

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24231GJ1992PLC017315
2	Name of the Listed Entity	Heranba Industries Limited
3	Date of Incorporation	17-03-1992
4	Registered office address	Plot No 1504/1505/1506/1 GIDC, Phase-III, Vapi-Valsad -396195 Gujarat
5	Corporate address	2 nd Floor, A Wing, Fortune Avirahi, Jain Derasar Lane, Borivali(W), Mumbai-400092
6	E-mail	compliance@heranba.com
7	Telephone	+91 22 5070 5050
8	Website	www.heranba.co.in
9	Financial year for which reporting is being done	Start date End date
	Current Financial Year	01-04-2024 31-03-2025
	Previous Financial Year	01-04-2023 31-03-2024
	Prior to Previous Financial year	01-04-2022 31-03-2023
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital (In ₹)	₹ 400134670
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	Abdul Latif
	Contact	022 5070 5014
	E mail	compliance@heranba.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	Whether the Company has undertaken assessment or assurance of the BRSR Core?	NO
15	Name of assessment or assurance provider	NA
16	Type of assessment or assurance obtained	NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the Entity
1	Manufacturing	Engaged in the business of manufacturing, selling, distributing, purchasing and dealing of Insecticides, Fungicides, Herbicides, Weedicides and Public Health Service	100.00%

18. 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	Insecticides Herbicides, Fungicides, Public Health	20211	100.00%

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

Location	Number of plants	Number of offices	Total
National	4	33	37
International	0	0	0

20. Markets served by the entity**A. Number of locations**

Locations	Number
National (No. of States)	18
International (No. of Countries)	75

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

29.12%

C. A brief on types of customers

The Company serves various customers including farmers, retailers, distributors, wholesaler through its domestic business stock depots and agrochemical companies and other distributors through the international business. The Company's products are consumed within India as well as across the globe.

IV. Employees**21. Details as at the end of Financial Year****A. Employees and workers (including differently abled)**

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Employees								
1	Permanent (D)	556	537	96.58	19	3.42	0	0
2	Other than permanent (E)	2	2	100.00	0	-	0	0
3	Total employees (D + E)	558	539	96.59	19	3.41	0	0
Workers								
4	Permanent (F)	311	310	99.68	1	0.32	0	0
5	Other than permanent (G)	719	699	97.22	20	2.78	0	0
6	Total Workers (F + G)	1030	1009	97.96	21	2.04	0	0

B. Differently abled employees and workers

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Differently abled Employees								
1	Permanent (D)	0	0	0	0	0	0	0
2	Other than permanent (E)	0	0	0	0	0	0	0
3	Total employees (D + E)	0	0	0	0	0	0	0
Differently abled Workers								
4	Permanent (F)	0	0	0	0	0	0	0
5	Other than permanent (G)	0	0	0	0	0	0	0
6	Total Workers (F + G)	0	0	0	0	0	0	0

22. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	6	0	0.00%

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

	Turnover rate in current FY (2024-25)				Turnover rate in previous FY (2023-24)				Turnover rate in the year prior to the previous FY (2022-23)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	4%	7%	0	5.5%	3.15%	6.25%	0.00%	3.39%	5.31%	6.67%	0.00%	5.35%
Permanent Workers	1%	0	0	1%	0.62%	0.00%	0.00%	0.62%	0.32%	0.00%	0.00%	0.32%

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

24. (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	Mikusu India Private Ltd	Subsidiary	100.00%	No
2	Heranba Organics Pvt. Ltd	Subsidiary	100.00%	No
3	Daikaffil Chemicals India Limited	Subsidiary	48.48%	No

VI. CSR Details

25.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (₹ In Crores)	1,495.90
(iii) Net worth (₹ In Crores)	926.08

VII. Transparency and Disclosures Compliances

26. 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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			PY (2023-24)			
			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	If NA, then provide the reason)
Communities	Yes	https://www.heranba.co.in/policies/	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		0	0	----	0	0	----	
Value Chain Partners	Yes		0	0	----	0	0	----	
Other (please specify)	Yes		0	0	----	0	0	----	

27. 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	Customer Experience & Satisfaction	Opportunity	Our object is providing innovative products to our customer mainly farmers to maximize their farm output. Our mission is to improve Crop Productivity and Public Health.	-	Positive
2	Natural Disasters including Climate Change	Risk/ Opportunity	R: Business interruption due to natural risks like fire, cyclone, floods, war, drought, earthquakes, or any other nature-caused calamity, affects the regular operation of Company	<ul style="list-style-type: none"> The property of the Company is adequately insured against various natural risks. Fire Hydrants have been installed at all manufacturing locations. 	Negative/Positive

27. Overview of the entity's material responsible business conduct issues (Contd.)

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)
			<ul style="list-style-type: none"> O: The potential carbon routes for reducing GHG emissions offer distinct operational and energy supply opportunities O: Clean energy integration in existing electric networks O: Investment of capital in assets that will serve diversified electricity and fuel retrofitting on the energy supply system 	<ul style="list-style-type: none"> Other apparatus like extinguishers filled with chemical, foam etc. have been placed at fire sensitive locations and regular fire safety drills are carried out. First aid training is given to watch and ward staff and safety personnel. Engaging professional Risks Assessing Advisors who conduct periodical audit/ review and suggest risks improvement measures from time to time. 	
3	Occupational health & safety hazards	Risk	Adverse incidents (loss of life, lost days, damage to assets, environment) due to safety gaps may impact business operations, reputation, Relationships, etc.	<ul style="list-style-type: none"> Regular Medical Checkup from time to time. Detailed SOPs for health and safety measure and adherence thereto followed strictly Employee training to handle hazardous chemicals Providing a safe and healthy workplace environment To create a workplace free of injuries, fatalities, and illness (both chronic and acute, and physical and mental health) through trainings, appropriate personal protective equipment, incident tracking and reporting, etc. Safety risk assessment and audit Continuous improvement in responsible manufacturing and lead indicator tracking Implementation of certain elements of Process Safety Management 	Negative
4	Process and Product Development	Opportunity	<ul style="list-style-type: none"> Faster business growth Increase in profitability Satisfaction of internal and external stakeholders Optimal use of available resources 	<ul style="list-style-type: none"> Providing highest level of support in product research, development, and registration. Constantly striving toward developing a cost-effective process for manufacturing Active Ingredients and Intermediates for Herbicides, Insecticides & Fungicides and to develop new formulations of Crop protection products. 	Positive

27. Overview of the entity's material responsible business conduct issues (Contd.)

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)
				<ul style="list-style-type: none">• A state-of-the-art R&D center and a pilot plant.• Formulation-Development Lab has been set up with Lab Scale pieces of equipment. The facility fulfills the requirement for Organic Synthesis as well as Formulation Development.• A well-qualified team of research personnel and scientists working on the continuous improvement of existing products and the development of new products.• Robust product and process studies conducted from early stage & frequently review of product pipeline development.	
5.	Supply Chain	Risk/ Opportunity	R: Use of outside transport services R: Business continuity R: Market reputation O: Commitment to customers	<ul style="list-style-type: none">• Sourcing committed and dedicated service providers• Exploring possibility of an inhouse logistic mechanism if the situation demands• Possibilities to optimize the operations, by having a combination of transportation through road/rail and sea/air are explored• Comprehensive transit risk insurance coverage for all incoming and outgoing goods across the organization• Identify new sources and optimize procurement actions to ensure continued production• Our supplier and distribution network are widespread and inherently exposed to risks from disruption. We undertake detailed assessments of our suppliers and third-party contract manufacturers at the time of onboarding and periodically. These assessments cover a multitude of ESG topics like labor rights, fair wages, and regulatory compliances.	Positive/Negative

27. Overview of the entity's material responsible business conduct issues (Contd.)

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)
6.	Human Capital i.e. Talent Management, Attrition, Retention and Development	Opportunity/Risk	<p>O: Human Capital is key to the success of business and employee engagement and competence plays a vital role in organizational development.</p> <p>O: Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury</p> <p>O: Providing a needs-based and innovative range of training courses, notably in forward thinking fields of expertise like digitalization</p> <p>O: Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company</p> <p>O: Providing programmes that are specifically designed for roles which require upgraded skills</p> <p>R: Employee Turnover Risks, involving replacement risks, training risks, skill risks, etc.</p> <p>R: Unrest Risks due to Strikes and Lockouts</p>	<ul style="list-style-type: none"> Company has proper recruitment policy for recruitment of personnel at various level in the organization. Proper appraisal system to give yearly increment is in place. Employees are trained at regular intervals to upgrade their skills. Labour problems are obviated by negotiations and conciliation. Activities relating to the welfare of employees are undertaken 	Positive/Negative
7.	Quality of Products	Opportunity	<ul style="list-style-type: none"> The Company has its in-house quality control laboratories in three of its manufacturing units to ensure that it offers superior crop-protection and public health solutions. Each of our laboratory is fully equipped and dedicated towards the quality of Input materials, In-Process materials, and finished goods. Our laboratories are also equipped with advanced technologies that enables them to offer more precise standards of quality. Our Quality Control Laboratories are accredited by NABL under ISO/IEC-17025:2017. 	-	Positive

27. Overview of the entity's material responsible business conduct issues (Contd.)

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)
			<ul style="list-style-type: none"> Additionally, our R&D efforts involves the inclusion of highly-qualified experts and scientists equipped with cutting-edge equipment and technology who consistently work on improving existing products and innovate newer ones. Our teams proactively tracks regulatory and non-regulatory complaints and grievances and works towards redressing them in an effective manner. 		
8.	Corporate Governance and Management of the Legal & Regulatory Environment	Risk	<ul style="list-style-type: none"> Loss of reputation Incurring or levying of penalties Satisfaction of internal and external stakeholders Long-term adverse direct or indirect environmental and social impact 	<ul style="list-style-type: none"> Digitally enabled regulatory compliance tracking and review of new requirements Periodical assurance to the Board/Audit Committee/ Senior Management Policy revision/up gradation/ Board review The Company is governed by various laws and the Company has to do its business within four walls of law, where the Company is exposed to legal risk exposure. To safeguard the Company engages professionals and advisors who focus on evaluating the risks involved in a contract, ascertaining our responsibilities under the applicable law of the contract, restricting our liabilities under the contract, and covering the risks involved, to meet the general and specific requirements so that they can ensure adherence to all contractual obligations and commitments 	Negative
9.	Pollution Free Environment	Risk	Failure to provide a safe working environment exposes the Company to compensation liabilities, suboptimal productivity, loss of business reputation and other costs	<ul style="list-style-type: none"> All the necessary pollution control norms for air, water a noise etc. are followed Disposal of hazardous waste is monitored within permissible limits All hazardous waste is disposed to Pollution Control Board approved Land Filling and Incineration Facilities. 	Negative

[illegible]

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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, provide details	The Board from time to time oversee the implementation of respective policies. The Functional Heads are authorized to oversee the implementation thereof.								
10	Details of Review of NGRBCs by the Company:									
	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Policies wherever stated have been approved by Board/Committees of Board/Senior Management of the Company. Polices are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on need basis whichever is earlier and necessary updates are made to the policies.								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has necessary procedures in place to ensure the compliance with all relevant regulations.								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No).	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes								
	If Yes, Provide name of the agency	Internal and external audits of the policies on quality, safety, health, and the environment are conducted as part of the ISO Systems certification process and ongoing periodic evaluations. Internal audit mechanisms are used to periodically assess the effectiveness of other policies.								
		Pollucon Laboratory Pollution Control Sch-II Auditor conduct Environmental Audit & Naik Associates conduct Safety Audit and Prepare Onsite Emergency Plan.								
12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)									
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									
	Notes	Not Applicable. All principles are covered by respective policies.								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

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	4	During the year, the Board of Directors and KMPs of the Company invested their time on various updates pertaining to the business regulatory updates including principles laid down in BRSR, strategy, finance, risk management framework, role, rights, responsibilities of the Independent Directors under various statutes and other relevant matters.	100%
Key Managerial Personnel	4	During the year, the Board of Directors and KMPs of the Company invested their time on various updates pertaining to the business regulatory updates including principles laid down in BRSR, strategy, finance, risk management framework, role, rights, responsibilities of the Independent Directors under various statutes and other relevant matters.	100%
Employees other than BoD and KMPs	225	<p>More than 40 topics which includes</p> <ul style="list-style-type: none"> • Health and Safety including Basic & General Safety in Chemical Industry, Emergency Chlorine Handling Kit, First-aid Training,, Manual Material Handling, Good Housing Keeping, Practical Fire Fighting With the Use Of Fire Extinguisher, Importance of PPE, SCBA Set Handling etc • Session on Code of Conduct for employees &workers • Prevention of Sexual Harassment • Stress Management • Business Communication Skills • Team Building 	70%
Workers	193	<ul style="list-style-type: none"> • Health and Safety including Basic & General Safety in Chemical Industry, Emergency Chlorine Handling Kit, First-aid Training,, Manual Material Handling, Good Housing Keeping, Practical Fire Fighting With the Use Of Fire Extinguisher, Importance of PPE, SCBA Set Handling, Bromine Handling training, H2S gas detector operation, Unsafe Condition and unsafe act etc Prevention of Sexual Harassment 	75%

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

Monetary:

Details of penalty or fine					
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Nil					
Details of settlement					
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Nil					
Details of compounding fee					
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Nil					

Non- Monetary

Details of imprisonment				
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Nil				
Punishment				
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Nil				

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

Not Applicable

4. Does the entity have anti-corruption or anti-bribery policy?

Yes

If Yes, provide details in brief	Anti-Corruption policy primarily covers risk assessment, third-party due diligence, training & awareness and audit and reporting. The Company has zero tolerance for any form of corruption or bribery, and it provides for strict actions against anyone caught engaging in such unethical behavior. The purpose of the policy is to inform Directors, Officers, Employees, and others who work for or on behalf of the organisation about what activities are appropriate and inappropriate. At the start of the Company's business involvement with each individual, they are all notified of the anti-corruption policy. As part of the prevention, identification, and detection of anti-corruption issues, training is provided across the Company. The Company upholds the highest standards and does not tolerate corruption wherever it conducts business. In addition to the aforementioned, the Vigil Mechanism Policy, which is applicable to every employee employed by the organisation, offers a platform for reporting dishonest behavior, fraud, and actual or suspected Code violations. No stakeholder complaints with respect to the Company's Code of Conduct and Whistle Blower Policy were received in the reporting year. The policy is accessible on the following web link: https://www.heranba.co.in/wp-content/uploads/2023/04/DOC230123-23012023160634.pdf
Provide a web-link if the entity has anti-corruption or anti-bribery policy	https://www.heranba.co.in/wp-content/uploads/2023/04/DOC230123-23012023160634.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:

Particulars	FY (2024-25)	PY (2023-24)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY (2024-25)		PY (2023-24)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Particulars	FY (2024-25)	PY (2023-24)
i) Accounts payable x 365 days	159,918.52*	104,732.88*
ii) Cost of goods/services procured	1,131.51*	840.98*
iii) Number of days of accounts payables	141.33	124.54

* ₹ In crores

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)	PY (2023-24)
Concentration of Purchases	a. i) Purchases from trading houses	253.76*	16.82*
	ii) Total purchases	1,131.51*	840.98*
	iii) Purchases from trading houses as % of total purchases	22.43%	2.00%
	b. Number of trading houses where purchases are made	3	3
	c. i) Purchases from top 10 trading houses	253.76*	16.82*
	ii) Total purchases from trading houses	253.76*	16.82*
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	100.00%	100.00%
	a. i) Sales to dealer/distributors	408.25*	331.44*
	ii) Total Sales	1,495.90*	1,274.75*
Concentration of Sales	iii) Sales to dealer/distributors as % of total sales	27.29%	26.00%
	b. Number of dealers/distributors to whom sales are made	10000	9,200
	c. i) Sales to top 10 dealers/distributors	41.25*	38.24*
	ii) Total Sales to dealer/distributors	408.25*	331.44*
	iii) Sales to top 10 dealers/distributors as % of total sales to dealer/distributors	10.10%	11.54

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: (Contd.)

Parameter	Metrics	FY (2024-25)	PY (2023-24)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	247.62*	2.95*
	ii) Total Purchases	1,131.51*	840.98*
	iii) Purchases (Purchases with related parties as % of Total Purchases)	21.88	0.35
	b. i) Sales (Sales to related parties)	211.23*	107.91*
	ii) Total Sales	1,495.90*	1,274.75*
	iii) Sales (Sales to related parties as % of Total Sales)	14.12	8.46
	c. i) Loans & advances given to related parties	493.81*	299.65
	ii) Total loans & advances	493.81*	299.65
	iii) Loans & advances given to related parties as % of Total loans & advances	100	100
	d. i) Investments in related parties	0.15*	0.15*
	ii) Total Investments made	3.39*	1.83*
	iii) Investments in related parties as % of Total Investments made	4.43	8.20

* ₹ In Crores

Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	435	1 Good Business Practices 2 Effectiveness of Products on Crops and Pest 3 How to use the products to give better yields 4 Health & Safety Related usage of products 5 Launch of New Scheme 6 Launch of New Products 7 Distribution of Awards 8 Update and Future Plan of Company progress	100.00% The Company has a practice of regularly training farmers and dealers in various regions on various topics to create an awareness on good business practices. The Company will going forward maintain records to track the percentage of farmers and dealers covered in the trainings and would also conduct the sessions on the specific BRSR principles. Additionally, the Company will make an efforts to include the other value chain partners in these training initiatives.

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board?

If Yes, provide details of the same.	The Company has procedures in place to prevent/manage conflicts of interest affecting board members and they are in accordance with the terms of the board's appointment of directors. According to the Company's Code of Conduct, Board members and Senior Management of the Company are required to abstain from discussions, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest; restrict themselves from serving as a Director of any Company that is in direct competition with the Company. Additionally, the Board of Directors and senior management of the Company submit a yearly declaration of the entities in which they have an interest or whenever there is a change of interest as per the provisions of The Companies Act, 2013. The Company then confirms that the necessary legal approvals have been obtained before engaging in business with such interested entities.
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PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

Particulars	FY (2024-25)	PY (2023-24)	Details of improvements in environmental and social impacts
R&D	1.60%	6.00%	<ol style="list-style-type: none"> Established and equipped a dedicated laboratory for improvement in process and technology of existing products. Reduced consumption of bromine by 3.0% in Deltamethrin. Reduced aqueous effluent generation in Deltamethrin by 10%. Reduced charging of water by 46% in Profenophos after experimenting and implementing extraction with ARDC. Improved quality of Profenophos by experimenting with CSTR which also indicated potential of generating lesser organic waste.
Capex	0.00%	0.00%	NA

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

Heranba has not yet established specific protocols for sustainable sourcing; however, the Company is conscious of the significance of sustainability in its operations, hence, it screens every supplier based on social and environmental criteria, and every aspect of the Company's operations is regularly examined to ensure that the sourced materials are handled responsibly. The legal compliance status, health and safety policy, and ISO certification—which includes ISO 9001, ISO 14001, and ISO 18001—are all factors we consider when evaluating suppliers.

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

Not Applicable

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)	Plastic waste is sent to GPCB Approved recycler.
(b) E-waste	E-waste records are maintained & it will be sent to GPCB Registered E-Waste supplier.
(c) Hazardous waste	All generated hazardous waste has been sent to a landfill or incinerator authorized by the GPCB.
(d) other waste	It is given to the local scrap vendor i.e. MS waste, SS waste.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Waste Collection Plan as well as Data is regularly submitted to Pollution Control Boards.
If not, provide steps taken to address the same.	

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

No.

If yes, provide details

Not Applicable

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

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products/services

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
Nil			

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

Percentage of recycled or reused input material to total material (by value) used in production or providing services

Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2024-25)	PY (2023-24)
	Nil		

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

Particulars	FY (2024-25)			PY (2023-24)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	25.175	-	3.50	-	16.46
E waste	-	-	-	-	-	-
Hazardous waste	-	-	320.41	-	-	2844.45
Other waste	-	-	-	-	-	-

Details of other waste

Sl. No.	Details of other waste	FY (2024-25)			PY (2023-24)		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
1	Other waste	0	1.75	0	0.00	0.92	0.00

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
Nil		

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

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	537	537	100%	218	40.60%	0	-	0	-	0	-
Female	19	19	100%	1	5.26%	19	100%	0	-	0	-
Other	0	0	-	0	-	0	-	0	-	0	-
Total	556	556	100%	219	39.39%	19	3.42%	0	-	0	-
Other than permanent employees											
Male	2	2	100%	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Other	0	0	-	0	-	0	-	0	-	0	-
Total	2	2	100%	0	-	0	-	0	-	0	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	310	310	100%	310	100%	0	-	0	-	0	-
Female	1	1	100%	1	100%	1	100%	0	-	0	-
Other	0	0	-	0	-	0	-	0	-	0	-
Total	311	311	100%	311	100%	1	0.32%	0	-	0	-
Other than permanent workers											
Male	699	699	100%	699	100%	0	-	0	-	0	-
Female	20	20	100%	20	100%	20	100%	0	-	0	-
Other	0	0	-	0	-	0	-	0	-	0	-
Total	719	719	100%	719	100%	20	2.78	0	-	0	-

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

Particulars	FY (2024-25)	PY (2023-24)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	6.93*	6.84*
ii) Total revenue of the Company	1,495.90*	1,274.75*
iii) Cost incurred on wellbeing measures as a % of total revenue of the Company	0.46%	0.54%

* ₹ In Crores

2. Details of retirement benefits:

Benefits	FY (2024-25)			PY (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	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify	-	-	-	-	-	-

Details of other retirement benefits:

Sl.No.	Name of Benefits	FY (2024-25)			PY (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.)
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-

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
If not, whether any steps are being taken by the entity in this regard.	The Company has put up ramps, lifts, and handrails for stairwells at all of its locations, including its offices and other premises, to make it easier for people with disabilities to go about. Thus, Company's premises has been made access friendly.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

If so, provide a web-link to the policy.

Yes

Heranba provides equal job opportunities without regard to age, race, religion, nationality, disability, marital status, sex, or sexual orientation. Based on the aforementioned factors, the Company makes an effort to keep a harassment-free workplace. This equal opportunity policy is dependent on any applicable laws, a person's qualifications, and their worth. The policy can be access at <https://www.heranba.co.in/wp-content/uploads/2023/07/Anti-Discrimination-Policy.pdf>

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	0%	0%	0%	0%
Female	100%	100%	0%	100%
Other	-	-	-	-
Total	3.42%	3.42%	0.32%	0.32%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has a grievance policy so that employees have a way to convey issues related to their employment. The Policy makes sure that these complaints are resolved swiftly, fairly, and impartially in accordance with the Organization's policies. This comprises employee concerns about a supervisor's, another employee's, or Management's behaviour, inaction, or proposed action in relation to them. According to the policy's grievance redress mechanism, the first step in addressing any problem is to speak directly to the other party about the grievance. If consultation is unsatisfactory or impossible for whatever reason, the employee may speak to their next-level supervisor. If the grievance is still not resolved at the Department or Second Level, the HR Head of the Site will speak directly with the other party to try to address the situation. Even if the issue goes unresolved, the director will be involved to settle the complaints and will try every option at his command. The policy can be access at https://www.heranba.co.in/wp-content/uploads/2023/07/Grievance-REdrressal-Policy.pdf
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY (2024-25)			PY (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)
Total Permanent Employees	556	0	-	555	0	-
Male	537	0	-	539	0	-
Female	19	0	-	16	0	-
Other	0	0	-	0	0	-
Total Permanent Workers	311	0	-	320	0	-
Male	310	0	-	319	0	-
Female	1	0	-	1	0	-
Other	0	0	-	0	0	-

8. Details of training given to employees and workers:

Category	FY (2024-25)					PY (2023-24)				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	539	444	82.37%	85	15.77%	539	439	81.45%	75	13.91%
Female	19	1	5.26%	8	42.11%	16	1	6.25%	3	12.50%
Other	0					0	0	-		-
Total	558	445	79.75%	93	16.67%	555	440	79.28%	78	14.05%
Workers										
Male	1009	982	97.32%	-	-	1272	1126	88.52%	-	-
Female	21	6	28.57%	-	-	46	8	17.39%	-	-
Other	0	0		-	-	0	0	-	-	-
Total	1030	988	95.92 %	0	0	1318	1134	86.04%	0	0

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

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Employees						
Male	539	539	100%	539	439	100%
Female	19	19	100%	16	1	100%
Other	0	0	100%	0	0	100%
Total	558	558	100%	555	440	100%
Workers						
Male	1009	1009	100%	1272	1272	100%
Female	21	21	100%	46	46	100%
Other	0	0	100%	0	0	100%
Total	1030	1030	100%	1318	1318	100%

10. Health and safety management system:

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

Yes

If yes, the coverage such system?

Heranba places a high priority on preserving and enhancing the health and safety of its employees. Employee workplace safety is the cornerstone of the Company's sustainability approach. The Company has put in place thorough compliance measures at all touch points to ensure everyone's safety.

All manufacturing facilities, offices are covered by the Safety & Health Management system, which also ensures

the protection of the environment, the health and safety of all employees, contractors, visitors, and other important stakeholders. The Company has also adopted a BRSR policy for environmental protection, health, and safety, which is available on <https://www.heranba.co.in/wp-content/uploads/2023/07/BRSR-Policy-Heranba.pdf>

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

Heranba has a risk management system to carry out the evaluation of work-related hazards and risks for all routine and non-routine operations carried out at any site. The management identify hazards and risks after consulting with safety specialists. To get rid of the risks and hazards identified, a mitigation strategy which involves evacuating

the employees and other occupants in the event of an emergency are offered.

The employees and workers also provided with protective gear wherever required. In case of any emergency, the following facilities are available:

- Well-equipped OHC with 24x7 male nurse available
- Well-equipped Ambulance with trained Driver cum mechanic 24X7 available.
- Appointed Factory Medical Officer (FMO).
- First Aid Treatment available in OHC
- First Aid Boxes provided & maintained
- Mutual Aid facility of Ambulance available with Local Association.
- Agreement with outside hospital for emergency treatment as Mutual Aid.
- Periodic medical check-up

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?

Yes. Internal controls and processes are in place within the Company to report hazards at work immediately. Additionally, we have a safety observation and incidents reporting system to make sure that any work-related incidents, such as accidents, near-misses, unsafe conditions, and unsafe activities, are reported, followed by the closing of the incident after implementing the required corrective actions.

d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?

Yes. Heranba recognizes that its employees' overall physical and mental health plays a vital role to Company success and long- term goals of expansion. We also think it's important to give workers a workplace where their needs for money are addressed in addition to their salary. All employees of the Company are eligible for a range of health and wellness perks, including accident and medical insurance for benefit in the case of an accident or serious sickness. In addition, Heranba provides routine check-ups and wellness programmes, as well as free, wholesome meals for the workers and employees in the Factory.

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

Safety Incident/Number	Category*	FY (2024-25)	PY (2023-24)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	1.31
	Workers	0	1.31
Total recordable work-related injuries	Employees	0	1
	Workers	1	4
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.

At Heranba, we believe that keeping everyone safe—including our employees, our guests, and the general public—is essential to our long-term success. We continue to believe that having a safe and healthy workplace is both a legal requirement and a basic human right. As part of our sustainability vision, we have set the aim of achieving "Zero Harm" and zero reportable injuries across all of our operations.

The following are some of the mitigating strategies to avoid or lessen severe consequences on occupational health and safety:

- Providing and maintaining up to date fire detection, alarm, and suppression systems;
- Providing a Safety training to all Company employees and contract workers.
- Conducting routine site reviews, inspections, and audits to gauge readiness for safety;
- Regular simulations of both fire and medical emergencies
- Regular training on occupational health & safety training to sensitize employees on occupational health & safety.
- Regular medical check-up facility available every week
- Mutual Aid facility of Ambulance is available through connection with Local association
- Oxygen cylinder kit available for emergency purpose

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

	FY (2024-25)			PY (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	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

In all of its locations, Heranba keeps track on accident rates. The strong commitment of management and employees to maintain a safe workplace by following the Company's established management approach and adopting a health and safety-first mentality in the performance of duties is credited with the overall reduction in health and safety incident

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N).	Yes

Heranba has a compensation policy in place for its employees and permanent workers and does provide aid in the event of a tragic incident, such as a death.

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

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular Checks while processing the invoices. Periodic audits are also conducted to ensure compliance.

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

Particulars	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2024-25)	PY (2023-24)	FY (2024-25)	PY (2023-24)
Employees	0	0	0	0
Workers	0	0	0	0

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

No

5. Details on assessment of value chain partners:

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

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

The Company conducts EHS, system & regulatory audits of the third parties, their warehouses and of suppliers at regular intervals to ensure compliance of Various processes. Regular follow ups are being done to ensure implementation of suggested corrective/preventive actions.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

In order to comprehend and meet stakeholders' expectations as well as build short-, medium-, and long-term Company strategies, the Company identifies and interacts with a variety of stakeholders. Employees, Shareholders, Customers, Communities, Suppliers, Government Authorities, Partners, and Vendors are among the internal and external groupings of important stakeholders defined based on their immediate impact on the operations and working of the Company.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual report, quarterly results, media releases and Company/SE website	Ongoing	To answer investor queries on financial performance To present business performance highlights to investors To discuss the business outlook
2	Customers	No	Website, distributor/retailer/direct customer/MD, senior leader-customer meets/visits, customer plant visits, Dealer's meet, group discussion, trade body membership, helpdesk, conferences, customer surveys	Ongoing	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines/manufacturing, climate change disclosures, Safety awareness and safe use of Agrochemicals
3	Government and Regulatory Bodies	No	Websites, Emails, Meetings, Industry Forums, Submissions through online Regulatory portals or direct submissions to Regulatory office	Ongoing	Policy and Regulatory Matters, Filing of Returns, Grant and maintenance of licenses to import, manufacture and market Company's products in India, and other regulatory approvals

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
4	Suppliers	No	Supplier & vendor meets, Workshops, Dialogue, email, SMS, WhatsApp, joint events, presentations Supplier risk assessments	Ongoing	Supply of material & services. Adopting sustainable & environment friendly policies
5	Employees	No	Conferences, workshops, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal communication One-on-one interactions Employee involvement in CSR activities.	Ongoing	Inform about important advances in the Company. Help the employees expand their knowledge in the industry. Getting employee feedback and resolving their issues.
6	Communities & NGO	No	Meets of community/ local authorities/location heads, community visits and projects, partnership with local charities, NGO volunteerism, seminars/ conferences, CSR Partner's meet	Ongoing	Farmer Safety Kit, Clean water, Green Bio Toilet, Tree Plantation, Distribution of appliances for Physically Impaired, Corrective Surgery - Cleft Lip/Cleft Palate, Natural Resource Management, community development, livelihood support, disaster relief, Education, Skill development etc

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

The management of the Company regularly engages with important stakeholders, including customers, suppliers, employees, etc., in an effort to improve value generating methods.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

Yes

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

In order to identify and manage environmental and social issues, stakeholders are consulted. We interact with our stakeholders to identify all facets of societal, environmental, and economic problems. We think that including stakeholders improves accountability, transparency, responsiveness, compliance, organizational learning, and sustainability. We interact with our stakeholders through a variety of methods of engagement to learn about their top environmental, social, and governance concerns.

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

The Company engages with vulnerable and marginalized communities through its CSR programmes which are targeted to benefit vulnerable and marginalized stakeholder groups. For more details, please refer to the CSR initiatives mentioned under Annual Report

PRINCIPLE 5: Businesses should respect and promote human rights**Essential Indicators**

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

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	556	95	17.09	555	90	16.22%
Other than permanent	2	0	-	0	0	-
Total Employees	558	95	17.03	555	90	16.22%
Workers						
Permanent	311	200	64.31	320	190	59.38%
Other than permanent	719	100	13.91	998	90	9.02%
Total Workers	1030	300	29.13	1318	280	21.24%

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

Category	FY (2024-25)					PY (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	537	0	-	537	100%	539	0	-	539	100%
Female	19	0	-	19	100%	16	0	-	16	100%
Other	0	0	-	0	100%	0	0	-	0	100%
Total	556	0	-	556	100%	555	0	-	555	100%
Other than Permanent:										
Male	2	0	-	2	100%	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Other	0	0	-	0	-	0	0	-	0	-
Total	2	0	-	2	100%	0	0	-	0	-
Workers										
Permanent:										
Male	310	0	-	310	100%	319			319	100%
Female	1	0	-	1	100%	1			1	100%
Other	0	0	-	0	100%	0			0	100%
Total	311	0	-	311	100%	320			320	100%
Other than Permanent:	100%					100%				
Male	699	0	-	699	100%	953			953	100%
Female	20	0	-	20	100%	45			45	100%
Other	0	0	-	0	100%	0			0	100%
Total	719	0	-	719	100%	998			998	100%

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

a. Median remuneration/wages:

	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4	3200000	0	0	0	0
Key Managerial Personnel	2	3400000	0	0	0	0
Employees other than BoD and KMP	525	540312	19	949296	0	0
Workers	1009	351000	21	297700	0	0

b. Gross wages paid to females:

Particulars	FY (2024-25)	PY (2023-24)
Gross wages paid to females	1.81*	1.36*
Total wages	73.39*	65.81*
Gross wages paid to females (Gross wages paid to females as % of total wages)	2.47	2.07

* ₹ In Crores

4. Do you have a focal point (Individual/Committee) responsible for addressing human right impacts or issues caused or contributed to by the business?

Yes

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

According to the Company's human rights policy, employees can address any complaints or grievances to line management. Any employee or an associate who expresses concerns in accordance with the policy is not subject to retribution or reprisals. To look into the issues that have been reported, a committee will be established or assigned by next financial year. The Committee will be in charge of assessing the reported problems and seeing to it that they are resolved. The Committee might also make a reasonable recommendation in conjunction with Line Management. Heranba is committed to upholding the human rights of its employees, communities, contractors, and suppliers in accordance with the Rights of Work described by the regulatory authorities. Heranba recognises the significant role that business can play in ensuring the long-term protection of human rights. To guarantee that complaints are handled quickly and effectively, the Company has created a human rights policy that works in tandem with the grievance policy. The policy can be access at <https://www.heranba.co.in/policies/>

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

	FY (2024-25)			PY (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)	PY (2023-24)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	40	62
iii) Complaints on POSH as a % of female employees/workers	0	0
iv) Complaints on POSH upheld	0	0

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

Heranba is dedicated to granting equal opportunities to every individual and is intolerant of any form of harassment or discrimination, including those based on sexual orientation, age, handicap, nationality, or any other characteristic protected by the law. Our anti-discrimination, POSH, whistle-blower, and grievance redress guidelines make sure that our employees uphold our commitment.

Also, in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redress) Act, 2013 an internal committee (IC) has been established. They adhere to the procedures and rules outlined in the Act.

The Whistle-blower Policy guarantees that no Whistle-blower will be treated unfairly as a result of reporting a "Protected Disclosure" in accordance with the policy. The Company, as a matter of policy, strongly disapproves of any form of victimisation, discrimination, harassment, or any other unfair employment practise used against whistle-blowers. Therefore, whistle-blowers will be completely protected from any unfair practises such as retaliation, threats of termination or suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like, as well as any direct or indirect use of authority to obstruct the whistle-blower's right to continue performing his or her duties or functions, including making additional reports and safeguard disclosure.

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

No

10. Assessments for the year:

	% 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	---

Details of other assessments of plant and office

Sr. No.	Name of other assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Not Applicable		

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

Not Applicable

Leadership Indicators

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

There have been zero complaints or grievances about human rights as of the publication date of the report.

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

At Heranba, adherence to the human rights policy is essential. Going forward in the near future, we want to make sure that our Company's operations and our suppliers uphold regulations pertaining to human rights.

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

Yes. There are ramps/lift at the Company's Registered Office, Corporate Office and other locations for visitors and employees with special needs.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Nil
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

Details of other assessments of value chain partner

Sr. No.	Name of other assessment	% of value chain partners (by value of business done with such partners) that were assessed
		Nil

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

Not applicable

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

Essential Indicators

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

Whether total energy consumption and energy intensity is applicable to the Company?

Particulars	FY (2024-25)	PY (2023-24)
Revenue from operations (in ₹)	14,958,984,398.35	12,747,473,470.50

Parameter	Units	FY (2024-25)	PY (2023-24)
From renewable sources			
Total electricity consumption (A)	Kilojoule (KJ)	512,172,000	640,800,000
Total fuel consumption (B)	Kilojoule (KJ)	-	-
Energy consumption through other sources (C)	Kilojoule (KJ)	-	-
Total energy consumed from renewable sources (A+B+C)	Kilojoule (KJ)	512,172,000	640,800,000
From non-renewable sources			
Total electricity consumption (D)	Kilojoule (KJ)	109,455,260,400	58,706,298,000
Total fuel consumption (E)	Kilojoule (KJ)	4,601,847,003	31,099,296,758
Energy consumption through other sources (F)	Kilojoule (KJ)	-	-
Total energy consumed from non-renewable sources (D+E+F)	Kilojoule (KJ)	114,057,107,403	89,805,594,758

(Contd.)

Parameter	Units	FY (2024-25)	PY (2023-24)
Total energy consumed (A+B+C+D+E+F)	Kilojoule (KJ)	114,569,279,403	90,446,394,758
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	Kilojoule (KJ)/₹	7.66	7.10
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)			
(Total energy consumed/Revenue from operations adjusted for PPP)	Kilojoule (KJ)/₹	156.10	155.74
Energy intensity in terms of physical Output	Kilojoule (KJ)/tonnes	3,401,701	2,656,658
Energy intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)?

Yes

If yes, name of the external agency.

Pollucon Laboratory Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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?

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:

Particulars	FY (2024-25)	PY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	102,130	94,569
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	102,130	94,569
Total volume of water consumption (in kilolitres)	102,130	94,569
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.0000068	0.0000074
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.000139	0.000163
Water intensity in terms of physical output	3.03	2.78
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)?

Yes

If yes, name of the external agency.

Pollucon Laboratory Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

4. Provide the following details related to water discharged:

Parameter	FY (2024-25)	PY (2023-24)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	21424	17617.00
No treatment	0.0	0.00
With treatment – please specify level of treatment	21424	17617.00
(v) Others	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	21424	17617.00

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.

Pollucon Laboratory Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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:

Whether air emissions (other than GHG emissions) by the entity is applicable to the Company? Yes

Parameter	Please specify unit	FY (2024-25)	PY (2023-24)
NOx	Parts Per Million (PPM)	12.00	9.00
SOx	Parts Per Million (PPM)	27.00	24.00
Particulate matter (PM)	mg/Nm3	83.00	89.00
Persistent organic pollutants (POP)	Kilotonne	0.00	0.00
Volatile organic compounds (VOC)	Parts Per Million (PPM)	6.3	7.80
Hazardous air pollutants (HAP)	Kilotonne	0.00	0.00
Others – please specify		Nil	

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.

Pollucon Laboratory Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the Company?		Scope 1 emissions are applicable and details are given below.	
		Scope 2 emissions are not applicable.	
Parameter	Unit	FY (2024-25)	PY (2023-24)
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)	MtCO ₂ e	1.68	0.00
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)	MtCO ₂ e	N/A	19233.97
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	MtCO ₂ e/₹	0.0000000001	0.0000015088
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	MtCO ₂ e/₹	0.0000000023	0.000033
Total Scope 1 and Scope 2 emission intensity in terms of physical output Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	MtCO ₂ e	0.000050	0.56

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.

Pollucon Laboratory Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

8. Does the entity have any project related to reducing Green House Gas emission?

Yes

If Yes, then provide details.

The Company has streamlined its procedures to get closer to this unified goal by aligning its emissions management strategy with the global goals of reducing carbon footprint and managing climate change risks. In addition to being essential to the Company's future business operations, reducing GHG emissions is also a key component of its long-term environmental plan. The Company is dedicated to energy saving and makes sure that all of its operational facilities use energy efficiently. A key component of the Company's strategy for sustainable operations is energy management. Facilities are operated with the intention of reducing the amount of energy used in the processes, which directly affects carbon emissions. We've also added a waste reduction programme and installed solar power as part of our effort to lower GHG emissions.

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

Particulars	FY (2024-25)	PY (2023-24)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	25.18	16.46
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)	1.75	0.92
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)	26.93	17.38
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0000000018	0.0000000014
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.0000000037	0.0000000030
Waste intensity in terms of physical output	0.000799	0.000510
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1.75	0.92
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	1.75	0.92
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	183.71	273.207
(ii) Landfilling	166.11	112.38
(iii) Other disposal operations	0	0.00
Total	349.82	385.587

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.

Pollucon Laboratory Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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 generation of waste is an unavoidable waste of industry, although efforts have been made to recover value from waste. The Company has adopted processes and procedures that

help recycle used material and reintroduce excess material into the production process in an effort to remove a sizable amount of waste from landfills. For waste management, the corporation employs the "3R" strategy of reduce, reuse, and recycle.

The Company follows legally prescribed procedures as under:

We are segregating Low COD & High COD effluent for treatment of effluent as per the Pollution Control Board Norms. And Low COD effluent treated in conventional ETP and High COD effluent treated in MEE followed by Stripper and ATFD.

We are handling & managing storage, transportation & disposal of Hazardous waste as per the Pollution Control Board Guidelines & Rules.

We have Installed Online Continuous Environmental Monitoring System & connected with State Pollution Control Board & Central Pollution Control Board.

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?	If no, the reasons thereof and corrective action taken, if any.
Nil				

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

Sr. No.	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

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

Not Applicable

Leadership Indicators

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

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

Details For each facility/plant located in areas of water stress

Sr. No.	Particulars	FY (2024-25)	PY (2023-24)
1	Name of the area	Vapi & Sarigam	Vapi & Sarigam
2	Nature of operations	Manufacture of Agrochemical products & Formulations	Manufacture of Agrochemical products & Formulations
3	Water withdrawal, consumption and discharge in the following format:		
	Parameter		
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	0.0	0.00
	(ii) Groundwater	0.0	0.00
	(iii) Third party water	102,130	94,569
	(iv) Seawater/desalinated water	0.0	0.00
	(v) Others	0.0	0.00
	Total volume of water withdrawal (in kilolitres)	102,130	94,569
	Total volume of water consumption (in kilolitres)	102,130	94,569
	Water intensity per rupee of turnover (Water consumed/turnover)	0.0000068	0.0000074

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

Sr. No.	Particulars	FY (2024-25)	PY (2023-24)
	Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) Into Surface water		
	No treatment	0.0	0.00
	With treatment – please specify level of treatment	0.0	0.00
	(ii) Into Groundwater		
	No treatment	0.0	0.00
	With treatment – please specify level of treatment	0.0	0.00
	(iii) Into Seawater		
	No treatment	0.0	0.00
	With treatment – please specify level of treatment	0.0	0.00
	(iv) Sent to third-parties		
	No treatment	0.0	0.00
	With treatment – please specify level of treatment	21424	17617
	(v) Others		
	No treatment	0.0	0.00
	With treatment – please specify level of treatment	0.0	0.00
	Total water discharged (in kilolitres)	21424	17617

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.

Pollucon Laboratory Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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

Parameter	Units	FY (2024-25)	PY (2023-24)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO ₂ e	0	0
Total Scope 3 emissions per rupee of turnover	MtCO ₂ e/₹	0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MtCO ₂ e	0	0

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.

Pollucon Laboratory Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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

Not Applicable as our units operate in GIDC.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Not Applicable				

5. Does the entity have a business continuity and disaster management plan?

Yes

Details of entity at which business continuity and disaster management plan is placed or weblink.

The Company has put in place policies to ensure that mission-critical operations continue in the event of a disruption as it recognizes the value of business continuity in its operations.

Hence, we have implemented the concept of emergency plan and following list represents the main elements of the emergency plan created for all plants:

- A detailed emergency response for each hazard scenario, including all likely dangers, their location, potential, damaging capacity, and in the event of accidents, dangerous occurrences, emergencies, and catastrophes occurring in or affecting the jurisdiction at any moment.
- An emergency response team including a site main controller, an incident controller, a first aid team, a firefighting team, a communications team, and teams for electricity and utilities is on the scene.
- The duties and responsibilities of the emergency response team's main members and their replacements.

- The emergency control center's bare minimal infrastructural requirements.
- A list of regulatory organizations along with contact information.
- A list of the phone numbers and addresses of nearby hospitals.
- On site emergency plan updating at regular interval.
- Safety audit conducting at regular interval and compliance of findings.

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

No such incident has being reported/informed to us. The Company provides awareness and training to the farmers to ensure proper and safe handling and uses of agrochemical products.

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

8. How many Green Credits have been generated or procured?

a	By the listed entity	Nil
b	By the top ten (in terms of value of purchases and sales, respectively) value chain partners	Nil

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.

The Company is affiliated with six (6) trade and industry chambers/associations.

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	Bombay Chamber of Commerce and Industry	State
2	Crop Care Federation of India	National

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 (Contd.)

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National/International)
3	Pesticides Manufacturers & Formulators Association of India	National
4	CHEMEXCIL – Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
5	Hindustan Pesticides Manufacturer's Association	National
6	Indian Bunts Chamber of Commerce & Industry	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.

Sr. No.	Name of authority	Brief of the case	Corrective action taken
Not Applicable. Since we did not obtain any such unfavorable directives from regulatory bodies about any matter involving anti-competitive behaviour, no such corrective action was undertaken.			

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link,if available
Nil					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Not Applicable. Currently the Company has not undertaken Social Impact Assessments (SIA) of the Project in the current financial year.						

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 ₹)
Not Applicable						

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

The Grievance Redressal Mechanism (GRM), which gives us the social license to run and carry out programmes for community initiative, is an essential element of ensuring our solid relationship with the community. We have employed local staff members who frequently visit the neighborhood and engage with residents to learn about and address community problems as part of our grievance redress procedure. These interactions indicate that we are not currently aware of any particular community complaints.

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

Particulars	FY (2024-25)	PY (2023-24)
Directly sourced from MSMEs/small producers	14.33%	17.21%
Sourced directly from within the district and neighboring districts	72.75%	75.23%

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:

Particulars	FY (2024-25)	PY (2023-24)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	-	-
ii) Total Wage Cost	73.39	65.81
iii) % of Job creation in Rural areas	-	-
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	-	-
ii) Total Wage Cost	73.39	65.81
iii) % of Job creation in Semi-Urban areas	-	-
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	41.74	43.25
ii) Total Wage Cost	73.39	65.81
iii) % of Job creation in Urban areas	56.88%	65.72%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	31.65	22.56
ii) Total Wage Cost	73.39	65.81
iii) % of of Job creation in Metropolitan area	43.12	34.28%

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

Sr. No.	Details of negative social impact identified	Corrective action taken
	Not Applicable	

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

Sr.No.	State	Aspirational District	Amount spent (In ₹)
No CSR projects undertaken by the Company in designated aspirational districts as identified by government bodies			

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

No

b	From which marginalized/vulnerable groups do you procure?	Not Applicable
c	What percentage of total procurement (by value) does it constitute?	Not Applicable

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

Sr.No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

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

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

6. Details of beneficiaries of CSR Projects:

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable as No CSR projects undertaken by the Company in designated aspirational districts as identified by government bodies			

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

Essential Indicators

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

We have a procedure in place to handle customer complaints based on the severity of complaints. Additionally, we have a feedback mechanism in place through which we continuously improve our system. Any customer having any complaints can email at sales@heranba.com

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY (2024-25)			PY (2023-24)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
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	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. Does the entity have a framework/policy on cyber security and risks related to data privacy?

We do not have any formal policy/framework. However we have Frontline fire work and data backup plan.

If available, provide a web-link of the policy

Not Applicable

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.

There was no incidents during the fiscal year 2024-25

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	No impact

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

Information related to all the products and services provided by the organization are available on the www.heranba.co.in

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

The Usage and Safety Instructions are mentioned on the Product Packaging as per the prevailing Laws/Guideline issued by the Government.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws?

No

If yes, provide details in brief

Not Applicable

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole?

Yes