

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2023-2024
1	Corporate Identity Number (CIN) of the Listed Entity	L24110MH1994PLC076156
2	Name of the Listed Entity	VIDHI SPECIALTY FOOD INGREDIENTS LIMITED
3	Year of incorporation	19/01/1994
4	Registered office address	E/27 COMMERCE CENTER78, TARDEO ROAD, MUMBAI MH 400034
5	Corporate address	E/27 COMMERCE CENTER78, TARDEO ROAD, MUMBAI MH 400034
6	E-mail	vdmcs@hotmail.com
7	Telephone	022 6140 6615
8	Website	https://vidhifoodcolors.com/
9	Financial year for which reporting is being done	Financial year 2023-2024 (April 1, 2023 to March 31, 2024)
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & The National Stock Exchange of India Limited
11	Paid-up Capital	Rs.4,99,45,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr.Mitesh Manek (Chief Financial Officer) Email Id: mitesh.manek@vidhifoodcolors.com
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 Basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical product	90.00%
2.	Trade	Wholesale Trading	10.00%

Note: Percentage of turnover of entity is calculated on the basis of revenue from operations.

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Synthetic food colours, dyes and pigments from any source in basic form or as concentrate	20114	90.00%
2.	Wholesale of industrial chemicals	51496	10.00%

*NIC Code – 2008

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

Location	Number of plants	Number of offices	Total
National	2	4*	6
International	0	0	-

*Includes 2 office, R&D Lab and a warehouse

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

Locations	Number
National (No. of States)	28
International (No. of Countries)*	80
The Company is selling outside Maharashtra and exporting through dealers and distributors.	
b. What is the contribution of exports as a percentage of the total turnover of the entity?	81.83%
c. A brief on types of customers	

Vidhi is a leading manufacturer of premium synthetic and natural food-grade colours, offering customers world-class colour solutions for a wide range of applications including foods and beverages, confectioneries, pharmaceuticals, animal feeds, cosmetics, inkjet inks, and salt-free colours. Our products are distributed and used in over 80 countries across six continents, reaching both through distributors and directly to some end users.

IV. Employees**20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	72	64	88.89%	8	11.11%
2	Other than Permanent (E)	0	0	-	0	-
3	Total employees (D + E)	72	64	88.89%	8	11.11%
WORKERS						
4	Permanent (F)	24	24	100.00%	0	-
5	Other than Permanent (G)	70	66	94.29%	4	5.71%
6	Total workers (F + G)	94	90	95.75%	4	4.25%

b. Differently abled Employees and workers:						
Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100.00%	0	-
2	Other than Permanent (E)	0	0	-	0	-
3	Total differently abled employees (D + E)	2	2	100.00%	0	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	NIL				
5	Other than Permanent (E)					
6	Total differently abled workers (F + G)					

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	9	3	33.33%
Key Management Personnel*	4	1	25.00%

*KMP is defined as per Section 203 of Companies Act, 2013.

22. Turnover rate for permanent employees and workers

Particular	FY 2023-24			FY 2022-23			FY 2021-22		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.38%	42.86%	14.60%	6.12%	30.77%	9.01%	13.51%	57.14%	20.45%
Permanent Workers	8.00%	-	8.00%	0.00%	-	0.00%	0.00%	-	0.00%

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	ARJUN FOOD COLORANTS MANUFACTURING PRIVATE LIMITED	Wholly Owned Subsidiary	100.00%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in ₹)	₹ 29, 560.03 Lakhs
b. Net worth (in ₹)	₹ 26, 854.72 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2023-24			FY 2022-23		
		Current Financial Year			Previous Financial Year		
		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	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	10	0	-	15	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	Yes	0	0	-	0	0	-

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Shareholders	Yes, Shareholders can register their grievances on SCORES Portal at https:// scores.sebi.gov.in/ and on ODR Portal at https:// smartodr.in
Employees and workers	Yes, WHISTLE BLOWER POLICY
Customers	Yes, WHISTLE BLOWER POLICY
Value Chain Partners	Yes, WHISTLE BLOWER POLICY
Communities	
Investors (other than shareholders)	Yes, https://vidhifoodcolors.com/contact/
Other (please specify)	

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	GHG Emissions	R	<p>Chemical production generates greenhouse gas (GHG) emissions through fossil fuel combustion, posing risks of regulatory fines and operational challenges. Financial impacts vary with emission levels and regulations, which are tightening as nations aim to reduce emissions. Companies that manage GHG emissions effectively through improved energy efficiency, alternative fuels, or advanced processes may benefit from increased efficiency, reduced regulatory risks, and potential financial gains.</p>	<p>Transition to Renewable Energy: Vidhi is actively reducing its reliance on non-renewable energy sources by implementing a 2.5 MW solar power project at Sunbless Solar Park, Maharashtra. This shift towards renewable energy is a key strategy to lower greenhouse gas (GHG) emissions.</p> <p>Energy Efficiency Enhancements: The company is modernizing its operations by replacing outdated equipment with energy-efficient alternatives. This initiative aims to optimize energy use, further reducing the carbon footprint.</p> <p>Air Quality Monitoring: Vidhi ensures compliance with air quality standards by conducting regular technical inspections to monitor and control emissions. This proactive approach helps mitigate risks associated with air pollution.</p> <p>Emission Control Measures: The installation of wet scrubbers on HCL, Oleum, and H2SO4 tanks is part of Vidhi’s commitment to reducing hazardous emissions, contributing to a safer and cleaner environment.</p> <p>Wastewater Management: The company has installed two Reverse Osmosis (RO) systems at its Dahej facility to treat wastewater. This initiative not only conserves water but also reduces the environmental impact of industrial processes.</p> <p>Focus on Energy Conservation: Vidhi prioritizes energy conservation across its operations, ensuring that all practices are aligned with sustainable and eco-friendly goals.</p>	Negative

2	Water and Wastewater Management	R	<p>Water is crucial for chemical production, and rising scarcity and costs due to overuse, pollution, and climate change highlight the need for effective water management. Companies reliant on water face higher risks and expenses from shortages and wastewater treatment. Improving water efficiency can reduce operational costs and mitigate financial impacts from regulations and water-related issues.</p>	<p>Efficient Water Recycling: Vidhi directs 80 KL of process water to a Multi Evaporate Plant, where the treated water is repurposed for gardening and domestic use. This recycling process minimizes wastewater discharge and maximizes resource utilization.</p> <p>Comprehensive Wastewater Treatment: The remaining process water undergoes thorough treatment at Vidhi's Effluent Treatment Plant (ETP), which includes both primary and secondary treatment stages. The treated water is then sent to a Common Effluent Treatment Plant (CETP) for further processing, ensuring compliance with environmental standards.</p> <p>Rainwater Harvesting: Vidhi actively harvests rainwater, collecting it for use in gardening and various operational activities. This initiative not only conserves water but also supports the company's broader sustainable water management goals.</p>	Negative
3	Waste and Hazardous Material Management	R	<p>Chemical production generates potentially harmful waste, including heavy metals and sludge, which involves strict regulations for handling, transport, and disposal. Effective waste management strategies, such as reducing, treating, and recycling waste, may require initial investment but can lower long-term costs and reduce risks of regulatory fines and cleanup responsibilities.</p>	<p>Responsible Waste Management: Vidhi adheres to stringent pollution control board guidelines for waste management and disposal, ensuring environmental compliance.</p> <p>Hazardous Waste Disposal: The company responsibly manages hazardous waste, including ETP sludge, by collecting and sending it to Mumbai Waste Management Limited (MWML) for proper treatment and disposal.</p> <p>Calorific Value Management: Vidhi ensures that waste with a calorific value below 3000 kcal/kg is appropriately handled, adhering to best practices for waste disposal and minimizing environmental impact.</p>	Negative

4	Energy Efficiency	R	<p>Chemical production requires substantial energy for various operations, typically from fossil fuels or purchased electricity, making energy costs a major expense. Companies often use a mix of in-house power, grid electricity, and alternative energy sources, considering factors like cost, reliability, environmental impact, and regulatory risks. Energy sourcing decisions can significantly affect operational efficiency and risk management.</p>	<p>Commitment to Renewable Energy: Vidhi is dedicated to responsible energy use by integrating renewable sources, such as solar power, to decrease dependence on non-renewable energy.</p> <p>Carbon Footprint Reduction: The company actively works to minimize its carbon footprint through sustainable practices, aiming to create a positive environmental impact.</p> <p>Energy-Efficient Operations: Vidhi utilizes modern, energy-efficient equipment to reduce pollution, further supporting its sustainability goals and enhancing overall environmental stewardship.</p>	Negative
5	Human Rights	R	<p>Human rights are crucial to business operations, encompassing the fair treatment of all stakeholders, including employees and local communities. Companies must uphold ethical standards by ensuring fair labour practices, health and safety, respect for indigenous rights, and minimizing environmental harm. Adhering to human rights not only aligns with global ethics but also helps avoid reputational damage, regulatory penalties, and potential litigation.</p>	<p>Commitment to Human Rights: Vidhi is dedicated to upholding and advancing human rights standards through well-established policies and procedures.</p> <p>Reporting Mechanism: Employees can report any violations to the Head of the Department, with the option to escalate concerns to the CFO if necessary. This ensures that all issues are addressed promptly and appropriately.</p> <p>Internal Compliance Committee: Depending on the nature of the issue, complaints can also be directed to the Internal Compliance Committee, providing an additional layer of oversight and accountability.</p> <p>Human Rights Training: The company regularly conducts human rights training to raise awareness among employees and ensure adherence to proper conduct, reinforcing Vidhi's commitment to ethical practices.</p>	Negative

6	Community Relations	R	<p>Chemical companies contribute economically to communities through job creation, tax revenue, and investment but face challenges related to environmental impact, community health, and process safety. These challenges can lead to regulatory fines, legal issues, and reputational damage. Building strong community relationships through engagement plans, aligning interests, and impact assessments helps prevent operational disruptions, reduce regulatory risks, attract skilled workers, and maintain a positive social license to operate.</p>	<p>The company recognizes the vital role our communities play and are committed to prioritizing their health and safety and well-being. We will engage regularly to understand their needs and support their well-being. Additionally, we will extend our support through CSR initiatives and continue our work to uplift the community through our value chain and stakeholder relationships.</p> <p>The company is open to any communication and they can reach out to us for any grievances.</p>	Negative
7	Employee health and safety	R	<p>Workers in chemical plants face risks from heavy machinery, hazardous materials, extreme conditions, and electrical hazards. Establishing a strong safety culture is crucial to mitigate these risks, as neglect can lead to increased medical costs, legal issues, and operational disruptions. Prioritizing safety and a proactive safety culture can reduce these costs and improve overall efficiency.</p>	<p>Commitment to Safety: Vidhi upholds the highest safety standards, actively working to prevent workplace hazards through skill enhancement, effective communication, and rigorous training programs.</p> <p>Comprehensive Safety Training: The company conducts regular training sessions, including Fire Drills, First Aid and Medical Emergency Procedures, Material Handling, Chemical Safety, and Food Safety, to ensure employees are well-prepared for any potential risks.</p> <p>ISO Certifications: Vidhi's dedication to quality, environmental care, and safety is reflected in its ISO 9001:2015 and ISO 22000:2005 certifications, which underscore the company's commitment to maintaining industry-leading standards.</p> <p>Health and Well-being: The company prioritizes the health of its factory workers by providing regular medical check-ups and ensuring a safe working environment.</p> <p>Risk Identification and Management: Vidhi conducts regular HACCP (Hazard Analysis and Critical Control Points) and HAZOP (Hazard and Operability Study) analyses to proactively identify and address any risks or hazards that could impact employee safety and well-being.</p>	Negative

8	Product Design, Safety and life cycle management	O	<p>As resource constraints and regulations push for efficiency, the Chemicals sector can profit by creating products that enhance user efficiency, such as improving insulation or reducing emissions. Companies providing cost-effective solutions may see increased revenue, market share, and brand strength. Prioritizing product safety and using less toxic alternatives can reduce regulatory risks, operational costs, and boost market presence and shareholder returns.</p>	<p>Innovation and Quality Assurance: Vidhi's BIS-accredited R&D lab is at the forefront of driving innovation while ensuring the highest standards of product safety and quality.</p> <p>Comprehensive Testing Procedures: Equipped with stringent testing protocols, the lab oversees every stage of production, from raw material sampling to final product checks, ensuring consistency and reliability.</p> <p>Expert Chemists: A team of skilled chemists upholds rigorous quality standards, ensuring that all products meet industry benchmarks.</p> <p>Customer Collaboration: Vidhi collaborates closely with customers throughout the product development process and provides after-sales support. The company also keeps clients informed about global regulatory changes and standards, ensuring compliance and relevance.</p> <p>In-House Testing: Vidhi's QC/QA lab conducts thorough in-house testing of raw materials and finished goods, maintaining control over product quality.</p> <p>HACCP Certification: The company is HACCP certified, with regular evaluations and monitoring to ensure the highest standards of food safety.</p> <p>Standard Operating Procedures (SOPs): Vidhi follows well-defined SOPs, including PRP (Pre-requisite Programs), OPRP (Operational Prerequisite Programs), CCP (Critical Control Points), and HAC (Hazard Analysis and Control), to maintain a robust quality management system..</p>	Positive
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9	Business Ethics and Legal Compliance	R	Business ethics and legal compliance are paramount for chemical companies. These principles ensure that companies operate with integrity, fairness, and within the confines of the law. Adhering to ethical standards and regulatory mandates not only reduces the risk of legal repercussions and financial penalties but also strengthens the company's reputation, fosters trust among stakeholders, and ensures long-term sustainability in the competitive market.	Through the implementation of comprehensive policies, ongoing training, stringent internal controls, and effective monitoring mechanisms, the Company maintains integrity and compliance with applicable laws. This approach helps minimize potential risks while protecting the Company's reputation and operational efficiency.	Negative
10	Governance	R	Strong corporate governance is core to achieving the organization's mission and any risks can undermine stakeholder trust, damage reputation and disrupt business. This pillar evaluates the impact companies' corporate governance and business ethics practices have on investors. All companies are assessed on all Governance Key Issues, including Ownership & Control, Board, Pay, Accounting, Business Ethics, and Tax Transparency.	The Company has established robust system of internal controls to ensure accurate reporting and adherence to all applicable regulatory requirements and internal guidelines. Furthermore, the Company has implemented a comprehensive code of conduct, along with whistle blower and insider trading policies, to protect the interests of investors and other key stakeholders.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No/NA)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b	Has the policy been approved by the Board? (Yes/No/NA)	Y	Y	Y	Y	Y	Y	Y	Y	Y

c	Web Link of the Policies, if available	https://vidhifoodcolors.com/investor-relation/codes-policies/								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Y	N	N	N	Y	Y	N	N	N
4	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015, ISO 22000:2018, Kosher, Halal	ISO 9001:2015, ISO 22000:2018, FSSAI, GMP, HACCP	HACCP	ISO 9001:2015, ISO 22000:2018, Kosher, GMP, Halal	-	-	ISO 9001:2015, ISO 22000:2018, FSSAI, GMP, Halal	ISO 9001:2015, ISO 22000:2018, FSSAI, GMP, Halal, Kosher	
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We commit to uphold ethical practices, maintain transparency, and ensure accountability in all our actions, as guided by our established policies	We are an ISO 9001:2000, ISO 22000:2005, and HACCP certified company, found satisfactory by the U.S. FDA. All our products carry HALAL and Kosher certification. We ensure that our products sustainable & safe	Employees and workers will continue to be provided with health and safety benefits	We are taking several initiatives and will conduct formal study and come up with targets	We commit to uphold anti-discrimination as guided by our established policies	The Company shall continue to adopt renewable energy across its facilities and proper water and waste management to ensure positive impact.	We commit that our engagement will be in a responsible manner and in accordance with our Code of Conduct	We commit to investing the CSR funds for social development	We will continue to be customer centric.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. -	-								

Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
	<p>At Vidhi Speciality, we take pride in leading the industry in superior synthetic and natural food-grade colours, while steadfastly committing to sustainability and responsibility. Our first Business Responsibility and Sustainability Report highlights our dedication to Environmental, Social, and Governance (ESG) principles, emphasizing transparency and accountability.</p> <p>Over the past year, our commitment to sustainability has advanced significantly. The successful implementation of our 2.5 MWp/2MW solar power project at Sunbless Solar Park in Maharashtra has made a substantial impact, reducing our reliance on non-renewable energy sources and reinforcing our leadership in industry standards. Additionally, we have further enhanced energy efficiency through the modernization of our equipment and have improved wastewater management via our ETP plant. Our continued efforts in utilizing rainwater for various operations underscore our dedication to responsible resource management and environmental stewardship.</p> <p>Our waste management practices are robust, ensuring that hazardous materials are carefully handled and disposed of by certified agencies. The safety and well-being of our stakeholders are paramount, and we foster a safe work environment through rigorous training and enhanced safety measures.</p> <p>We uphold ethical practices with strict internal controls and support local producers to drive shared growth. Through our CSR initiatives, we actively enhance community quality of life, demonstrating our commitment to sustainable development. We thank all our stakeholders for their support and invite you to join us as we continue this journey toward a more sustainable future.</p> <p>Thank you for your continued support.</p>									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).									
	Mr. Mitesh Manek Chief Financial Officer									
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).									Yes
	If Yes please provide details									
	Yes. Name: Mr. Mitesh Manek Chief Financial Officer and Stakeholder Relationship Committee									
10	Details of Review of NGRBCs by the Company									
	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Committee of the Board								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board								

	Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Annually								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	N	N	N	N	N	N	N	N	N
	If yes, provide name of the agency.	-								
12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	N.A.								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:			
Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	8	<ul style="list-style-type: none"> Covering business strategy, risk management, and recent updates on relevant laws and regulations. comprehensive Familiarisation Programme for Independent Directors was also held to enhance their understanding of the company's operations and governance. 	100%
Key Managerial Personnel	9	<ul style="list-style-type: none"> The training sessions covered topics including business strategy, risk management, updates on laws, corporate governance matters, POSH awareness, and updates on the Companies Act 2013. 	100%
Employees other than BOD and KMPs	7	<ul style="list-style-type: none"> Health & Safety Training: Includes Fire Drills, FirstAid and Medical Emergency Procedures, Material Handling, Chemical Safety, and Food Safety, Instrument handling, Testing of incoming raw material, In-process testing. 	100%
Workers	7	<ul style="list-style-type: none"> Human Rights Training: Includes POSH Training and New Employee Induction. Skill Upgradation Training: Includes Performance Evaluation for Improvement and Cybersecurity Training Programs. Production line selection, importance of PRPs, change control and clearance, process testing. Records maintenance and documentation handling Proper house keeping, waste removal, cleaning during change of product Calibration of equipment, preventive maintenance, food safety angle maintenance, stores inventory management 	100%

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

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	-	0	NA	NA
Settlement	NIL	-	0	NA	NA
Compounding fee	NIL	-	0	NA	NA
Non Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NA	NA		NA
Punishment	NIL	NA	NA		NA

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

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

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)	Yes
If Yes, provide details in brief	
The company is dedicated to adhering to all applicable laws, rules, and regulations while maintaining the highest standards of business ethics. We promote a culture of transparency and integrity, guided by stringent ethical and moral principles. A specific Code of Conduct is established for the company’s Directors and Senior Management. This Code of Conduct can be viewed at the following link: Code of Conduct for Board of Directors and Senior Management . Additionally, our Business Responsibility & Sustainability Policy, approved by the Board of Directors, strictly forbids abusive, corrupt, or anti-competitive practices.	
If Yes, Provide a web link to the policy, if available -Web link anti corruption or anti bribery policy is place	
Weblink: https://vidhifoodcolors.com/INVPDFDocs/9.%20Codes%20and%20Polices/BRSR%20Policy_Vidhi%20Specialty.pdf	

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

Particular	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2023-24		FY 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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 conflicts of interest.

Not applicable.

8. Number of days of accounts payables in the following format:

Particular	FY 2023-24	FY 2022-23
Number of days of accounts payables	30	28

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 2023-24	FY 2022-23
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	95%	95%
	b. Number of dealers / distributors to whom sales are made	235	210
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	57.10%	60.61%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.002	0
	b. Sales (Sales to related parties / Total Sales)	0.005	0.003
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.020	0.075
	d. Investments	0	0

*Currently not estimated since purchases from Trading House are not tracked.

Leadership Indicators

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)	Yes
<p>If Yes, provide details of the same.</p> <p>The procedures include disclosing interests at the start of each financial year and whenever changes arise. Board members must report any conflicts of interest to the Chairman of the Audit Committee or the Board Chairman. Directors and Senior Management should avoid conflicts, such as financial interests in competitors or influencing decisions involving relatives. They must not accept gifts or benefits beyond customary levels from business partners. All conflicts must be disclosed, and Executive Directors and Senior Management are prohibited from taking on outside employment.</p> <p>Web-link: Code of Conduct for Board Members and Senior Management Personnel</p>	

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.				
Sr. No.	Particular	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
1	R&D	0	0	
2	Capex	0	0	

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	No
b. If yes, what percentage of inputs were sourced sustainably?	NIL

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)	Not applicable. Plastic packaging waste is disposed off through third party vendors.
(b)	E-waste	Not applicable
(c)	Hazardous waste	Not applicable. The Company is committed to the proper collection and management of hazardous waste as defined by Pollution Board. Hazardous waste generated from the Company’s manufacturing units is sent to Mumbai Waste Management Limited (MWML) for appropriate treatment and disposal. The company’s products are part of consumables and limited scope of reclaim at the end of life of the product
(d)	other waste	Not applicable.

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

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<u>Permanent employees</u>											
Male	64	0	0	0	0	NA	-	0	0	0	-
Female	8	0	0	0	0	0	0	NA	-	0	-
Total	72	0	0	0	0	0	0	0	0	0	-
<u>Other than permanent employees</u>											
Male	0	NIL									
Female	0										
Total	0										

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<u>Permanent workers</u>											
Male	24	0	0	0	0	NA	-	0	0	0	-
Female	0	0	0	0	0	0	0	NA	-	0	-
Total	24	0	0	0	0	0	0	0	0	0	-
<u>Other than permanent workers</u>											
Male	66	0	0	0	0	NA	-	0	0	0	0
Female	4	0	0	0	0	0	0	NA	-	0	0
Total	70	0	0	0	0	0	0	0	0	0	0

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0	0

2. Details of retirement benefits, for Current FY 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%	Y	100%	100%	Y
Gratuity	36.11%	100%	Y	70.77%	70%	y
ESI	6.00%	100%	Y	10.77%	100%	Y
Others – please specify						

3. Accessibility of workplaces

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

Not applicable.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes, the organization ensures equal opportunity for everyone and does not discriminate based on colour, religion, sex, nationality, ancestry, age, marital status, sexual orientation, or disability.
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If so, provide a web-link to the policy. Web link: [Code of Conduct](#)

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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.

Category	Yes/ No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	The company promotes transparent communication. Employees and staff are encouraged to first address their concerns with their direct Head of Department (HOD). If the issue remains unresolved, they should escalate their grievances via email to either the CFO or the factory leader, depending on the context. For matters involving sexual harassment or discrimination, individuals—whether victims or witnesses—can submit a complaint, either named or anonymous, to the Internal Complaint Committee (ICC). These complaints are then sent to the relevant HOD, who works with the ICC to address and resolve the issue. To ensure that concerns and grievances are reported accurately, the Audit Committee is responsible for implementing a vigilance mechanism. The company is dedicated to adhering to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act of 2013 in addressing grievances related to sexual harassment.
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees						
Male	64	0	-	59	0	-
Female	8	0	-	6	0	-
Total Permanent Workers*						
Male	24	18	75.00%	26	18	69.23%
Female	0	0	-	0	0	-

*Permanent workers were members of Hind Majdoor Sabha

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	64	58	90.62%	58	90.62%	59	53	89.83%	53	89.83%
Female	8	7	87.50%	7	87.50%	6	5	83.33%	5	83.33%
Total	72	63	87.50%	63	87.50%	65	58	89.23%	5	89.23%

Workers										
Male	90	76	84.44%	76	84.44%	44	40	90.91%	40	90.91%
Female	4	4	100%	4	100%	3	2	66.67%	2	66.67%
Total	94	80	85.10%	80	85.10%	47	42	89.36%	42	89.36%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	64	64	100%	59	59	100%
Female	8	8	100%	6	6	100%
Total	72	72	100%	65	65	100%
Workers						
Male	24	24	100%	26	26	100%
Female	0	0	-	0	0	-
Total	24	24	100%	26	26	100%

10. Health and safety management system

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

If Yes, the Coverage such systems?

Comprehensive Implementation Across All Facilities: Vidhi has established robust Occupational Health and Safety (OHS) systems at all its manufacturing plants, including the newly initiated Dahej facility. This ensures that every location adheres to the highest safety standards.

Adherence to International Standards: The company’s manufacturing processes comply with ISO 9001:2015, ISO 22000:2005, and HACCP standards. These certifications reflect Vidhi’s unwavering commitment to quality, environmental stewardship, and occupational health and safety.

High Safety Standards in Chemical Production: As a leading manufacturer of premium synthetic and natural food-grade colours, Vidhi prioritizes minimizing workplace risks through stringent safety measures. The company ensures that its operations meet industry-leading safety protocols to protect the well-being of its employees.

Proactive Health and Safety Measures: At both Roha and Dahej facility, and across all plants, health and safety measures are rigorously implemented. This includes regular health and safety counseling sessions, annual health check-ups for all employees, and the issuance of health cards to monitor and maintain employee well-being.

Ongoing Training and Safety Awareness: Vidhi emphasizes continuous improvement in safety through enhanced skills training, effective communication, and safety awareness programs. These initiatives are designed to foster a risk-free working environment and uphold the highest safety standards.

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

Robust Risk Management Process: Vidhi has established a comprehensive risk management process aimed at preventing workplace injuries, incidents, and operational disruptions. This process is a cornerstone of our commitment to safety.

Routine and Continuous Risk Assessment: The company regularly evaluates and addresses risks associated with our operations. This continuous assessment ensures that safety measures are always improving and adapting to any emerging hazards.

Proactive Safety Measures: Vidhi incorporates mock drills, safety audits, and extensive training into its safety strategy. These proactive measures are essential in identifying potential risks and minimizing their impact.

Advanced Risk Identification Methods: The company employs HACCP (Hazard Analysis and Critical Control Points) and HAZOP (Hazard and Operability Study) methods to identify and manage critical risks. These methods allow for a thorough analysis of potential hazards and the implementation of effective control measures.

Commitment to a Safe Working Environment: Vidhi's comprehensive approach to risk management underscores our dedication to maintaining a safe and secure working environment for all employees.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks? (Yes/ No)

Yes.

Fostering a Reporting Culture: Vidhi encourages a reporting culture where employees are empowered to report accidents or near-miss incidents without hesitation. This open environment is crucial for identifying potential hazards early.

Thorough Incident Investigation: Every reported incident is meticulously investigated to determine its root cause. Following the investigation, preventive measures are implemented to avoid recurrence, ensuring continuous improvement in safety practices.

Comprehensive Safety Training: The company provides a variety of safety training programs to maintain and enhance a safe working environment. These programs equip employees with the knowledge and skills needed to identify and respond to potential risks.

Systematic Hazard Assessment: Vidhi employs HAZOP (Hazard and Operability Analysis) as a systematic approach to assess potential operational hazards at plant sites. This analysis is conducted both internally and with the help of external experts, ensuring a thorough evaluation and the development of effective mitigation strategies.

Ongoing Commitment to Safety: Vidhi's proactive identification and management of potential hazards and risks are central to its safety culture. This ongoing commitment not only safeguards employee well-being but also contributes to a positive and healthy workplace environment.

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

No

11. Details of safety related incidents, in the following format:			
Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
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
*Including in the contract workforce			

12. Describe the measures taken by the entity to ensure a safe and healthy work place.
<p>VSFIL is dedicated to ensuring safe workplaces by preventing injuries and illnesses and continually working to eliminate hazards and reduce occupational health and safety risks.</p> <p>To ensure a safe work environment, VSFIL implements several measures:</p> <ul style="list-style-type: none"> • Maintains fire detection, alarm, and suppression systems. • Conducts regular site reviews, inspections, and audits to assess safety readiness. • Performs regular fire and medical emergency mock drills. • Offers regular training on occupational health and safety to promote a safety-conscious culture. • Runs employee engagement campaigns on topics such as fire safety, road safety, emergency evacuation, and ergonomics. • Eliminates the use of solvents and inflammables in the factory through process engineering to maintain safety.

13. Number of Complaints on the following made by employees and workers:						
Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:	
Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
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 reported zero accidents during the year. However, it regularly checks the working conditions to ensure the safety of its employees.

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

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

The company identifies key stakeholders as anyone who can directly or indirectly influence its operations or business chain. This group includes customers, shareholders, investors, suppliers, communities, government and regulatory bodies, and employees. Regular stakeholder mapping exercises are conducted to engage with these groups. Stakeholders are prioritized based on their interest, impact, and influence on the company. Addressing the needs, interests, and expectations of these stakeholders is crucial to the company's operations.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers (End consumers/ dealers and distributors)	No	Emails Customer meet and calls Product feedback Brochures	Need based	Expectation and satisfaction Product related queries Product performance review and feedback Customer Engagement Grievances handling
Shareholders and Investors	No	Quarterly Results Annual General Meeting Investors Meet Investor Presentation Dedicated email ID for Investor Grievances Website Newspaper Stock Exchange Filings Press Releases	Periodic/ Annual	Understand concerns and expectations Business performance Long term growth and sustainability
Suppliers	No	Emails Video Conference Website Discussion meetings	Monthly/ Quarterly/ Annually/ Need based	Timely delivery Payment terms & conditions Quality of goods procured
Communities	No	Directly CSR Implementation	Frequent and Need based	Education, Empowerment health, infrastructure Awareness Program Community Development, etc.

Government and Regulatory Authorities	No	Press Release Quarterly Result Annual Report Regulatory filings Emails, letters, meetings etc	Need based	Statutory Compliance Good governance practice Resolutions of Issues
Employees	No	Emails Circulars Notice Boards Review meetings Training and Development programs Employee Satisfaction	Ongoing	Career Management and Growth Prospects Building a safety culture and inculcating safe work practices among employees Training and development Health and wellbeing Policy communication/ Team building etc

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

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

Benefits	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	72	72	100%	65	65	100%
Other than permanent	0	0	-	0	0	-
Total Employees	72	72	100%	65	65	100%
Workers						
Permanent	24	24	100%	26	26	100%
Other than permanent	70	70	100%	21	21	100%
Total Workers	94	94	100%	47	47	100%

2. Details of minimum wages paid to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent										
Male	64	0	-	64	100%	59	0	-	59	100%
Female	8	0	-	8	100%	6	0	-	6	100%
Total	72	0	-	72	100%	65	0	-	65	100%

Other than Permanent										
Male	0					0				
Female	0		-						-	
Total	0									
Workers										
Permanent										
Male	24	0	-	24	100%	26	0	-	26	100%
Female	0	0	-	0	-	0	0	-	0	-
Total	24	0	-	24	100%	26	0	-	26	100%
Other than Permanent										
Male	66	0	-	66	100%	18	18	100%	0	-
Female	4	0	-	4	100%	3	3	100%	0	-
Total	70	0	-	70	100%	21	21	100%	0	-

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	2,55,00,000	3	12,00,000
Key Managerial Personnel**	1	18,00,000	1	7,20,000
Employees other than BoD and KMP	61	3,01,322	5	1,64,083
Workers	24	3,79,548	0	-

The Company has paid managerial remuneration in compliance with the necessary approvals required by Section 197 read with Schedule V of the Act. The Company has in place a Nomination and Remuneration Policy for the Directors, KMP and other employees pursuant to the provisions of the Act and the Listing Regulations, which is available on weblink of the Company provided below.

*BOD comprises of 3 ED, 1 NED Non-Independent and 5 NED Independent. NEDs has not been included in determining median remuneration as they are not taking remuneration/ or are paid sitting fees

**KMP includes CFO and CS. Remuneration paid to ED has been taken into determining median of BOD and hence excluded from KMP

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	2.47%	1.88%

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. Head of Department or Internal Compliance Committee depending on the nature human rights issue.
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5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The company has established reporting channels for employees, customers, suppliers, and stakeholders to raise concerns about violations of the Code of Conduct or policies, including human rights issues. Employees can first report to their Head of Department (HoD) and escalate to the Chief Financial Officer (CFO) if unresolved. Non-

permanent employees can email relevant stakeholders. The Whistleblower Policy allows protected disclosures, all of which are reviewed and acted upon. An Internal Complaint Committee (ICC) handles sexual harassment complaints, specializing in the Prevention of Sexual Harassment (POSH).

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2023-24	FY 2022-23
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.

In accordance with the Sexual Harassment of Women at Workplace Act, 2013, the Company enforces a strict Prevention of Sexual Harassment policy to safeguard employees and address concerns. An Internal Complaints Committee handles sexual harassment cases. The Company promotes equality, providing equal opportunities regardless of race, ethnicity, gender, age, sexual orientation, religion, marital status, socio-economic background, or abilities. New employees receive orientation on discrimination and harassment, and the policy is widely shared for transparency. All concerns are handled confidentially, and retaliation against good faith reporters is strictly prohibited.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes
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10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed* (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

*The Company regularly evaluates and ensures the adherence to fair labour practices across all its plants and offices. We have achieved certification in line with various international standards. These ISO certifications require audits by an external certification body as part of their compliance requirements.

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

No significant concerns.

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
<u>From renewable sources</u>		
Total electricity consumption (A)	11,933	11,452
Total fuel consumption (B)	-	-
Energy consumption through other sources (C.)	-	-
Total energy consumed from renewable sources (A+B+C)		
<u>From non-renewable sources</u>		
Total electricity consumption (D)	29,416	24,469
Total fuel consumption (E)	1,38,408	1,37,507
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,67,824	1,61,976
Total energy consumed (A+B+C+D+E+F)	1,79,757	1,73,428
Energy intensity per rupee of turnover (GJ per Lakh INR)	5.92	4.29
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ per USD adjusted lakh INR)	135.55	98.22
Energy intensity in terms of physical output** (GJ per production in MT)	39.88	40.81
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		

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? (Yes/No)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,31,426	74,386
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,31,426	74,386
Total volume of water consumption (in kilolitres)	1,31,426	74,386
Water intensity per rupee of turnover (KL per LAKH INR)	4.33	1.84
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL per USD adjusted LAKH INR)	99.10	42.13
Water intensity in terms of physical output (KL per Production in MT)	29.16	17.50
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		No
If yes, name of the external agency.		

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
<u>(i) To Surface water</u>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<u>(ii) To Groundwater</u>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<u>(iii) To Seawater</u>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<u>(iv) Sent to third-parties</u>		
No treatment	-	-
With treatment – please specify level of treatment*	50400	-
<u>(v) Others</u>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	50400	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		-

*After Primary and Secondary treatment in the Effluent Treatment Plant (ETP) the treated water in discharged sent to Common Effluent Treatment Plant.

“Effective FY 2024-25, the company has implemented rigorous processes to ensure more accurate and comprehensive monitoring of water discharge.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?	No
If yes, provide details of its coverage and implementation.	Not applicable.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	-	0	0
SOx	Kg/Day	15.99	15.09
Particulate matter (PM)	Mg/Nm ³	57.15	91.97
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			Yes
If yes, name of the external agency.	Air Emissions (other than GHG Emissions) of Stack attached to boilers, DG Sets, thermopack is done by M/s Airoclean Associates		

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12,460	12,387
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,448	2,567
Total Scope 1 and Scope 2 emissions per LAKH INR of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.52	0.37
Total Scope 1 and Scope 2 emission intensity per LAKH INR of turnover adjusted for Purchasing Power Parity (PPP)*		12.00	8.47
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Metric tonnes of CO₂ equivalent per production in MT)		3.53	3.52
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			

*Total Scope 1 and Scope 2 emission intensity per LAKH INR of turnover has increased from last year due to a decrease in the Turnover of the company. The reason for decrease in turnover due to shift in focus of the company from Trading Activity to Manufacturing Activity also Since the new facility of Dahej has commenced operations from FY 2023-24 has resulted in increase in Emission Intensity.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No) If Yes, then provide details.	The Company is enhancing its environmental performance with GHG reduction emissions project like a 2.5 MW solar power project at Sunbless Solar Park, Murtizapur, Maharashtra, to cut reliance on non-renewable energy. We are also utilising modern equipment to boost energy efficiency and remain dedicated to continuous improvement in energy conservation and performance.
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9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) ETP Sludge	171.17	118.68
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	171.17	118.68
Waste intensity per rupee of turnover (MT per LAKH INR)	0.0056	0.0029
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT per USD adjusted LAKH INR)	0.13	0.07
Waste intensity in terms of physical output (MT per production in MT)	0.04	0.03
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2023-24	FY 2022-23
(i) Recycled	-	-
-	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	-	-
(ii) Landfilling	171.17	118.68
(iii) Other disposal operations	-	-
Total	171.17	118.68

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

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

The company, a leader in synthetic food colours and specialty chemicals, is deeply committed to ensuring safety and environmental responsibility by minimizing the use of hazardous and toxic substances in our products and processes. We strictly adhere to all legal standards governing emissions, wastewater, and waste disposal, and maintain rigorous monitoring across our manufacturing sites.

Our wastewater management system is designed for efficiency and sustainability. We recycle 80 KL of post-process water daily using a Multi-Effect Evaporator (MEE) plant, which is then repurposed for gardening and other day-to-day activities. The remaining wastewater undergoes treatment at our Effluent Treatment Plant (ETP), and the treated water is safely discharged into the Common Effluent Treatment Plant (CETP). Sludge generated from this process is responsibly disposed of through government-authorized third-party vendors.

In addition, we implement comprehensive waste management practices that focus on minimizing waste generation, segregating waste at its source, and recycling processed wastewater. Hazardous materials are handled with the utmost care, and all waste disposal methods are fully compliant with the regulations set forth by the Maharashtra Pollution Control Board (MPCB), Gujarat Pollution Control Board (GPCB), and other relevant authorities.

To further enhance workplace safety and environmental stewardship, we have established robust monitoring mechanisms and conduct regular compliance checks. Our recycling facilities, equipped with a Multi-Effect Evaporator, process 80 KL of wastewater daily, and sludge is meticulously managed by third-party vendors. All effluents, emissions, and waste are maintained well within the limits prescribed by the Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCB).

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

Sr. 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.
Not applicable.				

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Manufacturing Plant of Synthetic Organic Chemical	SEIAA/GUJ/EC/5(F)/2467/2022	11-12-2023	Yes	Yes	https://vidhifoodcolors.com/investor-relation/announcements/

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).			Yes
All our units comply with environmental regulations.			
If not, provide details of all such non-compliances, in the following format:			
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
Not applicable			

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.		2
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National/ International)
1	CHEMEXIL (Basic Chemicals Cosmetics & Dyes Export Promotion Council)	National
2	Indian Merchant Chamber of Commerce (IMC)	National

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

Name of authority	Brief of the case	Corrective action taken
NIL		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NIL						

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

Vidhi has a grievance redressal mechanism in place to handle stakeholder complaints, with no issues reported as of March 31, 2024. A dedicated email address is available for business inquiries and grievances, with prompt responses from senior management. The Stakeholders' Relationship Committee oversees the swift resolution of grievances. The Whistle blower Policy allows protected disclosures, with all submissions reviewed and acted upon as needed. Additionally, Vidhi has set up a specific grievance redressal system for community concerns.

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

Particular	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	23.13%	5.32%
Directly from within India	39.13%	41.89%

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

Particular	FY 2023-24	FY 2022-23
Rural	77.34%	80.17%
Semi-urban	0	0
Urban	6.07%	4.86%
Metropolitan	16.59%	14.97%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

Vidhi has a dedicated email ID to address any business enquiry, grievance, or feedback. The senior management team promptly and adequately responds to all such inquiries. The company places high emphasis on customer satisfaction as it adheres to a customer-centric philosophy. The Company has defined SOP for addressing customer complaints and CAPA is initiated for timely redressal.

- **Technical team works closely with end users:** Vidhi has a team of highly experienced and qualified chemists who are dedicated to partnering with customers to develop superior colour solutions for their products. The technical team works closely with the end user, right from the product conceptualization stage to commercial production and after-sales support.
- **Stringent testing procedures:** Vidhi follows stringent procedures and fail-safe methods of testing, right from the sampling of raw materials to in-process checks at various stages of the reactions. All finished products are thoroughly tested by a team of highly qualified and trained chemists.
- **Sharing of regulatory information:** Vidhi shares up-to-date information and news developments regarding regulatory procedures and new standards being implemented across all global markets. This helps to secure the interests of valued customers

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

Particular	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:

Particular	FY 2023-24		Remark	FY 2022-23		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	10	0	-	15	0	-

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

Particular	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes.

If available, provide a web link of the policy

Web-link: [Business Responsibility and Sustainability Policy](#) (Refer to Principle 9) Furthermore, The Risk Management Committee is constituted in line with the provisions of Regulation 21 of the Listing Regulations. The brief terms of reference of the Committee are to formulate, monitor and review risk management policy and plan covering cyber security risks, data privacy risks and other risks associated to the Company. The Company considers cyber security as a key risk and to eliminate this risk, it takes adequate measures like state-of-the-art firewall solutions, user awareness, etc.

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

Not applicable.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0

c. Impact, if any, of the data breaches

Not applicable.