

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 2024-2025
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	vdmics@hotmail.com
7	Telephone	022 6140 6666
8	Website	https://vidhifoodcolors.com/
9	Financial year for which reporting is being done	Financial year 2024-25 (April 1, 2024 to March 31, 2025)
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 Phone Number : 022 6140 6666
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

II. 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 Specialty Food Ingredients Ltd. is a global leader in the manufacture of synthetic and natural food-grade colour. We deliver safe, high-quality and innovative colour solutions that cater to diverse applications in foods and beverages, confectionery, pharmaceuticals, animal nutrition, cosmetics, inkjet inks and also offer specialized salt-free colour formulations to meet the evolving customer needs. With a strong international presence, our products are exported to more than **80 countries across six continents**, reaching markets through both a robust distributor network and direct collaborations with end-users.

III. 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)	71	66	92.96%	5	7.04%
2	Other than Permanent (E)	0	0	-	0	-
3	Total employees (D + E)	71	66	92.96%	5	7.04%
WORKERS						
4	Permanent (F)	21	21	100.00%	0	-
5	Other than Permanent (G)	95	91	95.79%	4	4.21%
6	Total workers (F + G)	116	112	96.55%	4	3.45%

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)	0	0	-	0	-
2	Other than Permanent (E)	0	0	-	0	-
3	Total differently abled employees (D + E)	0	0	-	0	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	2	2	100%	0	-
5	Other than Permanent (E)	0	0	-	0	-
6	Total differently abled workers (F + G)	2	2	100%	0	-

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	4	50.00%
Key Management Personnel*	2	0	0%

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

22. Turnover rate for permanent employees and workers

Particular	FY 2024-25			FY 2023-24			FY 2022-23		
	(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	15.38%	76.92%	20.98%	11.38%	42.86%	14.60%	6.12%	30.77%	9.01%
Permanent Workers	12.24%	-	12.24%	8.00%	-	8.00%	0.00%	-	0.00%

V Holding, Subsidiary and Associate Companies (including joint ventures) 23.(a) Names of holding / subsidiary / associate companies / 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

IV. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in ₹)	₹ 37,327.13 Lakhs
b. Net worth (in ₹)	₹ 29,027.31 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 2024-25			FY 2023-24		
		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	15	0	-	10	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	Yes, https://vidhifoodcolors.com/contact/
Investors (other than shareholders)	
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	Production processes generate GHG emissions from fossil fuel combustion. With stricter emission norms, the company may face regulatory fines, operational challenges, and compliance costs.	<ul style="list-style-type: none"> • Transition to low carbon renewable energy through a 2.5 MW solar project at Sunbless Solar Park, Maharashtra. • Energy conservation practices across operations • Phasing out old equipment and replacing with energy-efficient equipment. • Emission control by installing wet scrubbers on HCL, Oleum, and H₂SO₄ tanks. • Conducting regular air quality monitoring and inspections to control air pollution. • Wastewater recycling using RO systems at Dahej. 	Negative
2	Water and Wastewater Management	R	Water is a critical input in chemical production. Rising scarcity, higher treatment costs, and climate change risks can disrupt operations and increase costs.	<ul style="list-style-type: none"> • Efficient Water Recycling by directing 80 KL process-water through Multi Evaporator Plant and repurposing the water for gardening and domestic use. Thus, minimising wastewater discharge and maximising resource utilisation. • Comprehensive Wastewater treatment of the remaining process water through our 2 stage ETP and then further through a Common Effluent Treatment Plant to reduce environmental impact and meeting regulatory standards. • Rainwater Harvesting for use in gardening and other operational activities to conserve water and meet our water management goals. 	Negative

3	Waste and Hazardous Material Management	R	<p>Our manufacturing processes generate hazardous waste, such as heavy metals and sludge, that are governed by strict regulatory requirements for handling, transport, and disposal. Inadequate management could lead to compliance risks, penalties, and environmental liabilities.</p>	<ul style="list-style-type: none"> • Responsible waste management: Vidhi adheres to Pollution Control Board guidelines to ensure responsible handling, treatment, and disposal of hazardous waste. • Scientific Disposal: Hazardous waste, including ETP sludge, is safely collected and transferred to Mumbai Waste Management Limited (MWML) for proper treatment and disposal. • Calorific Value Norms: Waste with a calorific value below 3000 kcal/kg is managed in line with prescribed practices, reducing environmental impact. 	Negative
4	Energy Efficiency	R	<p>Chemical production is energy-intensive, typically relying on fossil fuels or purchased electricity. This makes energy sourcing a significant operational cost and a potential compliance risk, depending on environmental regulations. Inadequate energy management could hamper operations and increase costs, emissions and regulatory exposure.</p>	<ul style="list-style-type: none"> • Commitment to Renewable Energy: Vidhi is reducing dependence on non-renewable sources by integrating renewable energy solutions, including its 2.5 MW solar power project. • Carbon Footprint Reduction: The company actively pursues sustainable practices to lower emissions and contribute positively to climate goals. • Energy-Efficient Operations: Adoption of modern, energy-efficient equipment and continuous process improvements help optimize energy use, reduce pollution, and strengthen environmental stewardship. 	Negative

5	Human Rights	R	Respecting human rights is essential to sustainable business operations. It includes fair treatment of employees, fair labour practices, safe working conditions, respect for community rights, and diversity. Failure to uphold human rights could result in reputational damage, regulatory penalties and potential litigations.	<ul style="list-style-type: none"> • Commitment to Human Rights: Vidhi upholds international human rights standards through established policies and procedures embedded in its governance framework. • Reporting Mechanism: Employees can raise concerns with their Head of Department, and if unresolved, escalate them to the CFO. • Internal Compliance Committee: Depending on the nature of the issue, complaints may also be addressed by the Internal Compliance Committee, ensuring independent oversight and accountability. • Human Rights Training: Regular training programs are conducted to raise awareness, reinforce ethical practices, and ensure alignment with human rights principles. 	Negative
6	Community Relations	R	While chemical companies contribute to local communities through employment, tax revenue, and investments, they also face challenges related to environmental impact, public health and process safety. It is very important to maintain good community relations as non-maintenance can lead to regulatory fines, legal issues, reputational damage and potential disruptions to operations.	<ul style="list-style-type: none"> • Commitment to Community Well-being: Vidhi prioritizes the health, safety, and well-being of the communities surrounding its operations. • Regular Engagement: The company actively engages with stakeholders to understand community needs and address concerns through open and transparent communication channels. • CSR Initiatives: Community support is extended through CSR programs focused on healthcare, education, women empowerment, and social welfare. • Grievance Redressal: The company maintains open channels for communities to share grievances, which are addressed promptly to maintain trust. • Value Chain & Stakeholder Collaboration: Vidhi continues to work with stakeholders across its value chain to uplift communities and align shared interests. 	Negative

7	Employee health and safety	R	<p>Employees in chemical plants are exposed to risks from heavy machinery, hazardous substances, and extreme operating conditions. A strong safety culture helps reduce workplace incidents, lower medical and legal costs, and improve efficiency.</p>	<ul style="list-style-type: none"> • Vidhi upholds strict safety standards, supported by continuous training and effective communication. • Regular drills and training are conducted on fire safety, first aid, material handling, chemical safety, and food safety. • Compliance with ISO 9001:2015 and ISO 22000:2005 underscores its commitment to global safety and quality benchmarks. • Routine health check-ups and proactive HACCP/HAZOP studies ensure employee well-being and early risk identification. 	Negative
8	Product Design, Safety and life cycle management	O	<p>Growing regulatory requirements and resource constraints encourage innovation in safer, more efficient, and sustainable products. Companies that prioritize product safety, adopt less toxic alternatives, and deliver cost-effective solutions can enhance market share, strengthen brand value, and improve shareholder returns.</p>	<ul style="list-style-type: none"> • Innovation & Quality Assurance: Vidhi's BIS-accredited R&D lab drives product innovation while ensuring adherence to global safety and quality standards. • Comprehensive Testing: Every stage of production — from raw material sampling to final product checks — undergoes rigorous testing to guarantee consistency and reliability. • Expert Team: A dedicated team of skilled chemists ensures all products meet strict industry benchmarks. • Customer Collaboration: Vidhi works closely with customers during product development, provides after-sales support, and keeps clients updated on global regulatory changes for continued compliance. • In-House Testing & Certification: The company's QC/QA lab conducts thorough in-house testing, supported by HACCP certification and regular evaluations. • Standard Operating Procedures (SOPs): Adherence to PRP, OPRP, CCP, and HAC protocols ensures a robust quality management system and high standards of food safety. 	Positive

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. Non-compliance with ethical and legal standards can expose the company to regulatory penalties, legal liabilities, reputational damage, and operational disruptions. Upholding strong business ethics and compliance safeguards trust, investor confidence, and long-term sustainability.	<ul style="list-style-type: none"> • Robust Policies: A comprehensive set of policies guides ethical conduct, anti-corruption practices, and compliance with applicable laws. • Training & Awareness: Regular training sessions are conducted to ensure employees and management remain aligned with ethical and regulatory expectations. • Internal Controls & Monitoring: Stringent internal controls and audit mechanisms help prevent non-compliance and safeguard operational integrity. • Whistle-blower Mechanism: Transparent reporting channels encourage employees to raise concerns without fear of retaliation. 	Negative
10	Governance	R	Strong corporate governance is core to achieving the organization’s mission. Weak corporate governance can undermine stakeholder trust, damage reputation, disrupt business continuity, and reduce investor confidence. Effective governance ensures transparency, accountability, and sustainable value creation.	<ul style="list-style-type: none"> • Robust internal control systems ensure accurate reporting and compliance with regulatory requirements. • A comprehensive Code of Conduct guides ethical behaviour across the organization. • Whistle-blower and Insider Trading policies safeguard investor interests and reinforce transparency. • Active oversight by the Board and Committees strengthens governance and risk management practices. 	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 Specialty Food Ingredients Ltd., sustainability is not just a commitment—it is embedded in our strategy and operations. As a responsible manufacturer of synthetic and natural food-grade colours, we recognize the growing importance of Environmental, Social, and Governance (ESG) practices in shaping the resilience and long-term success of our business.</p> <p>Over FY 2024–25, we have continued to address key ESG challenges. On the environmental front, our priority remains reducing greenhouse gas emissions, conserving water, and managing waste responsibly. The successful commissioning of our 2.5 MW solar power project at Sunbless Solar Park, Maharashtra has significantly lowered our reliance on non-renewable energy. We also enhanced wastewater management at our Dahej facility through advanced Reverse Osmosis systems and Effluent Treatment Plants, enabling recycling and reuse of process water. These initiatives underline our focus on resource efficiency and climate stewardship.</p> <p>From a social perspective, we have strengthened employee health, safety, and well-being through regular training, medical check-ups, and ISO-certified systems. We are also committed to inclusivity, diversity, and human rights, supported by robust grievance redressal mechanisms and awareness programs. Our CSR initiatives in education, healthcare, women’s empowerment, and community development reflect our belief in shared growth.</p> <p>On the governance front, we uphold high ethical standards through our Code of Conduct, whistleblower mechanism, and rigorous internal controls. We continue to enhance transparency and accountability in our disclosures, aligned with stakeholder expectations.</p> <p>Looking ahead, we aim to further scale up renewable energy usage, reduce water consumption, and innovate sustainable product solutions through R&D. With the trust of our stakeholders, we remain committed to building a responsible, resilient, and future-ready organization.</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	Annually								
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, insider training, LODR changes, ESG, POSH awareness, data privacy and cyber security 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, insider training, ESG, data privacy and cyber security and updates on the Companies Act 2013. 	100%
Employees other than BOD and KMPs	6	The Company accords high importance to employee training and capability building to ensure operational excellence, workplace safety, and compliance with regulatory standards. Training programs are structured across multiple focus areas, including:	100%
Workers	6	<ul style="list-style-type: none"> Health & Safety Training: Covering fire drills, first aid and medical emergency procedures, material handling, chemical safety, food safety, instrument handling, testing of incoming raw materials, and in-process testing. Human Rights & Workplace Conduct Training: Including training on the Prevention of Sexual Harassment (POSH) and structured induction programs for new employees. Skill Upgradation & Technical Training: Covering performance evaluation for improvement, cybersecurity awareness, production line selection, pre-requisite programs (PRPs), change control and clearance, and process testing. Quality & Compliance Training: Focusing on records maintenance, documentation handling, proper housekeeping, waste removal, cleaning during product changeover, equipment calibration, preventive maintenance, food safety standards, and inventory management. <p>These programs are designed to promote a culture of safety, responsibility, and continuous improvement, while ensuring that all employees are equipped with the necessary knowledge and skills to meet both regulatory and business requirements.</p>	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	
<p>Our company is committed to full compliance with all applicable laws, rules, and regulations, while upholding the highest standards of business ethics. We foster a culture of transparency, integrity, and accountability, guided by strong ethical principles. A comprehensive Code of Conduct for the Board of Directors and Senior Management has been adopted, which sets out expectations for ethical decision-making and responsible leadership. This Code is publicly available on the company’s website at the following link: Code of Conduct for Board of Directors and Senior Management.</p> <p>Further, our Business Responsibility & Sustainability Policy, approved by the Board, explicitly prohibits abusive, corrupt, or anti-competitive practices and reinforces our dedication to fair business conduct. Together, these policies form the foundation of Vidhi’s governance framework, ensuring ethical value creation for all stakeholders.</p>	
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	

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 2024-25	FY 2023-24
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 2024-25		FY 2023-24	
	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	-

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 2024-25	FY 2023-24
Number of days of accounts payables	29	30

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 2024-25	FY 2023-24
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	240	235
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	59.24%	57.10%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.0272	0.0015**
	b. Sales (Sales to related parties / Total Sales)	0.0181	0.0043**
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.0518	0.0262**
	d. Investments	0	0

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

**The data for share of RPTs for FY2023-24 is adjusted based on finalised accounts and changes to definitions.

Leadership Indicators

<p>2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)</p>	<p>Yes</p>
<p>If Yes, provide details of the same.</p> <p>In accordance with the company’s Code of Conduct, Directors and Senior Management are required to disclose their interests at the beginning of each financial year and promptly report any changes that may arise during the year. Any actual or potential conflict of interest must be reported to the Chairman of the Audit Committee or to the Chairman of the Board.</p> <p>Board Members and Senior Management are expected to avoid conflicts of interest, including holding financial stakes in competing businesses or influencing company decisions involving relatives. They are prohibited from accepting gifts, favors, or benefits from business partners beyond customary levels. Additionally, Executive Directors and Senior Management are not permitted to undertake 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

<p>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.</p>				
Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	0	0	
2	Capex	0	0	
<p>2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)</p>				<p>No</p>
<p>b. If yes, what percentage of inputs were sourced sustainably?</p>				<p>NIL</p>
<p>3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for</p>				
(a)	<p>Plastics (including packaging)</p>	<p>Not applicable. Plastic packaging waste is disposed off through third party vendors.</p>		
(b)	<p>E-waste</p>	<p>Not applicable</p>		
(c)	<p>Hazardous waste</p>	<p>Not applicable. The company is committed to the safe collection, handling, and management of hazardous waste in strict compliance with the guidelines prescribed by the Pollution Control Board. Hazardous waste generated at the manufacturing facilities is systematically transferred to Mumbai Waste Management Limited (MWML) for authorized treatment and disposal.</p> <p>As Vidhi’s products are largely consumables with limited potential for reclamation at the end of their lifecycle, the company focuses on ensuring responsible disposal during production and maintaining strict adherence to environmental regulations throughout its operations.</p>		
(d)	<p>other waste</p>	<p>Not applicable.</p>		

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)
Permanent employees											
Male	66	0	0	0	0	NA*	-	0	0	0	-
Female	5	0	0	0	0	0	0	NA	-	0	-
Total	71	0	0	0	0	0	0	0	0	0	-
Other than permanent employees											
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)
Permanent workers											
Male	21	0	0	21	100%	NA	-	0	0	0	-
Female	0	0	0	0	100%	0	0	NA	-	0	-
Total	21	0	0	21	100%	0	0	0	0	0	-
Other than permanent workers											
Male	91	0	0	91	100%	NA	-	0	0	0	0
Female	4	0	0	4	100%	0	0	NA	-	0	0
Total	95	0	0	95	100%	0	0	0	0	0	0

*Maternity benefits are available to all female employees and workers but was not availed by anyone in the reporting year.

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format	FY 2024-25	FY 2023-24
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 2024-25			FY 2023-24		
	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	85.91%	100%	Y	100%	100%	Y
Gratuity	36.62%	100%	Y	36.11%	100%	Y
ESI	7.04%	0%	Y	8.33%	0%	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.

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? The company is committed to provide equal opportunity to everyone and build a non-discriminatory workplace. No distinction is made on the basis of colour, religion, gender, nationality, ancestry, age, marital status, sexual orientation, or disability.

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 Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes	<p>The company promotes transparent communication through a structured grievance redressal mechanism. Employees are encouraged to raise concerns with their immediate Head of Department (HOD), and if unresolved, escalate them to the CFO or factory leader as appropriate.</p> <p>For issues related to sexual harassment or discrimination, complaints—whether named or anonymous—may be submitted directly to the Internal Complaints Committee (ICC), which addresses cases in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.</p> <p>The Audit Committee also oversees a formal vigilance mechanism to ensure fair handling of grievances and uphold ethical practices.</p>

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

Category	FY 2024-25			FY 2023-24		
	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)
<u>Total Permanent employees</u>						
Male	66	0	-	64	0	-
Female	5	0	-	8	0	-
<u>Total Permanent Workers*</u>						
Male	21	16	76%	24	18	75.00%
Female	0	0	-	0	0	-

***Permanent workers were members of Hind Majdoor Sabha**

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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)
<u>Employees</u>										
Male	66	66	100%	66	100%	64	58	90.63%	58	90.63%
Female	5	5	100%	5	100%	8	7	87.50%	7	87.50%
Total	71	71	100%	71	100%	72	65	90.28%	65	90.28%

Worker										
Male	112	112	100%	112	100%	90	76	84.44%	76	84.44%
Female	4	4	100%	4	100%	4	4	100%	4	100%
Total	116	116	100%	116	100%	94	80	85.10%	80	85.10%

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

Category	FY 2024-25			FY 2023-234		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	66	66	100%	64	64	100%
Female	5	5	100%	8	8	100%
Total	71	71	100%	72	72	100%
Workers						
Male	112	21	18.75%*	90	24	26.67%
Female	4	0	-	4	0	-
Total	112	21	18.10%*	94	24	25.53%

*Performance and career development reviews is only for permanent workers.

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?

Vidhi has instituted a robust risk management framework to prevent workplace injuries, incidents, and operational disruptions. Hazard identification and risk assessment are carried out both on a routine and non-routine basis through the following processes:

- **Routine Risk Assessments:** Continuous monitoring and evaluation of operations to identify emerging hazards and ensure timely corrective actions.
- **Proactive Safety Measures:** Regular safety audits, mock drills, and extensive training sessions help prepare employees and strengthen workplace safety.
- **Advanced Risk Identification Tools:** Use of HACCP (Hazard Analysis and Critical Control Points) and HAZOP (Hazard and Operability Study) methodologies enables detailed analysis of critical risks and the design of effective control measures.
- **Commitment to Continuous Improvement:** Vidhi reviews and upgrades its safety systems to align with best practices, ensuring a safe and secure working environment across all facilities.

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

Yes.
Vidhi has established clear processes that empower employees to report workplace hazards and remove themselves from unsafe situations without fear of retaliation.

- **Encouraging a Reporting Culture:** Employees are encouraged to report accidents, unsafe conditions, or near-miss incidents openly, ensuring early identification of risks.
- **Incident Investigation & Preventive Action:** All reported cases are thoroughly investigated to identify root causes, followed by corrective and preventive measures to avoid recurrence.
- **Safety Training & Awareness:** Regular training programs equip workers with the knowledge and confidence to recognize hazards and take appropriate action, including stepping away from unsafe environments.
- **Systematic Hazard Assessment:** Advanced methodologies, such as HAZOP (Hazard and Operability Analysis), are used internally and with external experts to evaluate risks and design mitigation strategies.
- **Commitment to Safety:** These measures reflect Vidhi's ongoing commitment to safeguarding employee well-being and fostering a safe, transparent, and accountable workplace culture.

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 2024-25	FY 2023-24
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.

Vidhi Specialty Food Ingredients Ltd. (VSFIL) is committed to providing a safe and healthy work environment by preventing workplace injuries and illnesses, while continuously working to identify, eliminate, and control occupational health and safety risks.

Key measures implemented include:

- **Fire & Emergency Safety Systems:** Installation and maintenance of fire detection, alarm, and suppression systems across facilities.
- **Regular Safety Audits:** Periodic site inspections, reviews, and audits to ensure compliance with occupational safety standards.
- **Mock Drills:** Conducting routine fire and medical emergency mock drills to strengthen preparedness and response.
- **Training & Awareness:** Providing regular occupational health and safety training to employees, supported by awareness programs that promote a strong safety culture.
- **Employee Engagement Campaigns:** Initiatives focused on fire safety, road safety, emergency evacuation, ergonomics, and other critical safety topics to actively involve employees in workplace safety.

Through these measures, VSFIL ensures that workplace safety is integrated into daily operations and employee well-being remains a top priority.

13. Number of Complaints on the following made by employees and workers:						
Particulars	FY 2024-25			FY 2023-24		
	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 workplace accidents during the year and continues to conduct regular inspections of working conditions to safeguard employee health and safety.

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 believes that long-term value creation is driven by responsible business practices, sustainable operations, and transparent engagement with its stakeholders. Stakeholders are identified as individuals, groups, or institutions that are directly or indirectly impacted by, or have the ability to influence, the Company’s operations and value chain.

A structured stakeholder mapping and materiality assessment process is undertaken to prioritize stakeholders based on their level of interest, influence, and impact on the Company’s business and sustainability performance. This process ensures that the Company remains aligned with the principles of the business responsibility while meeting evolving stakeholder expectations.

Key stakeholder groups include customers, shareholders and investors, employees and workers, suppliers, government and regulatory bodies and communities. Engagement with these groups is conducted through defined channels and mechanisms to address their concerns, incorporate their feedback, and strengthen trust. This forms an integral part of the Company’s sustainability strategy and supports long-term resilience and sustainable growth.

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 (Annual/ 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	Direct meetings, customer feedback surveys, emails, technical support, product feedback brochures	Ongoing/Need-based	Product quality & safety, regulatory compliance, innovation in colour / flavour solutions, timely delivery, cost efficiency, feedback/grievance
Employee & Workers	No	Induction & training, emails, circulars, notice boards, performance reviews, internal communications, employee satisfaction surveys	Ongoing	Workplace safety, fair remuneration, career growth, non-discrimination, health and wellbeing, grievance redressal
Shareholders and Investors	No	Annual General Meeting (AGM), quarterly financial results, investor presentations, disclosures to stock exchanges, one-on-one meetings, email, press release	Quarterly/Annually/Need-based	Sustainable growth, profitability, governance, transparency, risk management

Suppliers	No	Vendor audits, supplier meets, contractual agreements, emails, one-on-one meetings	Ongoing/Need based	Fair and transparent procurement, timely delivery and payments, long-term partnerships, compliance with quality standards
Communities	No	CSR initiatives, community meetings, social development programs, grievance redressal system	Ongoing/Need-based	Employment opportunities, environmental impact, local development, healthcare & education support
Government and Regulatory Authorities	No	Regulatory filings, inspections, industry consultations, compliance reporting	As per regulation	Adherence to compliance obligations, good governance, resolution of issues.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	71	71	100%	72	72	100%
Other than permanent	0	0	-	0	0	-
Total Employees	71	71	100%	72	72	100%
Workers						
Permanent	21	21	100%	24	24	100%
Other than permanent	95	95	100%	70	70	100%
Total Workers	116	116	100%	94	94	100%

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	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	66	0	-	66	100%	64	0	-	64	100%
Female	5	0	-	5	100%	8	0	-	8	100%
Total	71	0	-	71	100%	72	0	-	72	100%

Other than Permanent										
Male	0					0				
Female	0		-							-
Total	0									
Workers										
Permanent										
Male	21	0	-	21	100%	24	0	-	24	100%
Female	0	0	-	0	-	0	0	-	0	-
Total	21	0	-	21	100%	24	0	-	24	100%
Other than Permanent										
Male	91	0	-	91	100%	66	0	-	66	100%
Female	4	0	-	4	100%	4	0	-	4	100%
Total	95	0	-	95	100%	70	0	-	70	100%

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)*	4	3,26,00,000	4	12,00,000
Key Managerial Personnel**	1	22,50,000	1	7,41,400
Employees other than BoD and KMP	63	3,48,000	3	2,34,958
Workers	21	4,06,252	0	-

The Company has paid managerial remuneration in compliance with the requisite approvals under Section 197, read with Schedule V of the Companies Act, 2013. In line with the provisions of the Act and the Listing Regulations, the Company has adopted a Nomination and Remuneration Policy for Directors, Key Managerial Personnel (KMP), and other employees, which is available on the Company’s website at the link provided below.
 *BOD comprises of 3 ED, 1 Non-Executive Non-Independent and 4 Independent. Non Executive Directors 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 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	1.39%	2.47%

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.
---	---

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

The Company has established formal reporting channels for employees, customers, suppliers, and stakeholders to raise concerns relating to violations of the Code of Conduct, Company policies, or human rights issues. Employees are encouraged to report such matters to their respective Head of Department (HoD) in the first instance, with an escalation mechanism to the Chief Financial Officer (CFO) in case of non-resolution. Non-permanent employees

may raise concerns through email to the designated stakeholders. The Whistle Blower Policy provides for protected disclosures, all of which are duly reviewed and addressed. Further, in compliance with the Prevention of Sexual Harassment (POSH) Act, an Internal Complaints Committee (ICC) has been constituted to handle complaints relating to sexual harassment.

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

Particulars	FY 2024-25			FY 2023-24		
	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 2024-25	FY 2023-24
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 compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has implemented a comprehensive Prevention of Sexual Harassment (POSH) Policy to safeguard employees and address concerns. An Internal Complaints Committee (ICC) has been constituted to deal with cases of sexual harassment in accordance with statutory requirements. The Company upholds the principles of equality and provides equal opportunities to all individuals irrespective of race, ethnicity, gender, age, sexual orientation, religion, marital status, socio-economic background, or abilities. Awareness on anti-discrimination and anti-harassment practices is provided as part of new employee orientation, and the Policy is widely disseminated to ensure transparency. All complaints are handled with strict confidentiality, and retaliation against individuals reporting concerns in good faith is strictly prohibited.

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

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 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	13,933	11,933
Total fuel consumption (B)		-
Energy consumption through other sources (C.)		-
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	21,487	17,483
Total fuel consumption (E)	163,782	87,381
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	185,269	104,865
Total energy consumed (A+B+C+D+E+F)	199,202	116,797
Energy intensity per rupee of turnover (GJ per Lakh INR)	5.34	3.85
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ per USD adjusted lakh INR)	109.14	88.07
Energy intensity in terms of physical output (GJ per production in MT)	40.08	25.91
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		

*Energy consumption has increased on a year-on-year basis due to commencement of production at the Dahej plant. As the plant operations optimize and production increases, the footprint will reduce. The electricity is purchased from the India grid, (which is a mix of conventional and renewable energy). Fuel based energy is from coal, diesel and petrol. Energy data for 2023-24 is recalculated using fuel conversion factors based on energy reports from NITI AYOOG and Central Electric Authority. The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 by the World Bank for India which is 20.45.

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 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		-
(ii) Groundwater		-
(iii) Third party water	163,323	1,31,426
(iv) Seawater / desalinated water		-
(v) Others		-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	163,323	1,31,426
Total volume of water consumption (in kilolitres)	163,323	1,31,426
Water intensity per rupee of turnover (KL per LAKH INR)	4.38	4.33
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL per LAKH INR adjusted for PPP)	89.48	99.10
Water intensity in terms of physical output (KL per Production in MT)	32.86	29.16
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.		

*Water consumption has increased on a year-on-year basis due to commencement of production at the Dahej plant. As the plant operations optimize and production increased, the footprint will reduce. The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 by the World Bank for India which is 20.45.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater		
No treatment	-	-
With treatment – please specify level of treatment*	48,874	24,860
(iv) Sent to third-parties		
No treatment	-	-
With treatment – please specify level of treatment*	73,619	73,710
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	1,22,493	98,570
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 is discharged sent to Common Effluent Treatment Plant. Water discharged to the sea is subjected to primary, secondary and tertiary treatment in RO system and then discharged to the sea with continuous monitoring of the effluent parameters as per pollution control board norms.

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 2024-25	FY 2023-24
NOx	KG	29.7	21.2
SOx	KG	0.18	0.13
Particulate matter (PM)	KG	2.7	1.93
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 on a regular basis as the pollution control board norms. The emission reported above are based on CBCP factors and the diesel fuel consumption.		

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	15,680	8,364
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,339	3,448
Total Scope 1 and Scope 2 emissions per LAKH INR of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.54	0.39
Total Scope 1 and Scope 2 emission intensity per LAKH INR of turnover adjusted for Purchasing Power Parity (PPP)*		10.97	8.91
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Metric tonnes of CO2 equivalent per production in MT)		4.03	2.62
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.			

*Greenhouse gas emissions have increased on a year-on-year basis due to commencement of production at the Dahej plant. As the plant operations optimize and production increases, the footprint will reduce.

GHG footprint for 2023-24 is recalculated using emission factors and fuel conversion factors based on energy reports from NITI AYOOG and Central Electric Authority.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 by the World Bank for India which is 20.45.

Source of emissions factors used for calculating the greenhouse gas emissions: Scope 1 emissions have been calculated using the emissions factors published by the NITI AYOOG, CPCB, CEA AND DEFRA GHG conversion factors 2024. For Scope 2 emissions – the emission factor is 0.727 tCO2/MWh, as per the CO2 Baseline Database for the Indian Power Sector, User Guide, Version 20.0, December 2024, published by the Central Electricity Authority of India.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No) If Yes, then provide details.	The Company is committed to improve its environmental performance with GHG reduction emission reduction projects like installation of solar power plant of 2.5 MW at Sunbless Solar Park at Murtizapur, Maharashtra. This is a set towards reducing non-renewable electricity use. Company also uses energy efficient equipment like efficient pumps and motors for energy conservation.
--	--

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

Parameter	FY 2024-25	FY 2023-24
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	290.14	171.17
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)	290.14	171.17
Waste intensity per rupee of turnover (MT per LAKH INR)	0.0078	0.0056
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT per USD adjusted LAKH INR)*	0.16	0.13
Waste intensity in terms of physical output (MT per production in MT)	0.06	0.04
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2024-25	FY 2023-24
(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 2024-25	FY 2023-24
(i) Incineration	-	-
(ii) Landfilling	290.14	171.17
(iii) Other disposal operations	-	-
Total	290.14	171.17

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 by the World Bank for India which is 20.45

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. 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
Nil					

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

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 established a structured grievance redressal mechanism to address stakeholder complaints, with no grievances reported during the year ended March 31, 2025. A dedicated email facility is available for business inquiries and grievances, which are addressed promptly by the senior management team. The Stakeholders' Relationship Committee monitors and ensures timely resolution of stakeholder grievances and concerns. The Whistle Blower Policy provides a secure channel for protected disclosures, all of which are duly reviewed and acted upon where necessary. In addition, the Company has implemented a specific grievance redressal system to address community-related concerns.

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	22.04%	23.13%
Directly from within India	47.16%	39.13%

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 2024-25	FY 2023-24
Rural	86.58%	77.34%
Semi-urban	0	0
Urban	4.13%	6.07%
Metropolitan	9.33%	16.59%

(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 established a dedicated email ID for receiving business inquiries, grievances, and feedback. The senior management team is responsible for ensuring timely and appropriate responses to all such communications. In line with its customer-centric approach, the Company accords high priority to customer satisfaction. A structured Standard Operating Procedure (SOP) governs the process of handling customer complaints, and Corrective and Preventive Actions (CAPA) are implemented to ensure effective and timely redressal.

- **Strong technical competence for customer centricity:** Vidhi has a team of qualified and experienced chemists who support customers in the development of colour solutions tailored to their product requirements. The technical team provides assistance across the product lifecycle, including conceptualization, commercial production, and post-production support, in line with the Company's commitment to maintaining quality and regulatory compliance.
- **Testing and quality control:** Vidhi adheres to stringent quality assurance protocols and testing methodologies in accordance with applicable regulatory and industry standards. Quality controls are embedded across the value chain, commencing with the sampling of raw materials and extending through in-process checks at critical stages of production. Finished products are subjected to comprehensive evaluation by a team of qualified and trained chemists to ensure strict compliance with prescribed quality and regulatory requirements.
- **Safeguarding customer interest in evolving regulatory landscape:** Vidhi ensures timely dissemination of information and updates on regulatory procedures and emerging standards across global markets. This proactive approach enables Vidhi to safeguard the interests of its customers and support their compliance with evolving regulatory requirements.

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 2024-25		Remark	FY 2023-24		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	15	0	-	10	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) The Risk Management Committee has been constituted in accordance with Regulation 21 of the Listing Regulations. Its terms of reference include formulating, monitoring, and reviewing the Company’s risk management policy and plan, with a focus on areas such as cybersecurity, data privacy, and other business-related risks. Recognizing cybersecurity as a critical risk, the Company adopts robust measures—such as advanced firewall solutions and user awareness initiatives—to mitigate potential threats.

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.	