies and core values when assessing an individual's performance. Middle managers and above are evaluated using a performance-potential grid, known as the 9-box mapping. This aids in aligning individuals with their career paths and collaborating with them to enhance performance.</p>	Positive
9	Human Rights and community relations	Risk	Neglecting to uphold human rights and sustain favourable community interactions could result in harm to the company's reputation, legal conflicts, and operational interruptions.	The Company stands firm on human rights and fair treatment, following natural justice in all dealings. It aims to create an inclusive workspace and world, valuing everyone. Every year, it engages with the community through the Blood Donation Camp, Environment Day, and 'Daanutsav'. Here, employees help the less fortunate, identified with the help of NGOs. The company's CSR strategy and actions have made a notable difference to the community.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Sustainable Governance	Opportunity	Adopting sustainable governance practices, such as effective risk management, business continuity planning, and transparent reporting, can improve organizational resilience and stakeholder confidence. Integrating sustainability considerations into decision-making can unlock new business opportunities and drive long-term value creation.	<p>The Company has been proactive in its commitment to sustainability and transparency:</p> <ol style="list-style-type: none"> <li>1) The company released its first Business Responsibility and Sustainability Report (BRSR) in FY 2023.</li> <li>2) It was awarded the EcoVadis Silver rating in FY 2024, a testament to its sustainable practices.</li> <li>3) The company implemented the Global Reporting Initiative (GRI) Standards in FY 2024, further strengthening its commitment to transparency.</li> <li>4) It aligned its operations with the Sustainable Development Goals (SDGs) in FY 2024.</li> <li>5) The company is set to release its inaugural sustainability report in FY 2025.</li> <li>6) It has been setting targets and baselines since FY 2021, demonstrating its forward-thinking approach.</li> <li>7) The company conducted its first external vendor audit in FY 2023, ensuring that its partners also adhere to high standards.</li> <li>8) It has been complying with BRSR reporting from FY 2023.</li> <li>9) The company achieved the EcoVadis Silver certification in FY 2024, further validating its commitment to sustainability.</li> </ol>	Positive
11	Diversity Equity & Inclusion	Opportunity	Fostering a diverse, equitable, and inclusive workforce can enhance innovation, creativity, and problem-solving capabilities. Promoting equal opportunities and inclusive practices can improve employee satisfaction, retention, and brand reputation.	<ol style="list-style-type: none"> <li>1) The company has concentrated its efforts on enhancing gender diversity through strategic hiring practices, sensitization programs, and effective communication strategies.</li> <li>2) It is in the process of overhauling its policies to increase representation of women and persons with disabilities (PWDs).</li> <li>3) In addition, the company is striving to enhance diversity across various</li> <li>4) In addition, the company is striving to enhance diversity across various roles and teams by exploring new entry-level routes such as apprentice hiring and actively recruiting for various positions.</li> </ol>	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Risk management and business continuity	Risk	In managing risks, the company must proactively prevent operational disruptions and legal issues, thus mitigating production risks. It should also circumvent disruptions and safety concerns, addressing operations and management risks. Ensuring regulatory alignment to prevent penalties is crucial for compliance risks. Lastly, the company needs to tackle infrastructure and quality challenges to secure long-term growth, thereby managing strategic risks.	<p>a. Maintain Inventories for Regular Price fluctuations shocks</p> <p>b. Dynamic Pricing Strategy: Adjust pricing based on currency trends to maintain competitiveness and protect margins.</p> <p><b>Production:</b> Implement automated systems, enhance safety protocols and manage labour effectively.</p> <p><b>Operations:</b> Invest in safety measures, develop contingency plans and strengthen risk management.</p> <p><b>Compliance:</b> Regularly update procedures, plan facility upgrades.</p> <p><b>Strategic:</b> Build robust infrastructure and enforce quality management.</p>	Negative
		Opportunity	Effective risk management and business continuity planning can help organizations anticipate, prepare for, and respond to various threats, including operational, financial, and reputational risks. Effective planning can improve response to threats and identify areas for improvement.	<p><b>Opportunity:</b> Use favourable currency conditions to invest in strategic international markets and diversify operations for long-term growth and resilience</p> <p><b>Production:</b> Enhance sustainability through compliance and ETP optimization.</p> <p><b>Operations:</b> Improve resilience and productivity via better safety and labour relations.</p> <p><b>Compliance:</b> Strengthen reputation and efficiency with updated regulations and facility upgrades.</p> <p><b>Strategic:</b> Support growth with robust infrastructure and high-quality standards.</p>	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	Code of Conduct for Board of Directors and Senior Management Dividend Distribution Policy Fair Disclosure of Unpublished Price Sensitive Information Familiarization Program for Independent Directors Nomination & Remuneration Policy Policy for Leak Of Unpublished Price Sensitive Information Policy for Prevention of Sexual Harassment Policy on Disclosure of Material Events or Information Policy on Preservation of Documents CSR Policy Vigil Mechanism Policy Risk Management Plan Succession Policy Content Archiving Policy Policy on Board Diversity Policy on Related Party Transactions & its Materiality Prevention of Insider Trading Policy on Energy and Emission Policy on Code of Business Conduct and Ethics Policy on Responsible Consumption, Production and Disposal Policy on Supplier Code of Conduct Policy on Water Management Policy on Responsible Consumption Production and Disposal Policy for Determining Material Subsidiary Policy for Determining Materiality for Disclosures For a comprehensive understanding of the company's policies, kindly follow this link. <a href="#">Sigachi Corporate Policies</a>								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	P1: ISO 9001:2015, KOSHER certified, Halal	P2: HACCP, ISO 14001, ISO 9001:2015, GMP (Good Manufacturing Practice), FSSC 22000, COSMOS, USFDA, KOSHER certified, HALAL, FSSAI	P3: Great Place to work, ISO 45001	P5: EXCiPACT GMP	P6: EXCiPACT GMP, SGMP, ISO 14001	P7: HACCP, IPEC guidelines	P8: CEP 2014-097	P9: ISO 9001:2015, CEP 2014-097, FSSAI, GMP	
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p>The company is dedicated to long-term sustainability and is currently developing a robust ESG framework. They have established specific goals and initiatives to guide their efforts. Over time, these ambitions will become integrated targets. The company's first sustainability report in FY 25 outlines these objectives. Future reports and communications will provide updates on their progress, ensuring transparency and accountability.</p> <p>Energy and Emissions:</p> <ol style="list-style-type: none"> <li>20% Reduction in Energy Consumption Intensity considering baseline year as 2021 Target year 2032.</li> <li>Sequestration of CO2 by planting 50,000 trees. Target year 2026 – achieved in FY 2024.</li> <li>20% Reduction in Coal Consumption Intensity considering baseline year as 2021 by 2028.</li> <li>30% Reduction in Coal Consumption Intensity considering baseline year as 2021 by 2032.</li> </ol> <p>Water:</p> <ol style="list-style-type: none"> <li>30% Reduction in Freshwater Consumption Intensity considering baseline year as 2021 by 2032.</li> <li>10% Increase in Amount of Water Recycled considering baseline year as 2021. By 2028.</li> </ol> <p>Material:</p> <ol style="list-style-type: none"> <li>Recycle 50% of our raw material packaging material by allying with authorized vendors by 2030.</li> </ol> <p>Waste:</p> <ol style="list-style-type: none"> <li>20% Reduction in Solid Waste (going to landfilling) Intensity considering baseline year as 2021 by 2028.</li> <li>30% Reduction in Solid Waste Intensity considering baseline year as 2021 by 2032.</li> </ol>								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	<p>FY25 represents as a benchmark year for us as we unveil our first sustainability report, outlining our key commitments, goals, and targets. While this inaugural report will set the foundation, detailed performance against each commitment will be more comprehensively addressed in subsequent reports. These future reports and external communications will ensure that we maintain transparency and accountability, providing clear explanations and updates on our progress.</p>								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>										
7.	Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> ) Managing Director's message at the beginning of this Business Responsibility and Sustainability Report									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Mr. Amit Raj Sinha Designation: CEO & Managing Director DIN: 01263292								
9.	Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The Audit Committee is responsible for ESG targets, strategies and reporting.								

10. Details of review of NGRBCs by the Company:

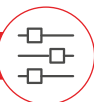
Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Annually								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No, The entity has not conducted any independent assessment or evaluation of its policies by an external agency.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****1****Principle****Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.****Essential Indicator:****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	P1,P2,P4,P6,P8	100%
Key Managerial Personnel	5	P1,P2,P3,P4,P5,P6,P7,P8,P9	100%
Employees other than Board of Directors and KMPs	276*	P1,P2,P6,P9	89%
Workers		P1,P2,P5,P6	87%

\*The BOD's and KMP's are briefed on the Sustainability initiatives of the company from time to time. To enable them to make well informed decision making, they are provided with the updates / developments at the global level and industry scenario including the necessary legislation

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable



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

Yes, Sigachi operates under a code of business conduct. This code outlines the ethical standards that are integral to the company's operations. Each employee, irrespective of their position, is expected to adhere to these standards, reinforcing the company's commitment to ethical practices.

Web-Link: [COBCE Policy](#)

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

	FY 2024	FY 2023
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

**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 conflict of interest.**

Not Applicable

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

	FY 2024	FY 2023
Number of days of accounts payables	69	48

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

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	19.09%	9.12%
	b. Number of trading houses where purchases are made from	44	14
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	18.19%	8.01%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	55.65%	62.75%
	b. Number of dealers / distributors to whom sales are made	47	60
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	44.27%	13.26%

Parameter	Metrics	FY 2024	FY 2023
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties / Total Sales)	15.82%	13.26%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	98.19%	84.84%

## Leadership Indicators-



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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
57	Environmental Impact, Social Responsibility, Governance	51%
72	Supplier Code of conduct	72%
57	Ethics	51%

### 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 Code of Conduct at Sigachi anticipates that all Personnel, including Members of the Board, will avoid any activity or personal interest that could lead to a conflict of interest. Furthermore, it is explicitly stated that Personnel should not use any information obtained through their position at Sigachi for personal benefit. This underlines the company's commitment to maintaining a high standard of ethical conduct.

## 2

### Principle

## Business should provide goods and services in a manner that is sustainable and safe

### Essential Indicator:



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

Segment	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R & D	4.47%	4.50%	Cellulose fibre and powdered cellulose reconfiguration for usage in food which would result in lesser oil consumption better gut and overall healthier society.
Capex	3.39%	3.33%	MVRE, ATFD, ETP-RO, HAG, STP installation at all units.

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

Sigachi ensures sustainable and socially responsible sourcing by using FSC-certified wood pulp for MCC production. This certification supports responsible forest management and benefits communities. When sourcing is required, the relevant department initiates a tender request with details for budgeting and technical specs. The procurement team then manages sourcing and commercial negotiations, while technical evaluations are handled by the requesting department. At least three quotations are solicited, and the selected vendor must sign the code of conduct and complete the ESG questionnaire before the purchase order is issued. Violations require corrective action within a set timeline.

The company's Code of Conduct for External Stakeholders mirrors their vision and anticipations for business partners, manufacturers, suppliers, service providers, traders, consultants, contractors, and so on.

Crucial aspects of their Supplier Code encompass:

- Operating business ethically and with integrity, honouring human rights and dignity.
- Adhering to environmental regulations and keeping all necessary permits and licenses.
- Providing a safe work environment with health and safety policies that align with local and national regulations.
- Establishing management systems for legal compliance, risk reduction, and ongoing improvement. As part of their dedication to ESG, sustainability, and responsible business practices, they have introduced an ESG Assessment process for their suppliers to assess and enhance their joint impact. Suppliers are required to supply precise and verifiable data on their ESG performance, which includes Environmental Impact, Social Responsibility, and Governance.

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

100% of the company's Key Starting Materials (KSMs) suppliers strictly follow sustainable methods and meet the standards of Good Manufacturing Practices (GMP). The company regularly conducts audits to ensure the quality and sustainability of their operations.

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

(a) Plastics (including packaging)	Plastics recycling and disposal, including packaging, adhere strictly to the Central Government rules and the provisions of the Plastic Waste Management Rules. Additionally, waste is sent to authorised vendors approved by the government for recycling and disposal.
(b) E-waste	E-waste is disposed of through a registered recycler, with a preference for buy-back options, resulting in circular use.
(c) Hazardous Waste	Hazardous waste is disposed of at authorized sustainable disposal sites through authorized SPCB vendors or sent to cement industries.
(d) Other Waste.	Other Non-hazardous waste is directed to authorised recyclers, supporting recycling efforts and promoting sustainable waste management practices.

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

No. At present, the company has not made any submissions in accordance with the EPR guidelines to the state pollution control boards. Waste collection and disposal is managed through vendors who have received authorization from the state Pollution Control Boards.

**Leadership Indicators-**



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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
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Throughout the fiscal year, the company has not conducted any life cycle assessments.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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 2024	FY 2023

In the context of the pharmaceutical industry, the company maintains stringent standards to prevent contamination. The nature of its products necessitates the use of fresh input materials in the manufacturing process, making the use of recycled or reused materials not applicable. Additionally, the company is following good manufacturing practices (GMP) in the operations, enabling it to optimise resources to the greatest extent possible.

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

	FY 2024			FY 2023		
	Re-used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) E-waste Hazardous waste Other waste	Not Applicable, The Company does not reclaim any of the products and packaging material at end of life of products					

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

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

Not Applicable, The Company does not reclaim any of the products and packaging material at end of life of products.

3

Principle

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicator:



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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	947	947	100%	947	100%	0	0	0	0	0	0
Female	44	44	100%	44	100%	44	100%	0	0	0	0
<b>Total</b>	<b>991</b>	<b>991</b>	<b>100%</b>	<b>991</b>	<b>100%</b>	<b>44</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	8	0	0	8	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male											
Female											
<b>Total</b>											
<b>Other than Permanent Workers</b>											
Male	414	0	0	414	100%	0	0	0	0	0	0
Female	15	0	0	15	100%	15	100%	0	0	0	0
<b>Total</b>	<b>429</b>	<b>0</b>	<b>0</b>	<b>429</b>	<b>100%</b>	<b>15</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	<b>FY 2024</b>	<b>FY 2023</b>
Cost incurred on well- being measures as a % of total revenue of the company	0.60%	0.68%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others- please specify	-	-	-	-	-	-

**3. Accessibility of workplaces**

**Are the premises/offices of the Company accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the Company in this regard.**

Yes, The Company's location is equipped with facilities for differently-abled employees and workers. Provisions such as ramps and guard rails for easy access, and toilets designed for handicapped employees, are among the many accommodations being made.

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

Yes, In the Equal Opportunity Policy, the company outlines a commitment to non-discrimination. This commitment ensures equal opportunities for all employees, irrespective of race, color, religion, sex, national origin, ancestry, age, marital status, sexual orientation, or disability.

Web-Link: [Equal Opportunity Policy](#)

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent workers	Yes, Upholding the principles of natural justice, the company ensures that minor grievances are settled internally. For complex grievances, an independent investigation is conducted with the assistance of an external legal counsel, aiming for an amiable resolution of the grievance.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2024			FY 2023		
	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)
<b>Total</b>	0	0	0	0	0	0
<b>Permanent Employees</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0
<b>Permanent Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	2023-24					2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	955	888	93%	945	99%	787	661	84%	645	82%
Female	44	38	86%	40	91%	41	37	90%	38	93%
<b>Total</b>	<b>999</b>	<b>926</b>	<b>93%</b>	<b>985</b>	<b>99%</b>	<b>828</b>	<b>698</b>	<b>84%</b>	<b>683</b>	<b>82%</b>
<b>Workers</b>										
Male	414	393	95%	385	93%	504	448	89%	483	96%
Female	15	11	70%	12	81%	16	15	95%	15	95%
<b>Total</b>	<b>429</b>	<b>404</b>	<b>94%</b>	<b>397</b>	<b>93%</b>	<b>520</b>	<b>463</b>	<b>89%</b>	<b>498</b>	<b>96%</b>

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

Category	FY 2024			FY 2023		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	955	955	100%	787	787	100%
Female	44	44	100%	41	41	100%
<b>Total</b>	<b>999</b>	<b>999</b>	<b>100%</b>	<b>828</b>	<b>828</b>	<b>100%</b>
<b>Workers</b>						
Male	414	414	100%	504	504	100%
Female	15	15	100%	16	16	100%
<b>Total</b>	<b>429</b>	<b>429</b>	<b>100%</b>	<b>520</b>	<b>520</b>	<b>100%</b>

**10. Health and Safety Management System:**

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

Yes. The Company has implemented an occupational health and safety management system on all production plants and project sites. The coverage is 100% of entity, and it includes both regular employees and contractors.

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

The work-related hazards are identified, assessed, and controlled through "Hazard Identification & Risk Assessment (HIRA)" process. Standard trainings are followed and qualitative risk assessment techniques are employed for individual activities within the unit.

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

Yes, Regular safety trainings and toolbox talks are conducted within the unit. This ensures that all personnel are well-informed about the necessary measures to prevent, avoid, and respond to any work-related hazards or accidents. The company adheres to a strict reporting protocol, with all incidents documented as per Form-4.

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

Yes, every individual working within the company is covered by health insurance. This coverage is comprehensive and not limited to injuries sustained during occupational activities. The company ensures this as part of its commitment to the well-being of its personnel.

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

Safety Incident /Number	Category	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company is dedicated to maintaining standards for Environment, Health & Safety (EHS) and Sustainability. Failing to meet these standards could lead to regulatory issues, harm the company's reputation, and disrupt business continuity, negatively affecting sustainability. The company's occupational health and safety management system has received ISO 45001:2018 certification. Multiple teams work together to promote safety across all factory units, aligning with the company's occupational health and safety objectives. The Company prioritizes the safety, health, and well-being of all individuals associated with its operations and the surrounding community. Key initiatives include proactive risk assessment, effective communication, consultation, and participation. Safety officers are dedicated to maintaining safe practices at manufacturing plants and project sites. Regular safety training sessions and toolbox talks are conducted, and personal

protective equipment (PPE) is provided to employees and workers. The company's internal EHS policy guarantees a safe workspace for all employees and suppliers. Regular internal and external audits are conducted by the company to assess safety practices and procedures, ensuring adherence to the EHS management system and ISO 45001:2018 guidelines.

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

Category	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

### 14. Assessments for the year:

Safety Incident /Number	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	98%
Working Conditions	100%

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

The company has implemented 'Safety Observations' to spot unsafe practices and conditions at the workplace, urging employees to voice any safety worries. The company scrutinises incident investigations to implement corrective actions and avert future incidents. All production sites keep track of incident reports and safety adherence. The company carries out risk evaluations and regular reviews, with Corrective and Preventive Actions (CAPAs) implemented across teams based on the results of investigations.

### 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 payment of statutory dues by the value chain partners.

In compliance with statutory regulations, the company diligently ensures the deduction and deposit of dues, which include EPF, ESI, PT, Gratuity, and Labour Welfare Fund. Furthermore, on a monthly basis, confirmations are obtained from both customers and suppliers using Form-26A and GSTR.

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2024	FY2023	FY2024	FY2023
Employees	0	0	0	0
Workers	0	0	0	0



**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) -**

From reaching the age of 60 years, employees enter into superannuation. As and when required, the company provides transition assistance programs. A select group of superannuated employees, recognized as Critical Subject Matter Experts, are retained as consultants. In the event of employment termination due to business exigencies, the affected employees receive compensation in accordance with the terms and conditions of their employment.

**5. Details on assessment of value chain partners:**

Safety Incident /Number	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	50%
Working Conditions	50%

**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.**

In response to substantial risks and concerns identified from health and safety evaluations of their value chain partners, the company has put into action numerous corrective measures. These encompass improved training schemes, amplified health and safety checks, and continuous cooperation with partners to evaluate and boost safety norms and working conditions throughout the value chain.



**Business should respect the interests of and be responsive to all its stakeholders**



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

The company recognises all entities that contribute to or are affected by its operations as stakeholders. This includes various groups such as employees, customers, suppliers and investors. The company's actions and decisions take into account this extensive stakeholder network. To address key stakeholder groups, the company maps out all significant stakeholders to comprehend the sustainability aspects that matter to them and to the company. Their stakeholders encompass employees, customers, suppliers, investors, regulatory authorities, business partners, and the wider community. By recognising all entities that contribute to or are impacted by their operations, the company ensures their decisions take into account this diverse network, thereby supporting inclusive and sustainable growth.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails	Need basis	Employee experience and satisfaction on monthly basis
Customers	No	Email, Customers Visits and Survey Feedbacks	Quarterly or As per requirement	Customer input is valuable for understanding their needs, enhancing product portfolio, and improving service delivery.  Key areas of focus include: better pricing, Market reach, Premium quality, on time in full (OTIF)

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / investors	No	Investor and analyst meetings, Presentations at industry forums, Publishing and Circulating the Annual Report and Sustainability Report, Communicating Financial, Results to shareholders via quarterly meetings, AGM	Annually/ Half yearly/ Quarterly/ Need-based	<p>Investors and shareholders are pivotal in providing financial resources that support operations and sustainable growth. Transparent communication with them is essential for cultivating mutual trust and strengthening our relationship.</p> <p>Key areas of focus include: economic performance, transparency in operations, and alignment with our strategic goals for sustainable development.</p>
Suppliers	No	Supplier Meets, Visits, Supplier audit, Facility visits	Event based and need-based	<p>Suppliers are crucial stakeholders for the company as they play significant role in providing high-quality raw material - essential for producing top quality MCC. This ensures continuity and promotes sustainable business practices.</p> <p>Key areas of interest include:</p> <p>Business ethics and transparency, Compliance, Vendor /supplier training and development, Environmental impact of operations</p>
Communities and non-governmental organizations	Yes	Interaction with communities through CSR Initiatives or engagements	Continuous and need based	<p>Engaging with local communities helps us understand their immediate needs and allows us to contribute meaningfully to sustainable community development. Our partnerships with the Aga Khan Rural Support Programme India (AKRSPI), Mauna Dhvani Foundation (MDF), and other organizations enhance our efforts to create shared value.</p> <p><b>Key Topics of Interest:</b></p> <ol style="list-style-type: none"> <li>1. Integrated development</li> <li>2. Skill Development</li> <li>3. Sustainable Livelihoods</li> <li>4. Community Strengthening</li> </ol>

## 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 engages in consultations and feedback sessions with stakeholder groups. Subsequently, business and functional heads analysed material topics related to the economy, environment, and social aspects. The company identifies material issues through stakeholder engagement exercises. These issues are then presented to the highest governing member and the Board to guide strategy and decision-making. The company periodically reviews stakeholder engagement efforts to identify important material issues affecting internal and external stakeholders.

**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 process of identifying and prioritizing material issues pertinent to environmental, social, economic, and governance topics is conducted in collaboration with stakeholders. Once these issues are identified, they are mapped to relevant risks. As part of the risk management plan, strategies and mitigation action plans are developed for the identified risks.

These material issues serve as a guiding framework for the non-financial disclosures through the Corporate Overview, Statutory Reports, and Financial Statements in the Annual Report 2023-24. The Sustainability Report adheres to relevant national and international guidelines and standards, disclosing the management approach, targets/goals, and non-financial performance in the reporting year for each identified material topic.

Moreover, the identification of material issues allows the focus to be placed on key areas of improvement. This enables the development of future action plans, such as policy development and implementation of initiatives. This approach ensures a proactive stance towards continuous improvement and sustainable growth.

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

Community members are recognized as a vulnerable/marginalized stakeholder group. As part of the Corporate Social Responsibility (CSR) initiatives, a need assessment is undertaken to identify and prioritize focus areas for community development. Various CSR initiatives have been implemented to address these needs. For further details, one can refer to the Annual Report and the Annual CSR report.

Sigachi identifies communities and non-governmental organizations as vulnerable and marginalized groups.

Partnership with Aga Khan Rural Support Programme India (AKRSPI): Sigachi has partnered with AKRSPI to support villagers in need through initiatives under integrated development programme that comprises of :

1. Irrigation and Water Conservation
2. Agricultural and Environmental Practices
3. Renewable Energy Solutions
4. Community Support and Empowerment
5. Educational and Health Initiatives

Collaboration with Mauna Dhwani Foundation (MDF): Sigachi, in collaboration with MDF, empowers tribal women by providing sustainable livelihood opportunities through a world-class stitching unit and comprehensive training program focused on:

1. Skill Development
2. Sustainable Livelihoods
3. Community Strengthening

5

Principle

Business should respect and promote human rights

Essential Indicator:



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

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	991	991	100%	823	816	99%
Other than Permanent	8	8	100%	5	5	100%
<b>Total Employees</b>	<b>999</b>	<b>999</b>	<b>100%</b>	<b>828</b>	<b>821</b>	<b>99.00%</b>
<b>Workers</b>						
Permanent	0	0	0%	266	266	100%
Other than Permanent	429	429	100%	254	254	100%
<b>Total Workers</b>	<b>429</b>	<b>429</b>	<b>100%</b>	<b>520</b>	<b>520</b>	<b>100%</b>

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

Category	2023-24					2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	991	-	-	991	100%	782	-	-	782	100%
Male	947	-	-	947	100%	782	-	-	782	100%
Female	44	-	-	44	100%	41	-	-	41	100%
<b>Other than Permanent</b>	8	-	-	8	100%	5	-	-	5	100%
Male	8	-	-	8	-	5	-	-	5	100%
Female	0	-	-	0	-	0	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>						266	3	-	263	-
Male			Nil			250	2	0.80%	248	99.20%
Female						16	1	6.25%	15	93.75%
<b>Other than Permanent</b>	429	301	71%	128	29%	254	-	-	254	100%
Male	414	286	69%	128	31%	254	-	-	254	100%
Female	15	15	100%	0	0%	0	-	-	-	-

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

**a. The details are provided below:**

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4	1,58,80,700	2	9,25,000
Key Managerial Personnel (KMP)	1	1,06,54,224	1	12,72,000
Employees other than BoD and KMP	1061	3,83,586	61	6,74,346
Workers	413	1,27,008	16	1,34,400

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Gross wages paid to females as % of total wages	4.64%	3.20%

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

Yes, Sigachi has zero tolerance for non-compliant behavior and is committed to addressing any concerns related to Code of Conduct violations. Typically, such concerns should be reported to your manager. If uncomfortable, stakeholders can escalate the issue to the Head of Department, Unit HR Manager, or Compliance Officer.

The Head of Human Resources is responsible for addressing human rights impacts and issues. The Human Rights Policy mandates that all stakeholders adhere to its principles and comply with applicable laws across all operational territories.

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

The Company follows a structured process for addressing grievances. When a complainant reaches out to their reporting manager, any unsettled grievances are escalated to the HR and Management. After detailed discussions with the complainant, the HR and Management work toward a win-win resolution.

**Addressing Concerns:** The Company encourages employees to share their concerns with their immediate manager as a standard procedure. If an employee feels uneasy about reporting a potential breach to their supervisor, the company allows for the issue to be escalated to the Head of Department, the HR Manager of the unit, or the Compliance Officer.

**Reporting Violations and Ensuring Compliance:** The Company insists on the immediate reporting of any potential or actual breaches of laws, company policies, or the Code. Reports can be made to an employee’s Manager/Supervisor, the Unit HR, the CFO, or the Compliance Officer.

**Investigation Process:** The Company follows a structured method for addressing each concern or violation report. This ensures a comprehensive investigation in line with the procedures of our Code of Business Conduct Committee and legal protocols.

Disciplinary Actions and Remedial Measures Based on the specifics and nature of the violation, the investigation committee recommends suitable remedial and preventive actions. These may include disciplinary measures.

**Safeguard Against Retaliation:** The Company is dedicated to protecting individuals who report alleged violations in good faith or cooperate in investigations. The company ensures these individuals are safeguarded from any form of retaliation.

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

The details are provided below:

	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA

	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	118*	0	NA	5	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

\* It Includes all transactional complaints/clarifications & queries pertaining to wages, hence total is 118 complaints

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY24	FY23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company prioritises confidentiality for complainants. When a complaint is received, the accused is informed of potential severe disciplinary consequences if they harass the complainant. In cases where there is a reporting relationship, the complainant is promptly aligned with an alternate manager. If necessary, the accused may be temporarily suspended pending completion of the inquiry. The Company ensures reasonable security for the complainant, including a security guard and office vehicle for transportation. Efforts are made to reach a conciliatory settlement that benefits both parties.

**Harassment Reporting and Non-Retaliation**

The company upholds a strict policy of zero tolerance towards any form of harassment, including sexual harassment. It strongly advocates for immediate reporting of such incidents. The company's standing orders and Code of Conduct provide clear procedures for dealing with misconduct, ensuring prompt resolution.

**Reporting Guidelines**

The company appreciates reports made in good faith, irrespective of the accuracy of interpretation. However, it considers false reports or reports made with malicious intent as a violation of its standards.

**Anonymous Reporting**

The company provides an anonymous channel for its employees to report violations confidentially. This ensures utmost confidentiality and minimal disclosure.

**Protection Against Retaliation**

The company strictly forbids any form of retaliation against individuals who, in good faith, report violations or cooperate in investigations. This approach fosters a safe and supportive work environment.

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

Yes, The Company incorporates compliance with human rights into its standard agreements, contracts, and Code of Conduct for all stakeholders. It mandates that suppliers and vendors comply with relevant laws, uphold labour standards, meet environmental regulations, and exhibit ethics and integrity in their operations. The company's Code of Conduct underscores the significance of human rights, obliging suppliers to align with ethical principles and maintain a steadfast commitment to integrity throughout their business practices.

**10. Assessment for the year:**

	<b>% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)</b>
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	Nil

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

At present no concerns have been raised. The company maintains strict regulations against child labour or forced labour on-site. Robust policies are in place to discourage discrimination and harassment. To date, there have been no instances of policy or legal violations related to these topics.

**Leadership Indicators-**



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

The Company has maintained a clean record without any recorded human rights violations to date. Consequently, no special amendments have been made to existing processes or policies.

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

The company commits to conducting human rights due diligence to identify adverse impacts on relevant stakeholders. Subsequently, it takes corrective actions to address, prevent, and mitigate these impacts. Nonetheless, the company remains dedicated to swiftly implementing corrective measures to address, prevent, and lessen any potential impacts, thereby ensuring its ongoing commitment to human rights principles.

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

Yes. The corporate office premises is enabled with handrails, ramps and accessible toilets that have been specially designed to better accommodate differently abled visitors & employees.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others - please specify	0

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

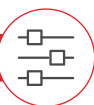
At present, the company has not encountered any issues. If any, the company is prepared to swiftly carry out necessary enhancements and corrective measures, ensuring a robust system of checks and balances is maintained.

6

Principle

Business should respect and make efforts to protect and restore the environment

Essential Indicator:



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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	0	0
<b>From non-renewable sources</b>		
Total electricity consumption (D)	29,039.39 GJ	24,639
Total fuel consumption (E)	283,174.62 GJ	3,27,558
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	312,214.01 GJ	3,52,197
<b>Total energy consumed (A+B+C+D+E+F)</b>	312,214.01 GJ	3,52,197
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) - GJ/₹ mn	98.34	121.31
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) - GJ/Revenue adjusted to PPP	2250.11	2775.86
<b>Energy intensity in terms of physical Output - (GJ/Tonne of Product)</b>	22.95	26.68
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, an independent assessment/ evaluation/assurance has been carried out by Subodh Energy Services.

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

- No, The Company does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	38,924
(ii) Groundwater	0	0
(iii) Third party water	55,426.00	54,496
(iv) Seawater / desalinated water	0	0
(v) Others	0	231
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	55,426.00	93651
<b>Total volume of water consumption (in kilolitres)</b>	55,426.00	93651



Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)- KL/ ₹ mn on fresh water withdrawal	17.46	32.26
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)- KL/ Revenue adjusted to PPP	399.45	738.12
<b>Water intensity in terms of physical Output - KL/Tonne of Product</b>	4.07	7.09
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	-	-

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

- Yes, an independent assessment has been carried out by Subodh Energy Services

**4. Provide the following details related to water discharged:**

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
<b>(ii) To Groundwater</b>		
- No treatment	NA	NA
- With treatment - please specify level of Treatment*	NA	NA
(iii) To Seawater		5,454
- No treatment	NA	NA
- With treatment - please specify level of Treatment*		5,454
(iv) Sent to third-parties	4,541.00	480
- No treatment	NA	0
- With treatment - please specify level of Treatment*	Tertiary treatment	Tertiary Treatment
(v) Others	0	0
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>4,541.00</b>	<b>5,934.00</b>

\*Tertiary 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.

- Yes, an independent assessment has been carried out by Lawn Enviro Associates

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

The Company is dedicated to environmental sustainability, demonstrated by its advanced Zero Liquid Discharge (ZLD) System and state-of-the-art Effluent Treatment Plants with RO Recovery Systems. Two of our facilities are crucial in comprehensively treating all effluents, significantly reducing contaminants through ZLD processes. By recycling high-quality treated water back into our utility systems, we ensure minimal environmental impact and efficient resource utilization across our operations.

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

Parameter	Unit	FY2024	FY2023
NOx	PPM	113.860	185.77
SOx	PPM	94.413	422.08
Particulate matter (PM)	PPM	492.060	315.35
Persistent organic pollutants (POP)		Not Measured	Not Measured
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)	-		
Others – please specify Mercury, Cadmium, Cadmium, Chromium etc.			

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, an independent assessment has been carried out by Re Sustainability Limited.

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

The details are provided below:

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	24,776.82	28,635
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	7,421.17	6,228
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT/ ₹ mn	10.14	12.01
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT/Revenue adjusted to PPP	232.05	274.78
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	MT/Tonne of Product	2.37	2.64
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

No, an independent assessment/ evaluation/assurance hasn't been carried out.

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

Sigachi is actively implementing a range of initiatives to reduce greenhouse gas emissions:

**Energy Efficiency:** We're committed to responsible manufacturing, exploring ways to reduce our environmental footprint through energy-efficient technologies, building retrofits, and strategic HVAC use. Our air compressors with auto-off at 6-9 bar further optimize energy use.

**Carbon Sequestration:** Sigachi actively participates in reforestation and afforestation projects. One of our environmental targets was to plant 50,000 trees by 2026 to sequester atmospheric CO<sub>2</sub>. We are proud to announce that we have already achieved this goal in FY 2024.

**Sustainable Transportation:** Sigachi champions clean commutes by promoting electric vehicles, enhancing public transport infrastructure, and offering employee carpooling programs. We encourage employees to use our bus service, which significantly reduces emissions from inefficient commuting habits. Additionally, 98% of our logistics shipments are dispatched by sea, greatly cutting emissions and our carbon footprint.

**Green Supply Chain:** We actively collaborate with suppliers to set emission reduction targets and promote sustainable practices throughout our supply chain. We screen our vendors for ESG initiatives and engage them in taking responsibility by providing Supplier ESG training.

**Investing in Innovation:** Sigachi is committed to investing significantly in research and development to drive innovative solutions that optimize our raw material consumption. Our focus extends to advancements in renewable energy, carbon capture, and energy storage. By integrating strategies to optimize resource consumption and waste generation, we align our practices with Sustainable Development Goals (SDGs) and Environmental, Social, and Governance (ESG) objectives, promoting responsible production and disposal practices.

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

The required details are provided below:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Not measured	Not measured
E-waste (B)	Not measured	
Bio-medical waste (C)	NA	
Construction and demolition waste (D)	NA	
Battery waste (E)	Not Measured	
Radioactive waste (F)	NA	
Other Hazardous waste. Please specify, if any. (G)	16.37	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	70.93	
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>87.30</b>	<b>28.47</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.027	0.010
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.63	0.22
<b>Waste intensity in terms of physical output</b>	0.006	0.0022
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	66.26	Not measured
(ii) Re-used	0.13	
(iii) Other recovery operations	No other Recovery options	
<b>Total</b>	66.39	
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	13.49	28.47
(iii) Other disposal operations	0	0
<b>Total</b>	<b>13.49</b>	<b>28.47</b>

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

**9. Briefly describe the waste management practices adopted in your establishment. 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.**

Sigachi is deeply committed to clean manufacturing practices and efficient waste management. The company meticulously manages all solid wastes, both hazardous and non-hazardous. These wastes are segregated at their source and stored in dedicated areas within Sigachi's facilities.

Sigachi's approach involves categorizing hazardous wastes and storing them in designated hazardous waste storage areas. These wastes are then disposed of at facilities approved by the Pollution Control Board, ensuring strict compliance with regulatory requirements across all factory locations.

In a bid to enhance environmental stewardship, Sigachi directs nearly 100% of its non-hazardous waste to authorized recyclers. This initiative supports recycling efforts and contributes to sustainable waste management practices.

Moreover, Sigachi is actively implementing strategies to minimize the use of hazardous and toxic chemicals in its products and manufacturing processes. Through continuous process optimization, the company aims to reduce the generation of solvents and hazardous waste. Sigachi's practices include adopting safer alternatives, improving production efficiencies, and implementing stringent waste management protocols.

By converting waste into valuable biomass resources, Sigachi is not only mitigating environmental impact but also fostering a circular economy within its operations. This holistic approach underscores Sigachi's commitment to sustainable practices and regulatory compliance, ensuring responsible stewardship of resources and environmental protection.

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

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company does not operate in ecologically sensitive areas

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).**

If not, provide details of all such non-compliances, in the following format:

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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None

NA

NA

NA

**Leadership Indicators-**



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

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

- Name of the area - The Company does not have operations in areas of water stress.
- Nature of operations - NA

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		Not Applicable
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		Not Applicable
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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.

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

Parameter	Unit	FY2024	FY2023
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b>			

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

Not Applicable

3. With respect to the ecologically sensitive areas reported in 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, as the company does not operate in ecologically sensitive areas.

4. If the entity provided below taken 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 ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative
1	ETP and STP installation	Every manufacturing unit within Sigachi is equipped with ETP and STP installations. These installations are utilized to treat water prior to its reuse for process applications, in-house utilities, or discharge through government-authorized third-party facilities.	<ol style="list-style-type: none"> <li>1. <b>Reduced Water Usage:</b> Sigachi has achieved a substantial reduction in water consumption.</li> <li>2. <b>Environmental Protection:</b> Sigachi's efforts have minimized pollution, contributing to a healthier environment.</li> <li>3. <b>Regulatory Compliance:</b> Sigachi consistently meets government standards, demonstrating its commitment to responsible operations.</li> <li>4. <b>Sustainability:</b> Sigachi has enhanced its recycling practices and resource conservation, underscoring its dedication to sustainability.</li> <li>5. <b>Resource Conservation:</b> Sigachi efficiently reuses treated water, furthering its resource conservation efforts.</li> </ol>
2	Mechanical Vapor Recompression (MVR) installation	Sigachi's manufacturing units are equipped with MVRE installations. These installations compress the vapor produced from boiling the liquid, which elevates its pressure and temperature. The compressed vapor is then utilized to supply the heat required for additional evaporation, rendering the process exceptionally energy-efficient.	<ol style="list-style-type: none"> <li>1) Higher Energy Efficiency</li> <li>2) Cost Savings</li> <li>3) Improved Waste Management</li> <li>4) Enhanced Sustainability</li> </ol>
3	End-of-Life Processes for Recycled Pallets	Sigachi ensures the circular utilization of packaging materials by actively monitoring the life cycle of the pallets. From the point of production to delivery, Sigachi has implemented a comprehensive system to trace their journey within the supply chain. Furthermore, Sigachi actively engages with customers to comprehend and record the management of these pallets at the end of their life cycle.	<ol style="list-style-type: none"> <li>1) Enhanced sustainability through circular packaging practices.</li> <li>2) Improved supply chain transparency and accountability.</li> <li>3) Stronger customer engagement and collaboration.</li> <li>4) Continuous process improvement for efficient resource management.</li> <li>5) Compliance with environmental regulations and optimized operations.</li> </ol>
4	Sustainable Transportation Solutions in Supply Chain Management	<ol style="list-style-type: none"> <li>1. <b>Sea Transportation:</b> Sigachi Industries capitalizes on sea transportation, which accounts for 98% of its logistics shipments. This strategy substantially reduces emissions and the company's carbon footprint.</li> <li>2. <b>Railway Utilization:</b> Sigachi Industries gives precedence to railways for international logistics from production sites to shipyards. This approach curtails greenhouse gas emissions and bolsters operational energy efficiency.</li> </ol>	<ol style="list-style-type: none"> <li>1) <b>Environmental Responsibility:</b> Reduced environmental impact.</li> <li>2) <b>Operational Efficiency:</b> Improved efficiency and cost savings.</li> </ol>

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Biomass Optimization for Sustainable Waste Management	Facilities optimize waste management through: 1) Regular dosing of supplements to enhance bacterial activity. 2) Maintaining biomass levels below 70% to convert waste into valuable resources. 3) Continuous COD monitoring for efficient waste management.	1) Successful conversion of waste into valuable biomass resources. 2) Enhanced system efficiency and stability. 3) Demonstrates Sigachi's commitment to sustainability and innovation in waste management practices.
6	Solar Power Installation	A subsidiary of Sigachi Industries, has implemented a green energy initiative: 1) <b>Solar Lights Installation:</b> Nine solar lights installed, each with a capacity of 28 watts. 2) <b>Energy Generation:</b> Collectively generating 252 watts of clean, renewable energy. 3) <b>Daily Output:</b> Produces 3024 watt-hours (WH) of energy per day, equivalent to 3.024 kilowatt-hours (KWH). 3) <b>Monthly Output:</b> Generates 90 kilowatt-hours (KWH) of energy per month.	<b>Environmental Impact:</b> Reduction in carbon footprint and environmental impact. <b>Sustainability Goals:</b> Aligns with Sigachi Industries' broader sustainability objectives. <b>Expansion Plans:</b> Commitment to expanding green energy initiatives for a more environmentally responsible future.
7	HVAC Systems with Dampers	At Sigachi, our HVAC systems are designed for optimal heating, ventilation, and air conditioning with reduced energy consumption. They feature variable speed drives, smart thermostats, and advanced control systems. Dampers, adjustable plates or valves within the ductwork, regulate airflow and temperature by controlling the distribution of cooled or heated air to different areas of the building.	1) Energy Reduction 2) Cost Savings 3) Improved comfort
8	Variable Refrigerant Flow (VRF) Systems	At Sigachi, we have implemented VRF cooling systems to eliminate water use for cooling. VRF systems are advanced air conditioning systems that use refrigerant as the cooling and heating medium. They precisely control refrigerant flow to multiple indoor units based on demand in different zones, ensuring high efficiency and consistent, comfortable indoor environments. By adjusting refrigerant flow to meet exact requirements, VRF systems reduce energy consumption and increase efficiency.	<ul style="list-style-type: none"> <li>• Optimal efficiency with inverter-driven compressors and advanced control systems.</li> <li>• Lower energy consumption, reduced operational costs, and a smaller carbon footprint.</li> <li>• Elimination of water use and reduced energy consumption.</li> </ul>

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

Sigachi Industries has implemented a comprehensive strategy to ensure resilience across all facilities, adeptly managing natural disasters and unforeseen events with continuous improvements based on past disruptions. The company emphasizes risk management, assessing potential disruptions, and implementing actions to mitigate risks and minimize losses.

Its business continuity and disaster management strategy focus on maintaining acceptable service levels during interruptions, covering manufacturing facilities, IT, supply chain, and more. In pursuit of operational excellence, Sigachi has initiated change management efforts in manufacturing, R&D, supply chain, and IT automation, while continuously strengthening data resiliency.

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

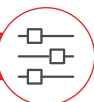
No significant adverse impact has been observed during value chain assessments.

**7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

Sigachi Industries conducted its first external vendor audit in the fiscal year 2023. The company now carries out regular supplier risk assessments via a third party to gain a deeper understanding of its value chain risk exposure. Sigachi Industries evaluated the environmental impact of 20% of its partners through consistent audits in FY 2023 - 2024. Additionally, the company continuously educates its suppliers on environmental considerations, demonstrating its commitment to environmental responsibility.

**7****Principle**

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

**Essential Indicator:****1. a. Number of affiliations with trade and industry chambers/associations.**

Sigachi Industries has 6 affiliations with trade and industry chambers/associations during the FY 2023-2024.

**b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
2	Federation of Telangana Small (MSME) Industries Associations	State
3	India SME forum	National
4	Confederation of Indian Industry	National
5	Pharmaceutical Export Promotion Council of India (Pharmexcii)	National
6	India Process Expo and Conference	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

**Leadership Indicators-****1. Details of public policy positions advocated by the Company:**

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others- please specify)	Web Link, if available
Not Applicable					

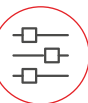


8

Principle

Businesses should promote inclusive growth and equitable development.

Essential Indicator:



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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Sigachi Industries has not conducted any Social Impact Assessments in the current year.

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
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None of the Company's operations or units have resulted in community displacement. As a result, no project required Rehabilitation and Resettlement (R&R) in the reporting year.

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

Our operations are conducted in close collaboration and consensus with community members and partner NGOs. In the event of any grievances, community leaders or our NGO partners can easily reach out to the designated Company point of contact (POC) at each facility. The POC is readily available to address concerns, and depending on the nature of the issue, we engage relevant stakeholders to ensure a swift resolution. Additionally, we have established a comprehensive Grievance Redressal Policy to manage all issues efficiently and transparently.

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

Parameter	FY2024	FY 2023
Directly sourced from MSMEs/small producers	88.46	5.50%
Directly from Within India	11.54	Data not available

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	88.30%	87.20%
Semi-urban	3.10%	3.20%
Urban	8.10%	9.60%
Metropolitan	-	-

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

## Leadership Indicators-



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

Details of negative social impact identified	Corrective action taken
Not available. Did not undertake any Social Impact Assessments	

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Gujarat	Narmada District	Nil

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) - No, the Company does not have any preferential procurement policy focusing on suppliers from marginalised/ vulnerable groups. However, we check specifications and internal procedure in this regard.
- (b) From which marginalized/vulnerable groups do you procure? - Not Applicable
- (c) What percentage of total procurement (by value) does it constitute? - Not Applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge:

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

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

S. No	Name of authority	Brief of the Case	Corrective action taken
Not Applicable			

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Integrated development project Tribal Skill Development Programme	2506	100% of our CSR projects aim to support vulnerable, marginalized communities, and underprivileged socio-economic backgrounds.
2		500	



**Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicator:**



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

At Sigachi Industries, customers have the option to submit complaints either in writing or via email directed to the head of the Marketing Department. Upon receipt, a dedicated member from the Quality Assurance (QA) team is responsible for classifying and recording the complaint in the official registry. A thorough review of the complaint is then conducted, following which the customer is duly notified of any corrective or preventive measures that have been implemented

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

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

Number of consumer complaints in respect of the following:	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

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

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

Yes the company has internal policy/procedures related to information security management systems.

**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.**

In FY 2023–2024, there were no complaints filed related to advertising, provision of critical services, cyber security, consumer data privacy.

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

	<b>Provide the following information relating to data breaches:</b>
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	0

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

The information on products and services is available on the company website under,

<https://sigachi.com/pharmaceutical-industry/nutraceutical-formulations/>

<https://sigachi.com/cosmetic-industry/>

<https://sigachi.com/pharmaceutical-industry/>

<https://sigachi.com/chemical-industry/>

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

Sigachi Industries maintains thorough interactions with its customers to collect the unique needs respect to its products. In the spirit of transparency, the company also ensures that customers are promptly informed about any potential risks linked to these products. The Company educate consumers on healthy lifestyles. The Company works with government bodies like FSSAI to create awareness about hygiene, nutrition, product safety and regulations. The company holds the view that the opinions, preferences, concerns, and inquiries of consumers are valuable information sources. These insights are crucial for sparking innovation and enhancing the company's product range. The company provides information on essential product attributes, methods of use, functional advantages of ingredients, and safety and efficacy claims for the awareness of consumers.

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

Throughout the year, Sigachi Industries experienced no significant disruptions. The company's sales and marketing teams maintain continuous communication with clients, ensuring potential service disruptions are communicated proactively. Additionally, Sales and marketing team communicates directly with the consumers if felt necessary.

**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 whole? (Yes/No)**

The company complies with all relevant regulations for product labelling and presents necessary information on it. The Company adheres to a comprehensive Standard Operating Procedure (SOP) for all products, ensuring proper identification and traceability in alignment with customer or market requirements. Product labels include essential details such as storage conditions, cautions, and specifications. Additionally, regular customer satisfaction surveys inform areas for improvement, enabling proactive actions to maintain ongoing customer satisfaction. The company also strives to showcase essential product information on the product packaging and pertinent marketing channels.