



# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

## VSME SUSTAINABILITY REPORT

Year 2025-26

(From April 2025 to March 2026)

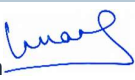
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Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals

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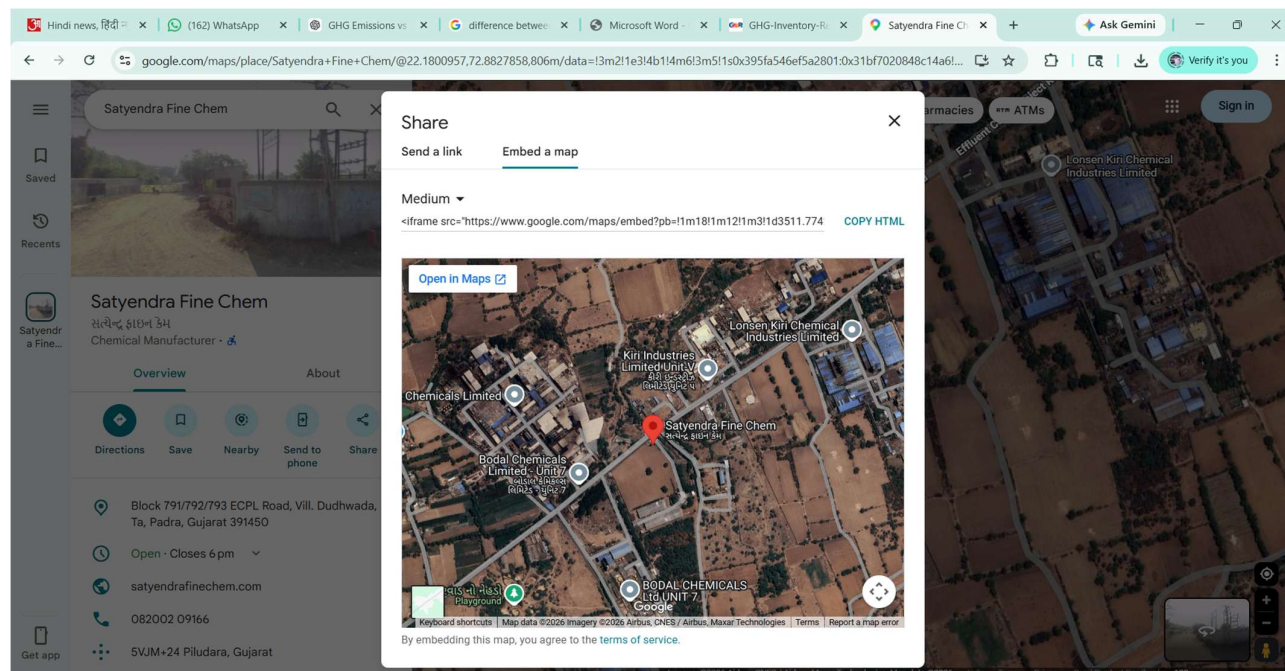
Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

## 2. Reporting Period: Year 2025-26 (From April 2025 to March 2026)

## 3. Organization and Location

**Site :** Block No. 791/792/79 E.C.P.L.Road,Dudhwada, Tal: Padra Dist: Vadodara-391450



longitude and latitude: 22.18150, 72.88569

## 4. Reporting Boundary

This Sustainability Report covers Satyendra Fine Chem's manufacturing facility and activities under its operational control for FY 2025-26 (1 April 2025 to 31 March 2026). The boundary includes production, employees and contract workforce, electricity and fuel consumption, water and wastewater, emissions, waste, raw materials and packaging, occupational health and safety, human rights, ethics, procurement and applicable legal compliance activities.

## 5. Exclusions:

No controlled manufacturing site, employee population or major operational activity has been intentionally excluded. Activities outside the Company's direct operational control, including independent supplier operations, third-party transportation, customer operations and downstream product use, are outside the operational boundary unless specifically quantified elsewhere. Scope 3 GHG emissions have not been quantified for FY 2025-26 and require separate screening/materiality assessment.

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## 6. Scope

At Satyendra Fine Chem, we are used to working with all types of. Exceptional quality is the foundation of our company and is the driving force behind all decisions; whether it is which materials to purchase or to provide complete technical assistance to our customers. We work in a highly competitive field, so we're constantly investing in technology and research to make sure we stay ahead of the curve. Our commitment to quality guarantees our success and your satisfaction.

The scope includes chemical manufacturing and processing, raw material and chemical storage, utilities, maintenance, laboratory activities, wastewater treatment, waste management, energy and emissions, water consumption, occupational health and safety, employees and contract workers, human rights, business ethics, regulatory compliance, and relevant supply-chain activities under the organization's operational control.

## 7. Reporting Methodology

The sustainability information in this report has been compiled for FY 2025–26 using available operational records, utility bills, production records, waste records, statutory records, HR records, safety records and other relevant documents.

Quantitative data has been calculated using applicable standard conversion factors and established calculation methods. Where direct data was not available, reasonable estimates have been used and identified accordingly.

The reported information covers activities within the organization's defined reporting boundary and has been reviewed for accuracy, consistency and completeness.

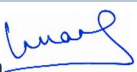
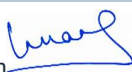
## 8. Reporting Framework

Satyendra Fine Chem has prepared its sustainability and ESG information for the financial year **2025–26**, covering the period from **1 April 2025 to 31 March 2026**.

The report is structured to support the organization's Eco Vadis sustainability assessment and is aligned, where applicable, with recognized sustainability reporting principles and relevant GRI Standards.

The reporting boundary covers the organization's operations and activities under its defined **organizational and operational control**. The reporting boundary, significant exclusions and limitations are documented to ensure transparency and consistency.

Environmental performance information includes energy consumption, greenhouse gas emissions, water consumption, waste management, pollution prevention and resource efficiency. Social information includes occupational health and safety, employee-related practices, training and relevant labor and human-rights considerations. Governance and ethics information includes business ethics, compliance and anti-corruption practices. Sustainable procurement information covers relevant supplier and responsible sourcing practices.

|                                                                                                |                                                                                                   |                                                                                                  |              |
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GHG emissions for FY 2025–26 are calculated using documented activity data and applicable emission factors. **Scope 1 and Scope 2 emissions are included within the defined inventory boundary. Scope 3 emissions are excluded from the current GHG inventory, and the exclusion is documented as part of the organization's GHG methodology and reporting limitations.**

Actual FY 2025–26 operational data is used wherever available. Where estimation is necessary, the applicable assumptions, calculation methodology and estimation approach are documented. Data is reviewed by responsible personnel before consolidation and reporting.

The organization maintains supporting records and evidence for reported sustainability indicators, including energy and utility records, production records, waste records, GHG calculation sheets, training records, policies, procedures, objectives and performance monitoring records.

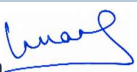
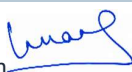
The information presented in this report represents the organization's sustainability performance for the stated reporting period and reporting boundary. Any limitations, exclusions or significant assumptions are disclosed to support transparency and facilitate review by external assessment bodies such as Eco Vadis.

### VSME Sustainability Reporting Standard

- Companies Act, 2013 — where applicable
- Environment (Protection) Act, 1986
- Air (Prevention and Control of Pollution) Act, 1981
- Water (Prevention and Control of Pollution) Act, 1974
- Hazardous and Other Wastes Rules, 2016
- Solid Waste Management Rules, 2016
- Occupational Safety, Health and Working Conditions Code, 2020, as applicable
- Applicable CPCB/SPCB requirements
- ISO 9001, ISO 14001 and ISO 45001, if certified/implemented

### 9. Data Limitations and Assumptions

Sustainability data has been compiled from available operational, utility, HR, safety, waste and statutory records for FY 2025–26. Where direct data was unavailable, reasonable estimates and standard conversion factors have been used. Any significant assumptions or data limitations are identified where applicable. The organization will continue to improve data accuracy and completeness in future reporting periods.

|                                                                                                |                                                                                                   |                                                                                                  |              |
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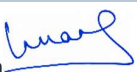
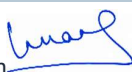
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### 10.0 Company Profile

Started in 1982 with name of SATYENDRA CHEMICAL at Vasad, Vadodara, under leadership of Ashwin Patel. At beginning stage, we are manufacturing sulphuric acid, hydrochloric acid, nitric acid in laboratory reagent, analytical reagent and chemically pure grade with one distillation plant. From beginning saga of success reached to erection of big plant with name SATYENDRA FINE CHEM at Dudhwada, Padra, Vadodara in 2008. Now we have 7X10 plants dedicate for each product. Our asset is not sophisticated utilities or plant but our asset is our competent team of employee. Now we have new young leadership Priyank Patel as partner who completed his master at UK. For us quality is not destination but it is a journey. SFC is committed to satisfy customer by focusing on quality and timely delivery. We are also committed to increase our capacity with new design and technology up gradation in process of distillation to walk with competitive market. We are also committed for the preservation of natural resources dedicated to mother earth. We have 24 hours running ETP plant to process industrial waste.

#### 10.1 Product

1. Hydrochloric Acid
2. Nitric Acid
3. Sulphuric Acid
4. Hydrofluoric Acid
5. Hydrogen Peroxide
6. Perchloric Acid
7. O- Phosphoric Acid

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## 10.3 Number of employees: 64

## 10.4 Production Capacity

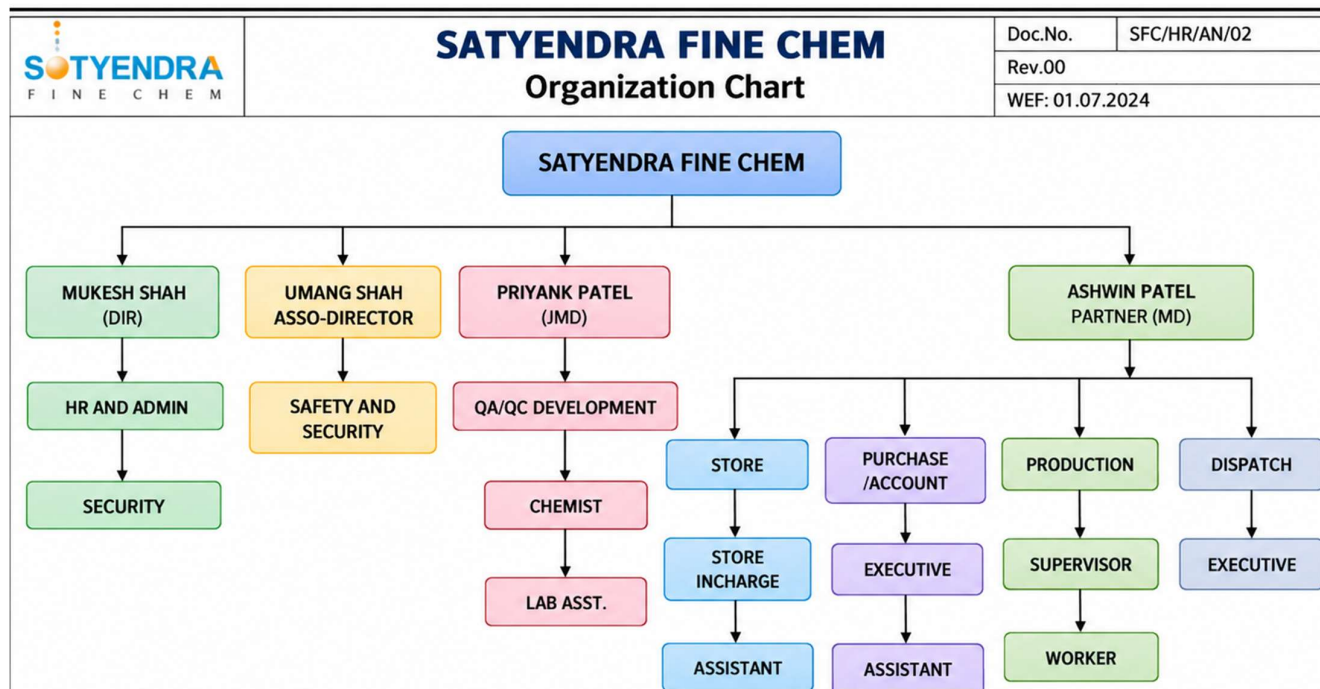
| Product                                                                                                                           | Capacity       |
|-----------------------------------------------------------------------------------------------------------------------------------|----------------|
| Purified Sulphuric Acid, HCL, Nitric , Hydrofluoric Acid, Perchloric Acid, Hydrogen Peroxide and Phosphoric Acid of various grade | 5,940 MT/ Year |
| Ammonia Liquir solutions, Potassium Hydroxide solution Sodium Hydroxide Solution of various Grade                                 | 1200 MT/Year   |
| DM Water                                                                                                                          | 1800 MT/Year   |

## 10.5 Production capacity/volume

| KPI                                     | FY 2025-26    |
|-----------------------------------------|---------------|
| Installed production capacity (MT/year) | 8,940 MT      |
| Actual production (MT)                  | 2,943.1431 MT |
| Capacity utilization (%)                | 32.92%        |
| Electricity consumption (kWh)           | 706,092       |
| Electricity intensity (kWh/MT)          | 239.90        |
| Water consumption (KL)                  | 2,212         |
| Water intensity (KL/MT)                 | 0.752         |
| GHG emissions (tCO <sub>2</sub> e)      | 575.49        |
| GHG intensity (tCO <sub>2</sub> e/MT)   | 0.196         |

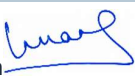
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## 10.6 Organizational structure



## 10.7 Business activities and value chain

- Business Activities:** The organization is engaged in the manufacturing, processing, packing, storage and supply of inorganic chemical products, including related laboratory, maintenance, utility and waste management activities.
- Value Chain:** The upstream value chain includes raw material, packaging, energy, water and service suppliers. The downstream value chain includes product storage, transportation, distributors/customers and end users, as applicable. Sustainability considerations are addressed across relevant stages of the value chain.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

## 11. SUSTAINABILITY STRATEGY & GOVERNANCE

### 11.1 Sustainability vision and objectives

- **Vision:** To be a global leader in acid manufacturing, recognized for product excellence, sustainable innovation, and responsible business practices. We aim to set industry benchmarks in quality, safety, and environmental performance, while empowering people and communities to thrive. By embracing ESG values, we envision a future where industrial growth and sustainability go hand in hand
- **Mission:** We deliver high-quality acid products with a strong commitment to safety, sustainability, and innovation. Guided by ESG principles, we minimize environmental impact, protect our people and communities, and uphold integrity in all our operations. Our goal is to create lasting value while enabling a cleaner, safer, and more sustainable future.

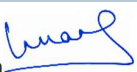
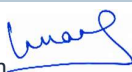
- **Objectives:**

- Reduce energy consumption and greenhouse gas emissions.
- Improve water and resource efficiency.
- Minimize waste and prevent pollution.
- Ensure safe handling and responsible management of chemicals.
- Protect employee health, safety and human rights.
- Promote responsible sourcing and sustainable supply-chain practices.
- Maintain legal compliance and strong business ethics.
- Continuously improve sustainability performance.

### 11.2 ESG priorities

**The organization's key ESG priorities are:**

- Environmental: Energy efficiency, GHG emission reduction, water conservation, pollution prevention, responsible chemical and waste management.
- Social: Occupational health & safety, employee welfare, human rights, training, diversity and community engagement.
- Governance: Legal compliance, business ethics, anti-corruption, responsible procurement, risk management and transparent reporting.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 11.3 Management responsibility

Top Management is responsible for establishing the organization's sustainability direction, objectives and priorities. Management ensures compliance with applicable legal requirements, provides necessary resources, monitors ESG performance and promotes continual improvement in environmental, social and governance practices.

### 11.4 Sustainability / ESG Governance

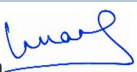
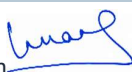
Top Management oversees the organization's ESG and sustainability performance. Relevant department heads are responsible for implementing ESG initiatives, collecting and monitoring sustainability data, ensuring legal compliance, identifying risks and reporting performance to Top Management. Sustainability responsibilities are integrated into routine management and operational processes.

### 11.5 Roles and Responsibilities

- Top Management: Set sustainability objectives, provide resources and review ESG performance.
- EHS: Manage environmental, health & safety performance, compliance, emissions, waste and sustainability data.
- HR: Manage employee welfare, training, human rights and workplace practices.
- Production & Maintenance: Improve resource efficiency, energy performance and safe operations.
- Purchase: Promote responsible sourcing and supplier evaluation.
- Finance & Administration: Maintain relevant records and support ESG reporting.
- All Employees: Follow sustainability, safety, environmental and ethical requirements.

### 11.6 Stakeholder Engagement

The organization engages with relevant stakeholders including employees, customers, suppliers, contractors, regulatory authorities, local communities and management through meetings, feedback, consultations, training and other communication channels. Stakeholder concerns and expectations are considered in business decisions and sustainability initiatives, where relevant.

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| Sr. No. | Interested Party / Stakeholder | Needs & Expectations                                             | Relevant IMS Requirement        | Method of Engagement                | Frequency             | Responsible Person        | Record / Evidence                     |
|---------|--------------------------------|------------------------------------------------------------------|---------------------------------|-------------------------------------|-----------------------|---------------------------|---------------------------------------|
| 1       | Customers                      | Quality products, timely delivery, competitive price, compliance | Quality & Customer Satisfaction | Customer meetings, feedback, emails | As required           | Sales / Quality           | Customer Feedback, Meeting Minutes    |
| 2       | Employees                      | Safe workplace, fair treatment, training, welfare                | OH&S, Quality                   | Meetings, toolbox talks, training   | Monthly / As required | HR / EHS                  | Training Records, Meeting Minutes     |
| 3       | Suppliers                      | Clear requirements, timely payments, cooperation                 | Quality & Procurement           | Supplier meetings, emails           | As required           | Purchase                  | Supplier Evaluation, Meeting Records  |
| 4       | Contractors                    | Safe working conditions, clear work requirements                 | OH&S                            | Contractor meetings, induction      | As required           | EHS                       | Induction & Meeting Records           |
| 5       | Regulatory Authorities         | Legal compliance, permits, statutory returns                     | Legal & Compliance              | Communication, inspections          | As required           | Management / EHS          | Licences, Returns, Inspection Reports |
| 6       | Local Community                | Environmental protection, safety, responsible operations         | Environment & OH&S              | Communication / meetings            | As required           | Management                | Meeting / Complaint Records           |
| 7       | Top Management                 | Business performance, risks, compliance, continual improvement   | All IMS Requirements            | Management Review Meetings          | Quarterly / Annual    | Management Representative | Management Review Minutes             |
| 8       | Certification Body             | Effective implementation and compliance with standards           | ISO 9001/14001/45001            | Audit & communication               | Annual / As required  | IMS Coordinator           | Audit Reports                         |
| 9       | Government / Local Bodies      | Compliance with applicable laws and regulations                  | Legal Compliance                | Official communication              | As required           | Management / EHS          | Correspondence / Approvals            |
| 10      | Emergency Services             | Emergency preparedness and effective response                    | OH&S & Emergency Preparedness   | Coordination / mock drills          | As required           | EHS                       | Mock Drill Records                    |

|                             |                                |                             |               |
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## 11.7 Material Sustainability Topics

Based on the nature and impacts of inorganic chemical manufacturing, the organization's key material sustainability topics include:

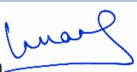
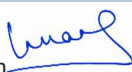
- Energy consumption and GHG emissions
- Water consumption and wastewater management
- Chemical safety and pollution prevention
- Hazardous and non-hazardous waste management
- Occupational health and safety
- Employee welfare, training and human rights
- Responsible sourcing and supply-chain management
- Legal and environmental compliance
- Business ethics and anti-corruption
- Resource efficiency and sustainable production

## 11.8 Sustainability Targets and Action Plans

The organization has established sustainability targets focused on reducing environmental impacts, improving resource efficiency and strengthening social and governance performance.

- Energy & GHG: Improve energy efficiency and progressively reduce GHG emissions.
- Water: Reduce water consumption and increase water reuse.
- Waste: Minimize waste generation and improve recycling/recovery.
- Pollution: Prevent chemical releases and reduce air emissions.
- Health & Safety: Achieve zero fatalities and reduce workplace incidents.
- People: Improve employee training, welfare and awareness.
- Governance: Maintain legal compliance, ethical business practices and responsible procurement.

Progress against these targets is monitored periodically by management and improvement actions are implemented where required.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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|    | Aspect / Area                | Objective                               | Approved Target                                              | KPI / Measurement                         | Responsibility       | Target Period | Monitoring Frequency | Status / Evidence         |
|----|------------------------------|-----------------------------------------|--------------------------------------------------------------|-------------------------------------------|----------------------|---------------|----------------------|---------------------------|
| 1  | Production                   | Improve production capacity utilization | Achieve $\geq 50\%$ utilization                              | Actual Production / Capacity $\times 100$ | Production Head      | FY 2026-27    | Monthly              | Production Report         |
| 2  | Energy                       | Improve energy efficiency               | Reduce electricity intensity by $5\%$ from baseline          | kWh / MT                                  | Production / EHS     | FY 2026-27    | Monthly              | Energy Consumption Record |
| 3  | Water                        | Reduce water consumption                | Reduce water intensity by $5\%$ from baseline                | KL / MT                                   | EHS / Maintenance    | FY 2026-27    | Monthly              | Water Consumption Record  |
| 4  | Waste                        | Increase waste recycling                | Achieve $\geq 90\%$ recyclable waste recovery                | Recycled Waste / Total Waste $\times 100$ | EHS                  | FY 2026-27    | Monthly              | Waste Register            |
| 5  | Hazardous Waste              | Ensure safe disposal of hazardous waste | <b>100%</b> disposal through authorized agencies             | % authorized disposal                     | EHS                  | FY 2026-27    | Quarterly            | Disposal Records          |
| 6  | Air Emissions                | Control air emissions                   | <b>100% compliance</b> with applicable emission requirements | Compliance %                              | EHS                  | FY 2026-27    | Quarterly            | Monitoring Reports        |
| 7  | Occupational Health & Safety | Reduce workplace incidents              | <b>Zero major accidents</b>                                  | No. of major accidents                    | EHS / Management     | FY 2026-27    | Monthly              | Incident Register         |
| 8  | Training                     | Improve employee competency             | Minimum <b>2 relevant trainings/employee/year</b>            | Training hours / employee                 | HR / EHS             | FY 2026-27    | Quarterly            | Training Records          |
| 9  | Customer Satisfaction        | Improve customer satisfaction           | Maintain $\geq 90\%$ satisfaction                            | Customer Satisfaction %                   | Quality / Sales      | FY 2026-27    | Quarterly            | Feedback Records          |
| 10 | Quality                      | Reduce product rejection                | Reduce rejection/rework by $5\%$ from baseline               | Rejection %                               | Quality / Production | FY 2026-27    | Monthly              | NCR / Rejection Register  |
| 11 | Legal Compliance             | Maintain statutory compliance           | <b>100% compliance</b> with applicable legal requirements    | Compliance %                              | EHS / Management     | FY 2026-27    | Quarterly            | Legal Compliance Register |
| 12 | Continual Improvement        | Implement improvement initiatives       | Minimum <b>4 improvement actions/year</b>                    | No. of completed actions                  | IMS Coordinator      | FY 2026-27    | Quarterly            | Improvement Records       |

|                             |                                |                             |               |
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## 12.0 ENVIRONMENT

### 12.1 Climate Change & GHG Emissions

The organization recognizes climate change as a key sustainability issue and is committed to reducing Greenhouse gas (GHG) emissions from its inorganic chemical manufacturing operations. The organization monitors electricity and fuel consumption and assesses relevant Scope 1 and Scope 2 GHG emissions. Actions include improving energy efficiency, reducing fuel consumption, increasing renewable energy use where feasible, optimizing processes and promoting energy-conscious practices. GHG performance is reviewed periodically, with opportunities for further emission reduction identified as part of continual improvement.

### 12.2 Climate change risks and opportunities

The organization assesses climate-related risks and opportunities relevant to its inorganic chemical manufacturing operations.

#### Key Risks:

Extreme heat, water scarcity, heavy rainfall/flooding, disruption of raw material and energy supply, increased energy costs, and changing environmental regulations.

#### Key Opportunities:

Energy efficiency, renewable energy, water reuse, resource-efficient production, Waste reduction, cleaner technologies and improved environmental performance.

Climate-related risks and opportunities are considered in operational planning and sustainability initiatives.

### 12.3 Climate-related impacts on business

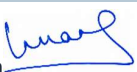
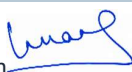
Climate change may affect the organization's operations through extreme heat, water availability, heavy rainfall, energy price fluctuations and supply-chain disruptions. These factors may impact production efficiency, operating costs, raw material availability and worker safety.

The organization addresses these impacts through energy and water efficiency, emergency preparedness, resource conservation, supplier management and continual improvement of environmental performance.

### 12.4 Energy consumption

The organization monitors energy consumption from purchased electricity and fuels used in manufacturing, utilities, material handling and other operational activities. Energy performance is reviewed periodically to identify opportunities for efficiency improvement.

The organization aims to reduce energy consumption and GHG emissions through process optimization, energy-efficient equipment, preventive maintenance, renewable energy and employee awareness.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 12.5 Renewable energy

The organization promotes the use of renewable energy to reduce dependence on conventional energy sources and GHG emissions. Opportunities such as solar power, renewable electricity procurement and other suitable renewable energy solutions are evaluated based on technical and economic feasibility. The organization aims to progressively increase the share of renewable energy in its total energy consumption.

### 12.6 Scope 1 GHG Emissions

Scope 1 emissions are direct GHG emissions from sources owned or controlled by the organization, such as fuel combustion in boilers, generators, vehicles and other manufacturing equipment. Relevant emissions are calculated using applicable emission factors.

### 12.7 Scope 2 GHG Emissions

Scope 2 emissions are indirect GHG emissions from purchased electricity consumed by the organization's manufacturing facility and other operations. Emissions are calculated based on electricity consumption and applicable grid emission factors.

### 12.8 Scope 3 GHG Emissions

Scope 3 GHG emissions have not yet been quantified. The organization currently reports Scope 1 and Scope 2 emissions and plans to assess relevant Scope 3 categories based on data availability and materiality.

### 12.9 GHG Emission Intensity

GHG emission intensity represents the organization's GHG emissions relative to its production output. It is calculated as:

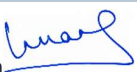
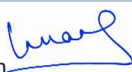
**GHG Emission Intensity = Total Scope 1 + Scope 2 GHG Emissions ÷ Total Production**

The result is reported as tCO<sub>2</sub>e per tonne of finished inorganic chemical product. The organization monitors this indicator to assess emission performance and identify opportunities for improvement.

### 12.10 GHG Reduction Initiatives

The organization is implementing and evaluating initiatives to reduce GHG emissions, including:

- Improving energy efficiency of production equipment and utilities.
- Optimizing manufacturing processes to reduce energy consumption.
- Increasing the use of renewable energy, such as solar power.
- Reducing fuel consumption through efficient equipment and operations.
- Preventive maintenance of energy-consuming equipment.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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- Promoting energy conservation awareness among employees.
- Monitoring GHG emissions and identifying further reduction opportunities.

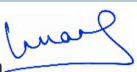
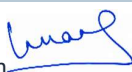
## 12.11 Climate Targets

The organization has established the following climate-related targets:

- Reduce energy consumption and GHG emission intensity per tonne of product.
- Increase the share of renewable energy in total energy consumption.
- Improve energy efficiency of production and utility equipment.
- Reduce fuel consumption and associated Scope 1 emissions.
- Monitor and progressively reduce Scope 1 and Scope 2 GHG emissions.
- Review climate performance annually and establish further reduction targets based on performance and feasibility.

## 12.12 Data of Environment and GHG Calculation

| KPI                                               | FY 2025–26 |
|---------------------------------------------------|------------|
| Electricity consumption (kWh)                     | 706092     |
| Renewable electricity (kWh)                       | 0000       |
| Diesel consumption (Liter)                        | 25873      |
| Petrol consumption (Liter)                        | 254        |
| Natural gas consumption                           | 00         |
| LPG consumption                                   | 00         |
| Scope 1 emissions (tCO <sub>2</sub> e)            | 69.93      |
| Scope 2 emissions (tCO <sub>2</sub> e)            | 505.56     |
| Total GHG emissions                               | 575.49     |
| GHG intensity (tCO <sub>2</sub> e)/Ton Production | 0.196      |

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## SATYENDRA FINE CHEM GHG EMISSIONS CALCULATION SHEET - FY 2025-26

|                  |                         |
|------------------|-------------------------|
| Document No.     | SFC/ENV/GHG/01          |
| Rev.             | 0                       |
| WEF              | 01.04.2025              |
| Reporting Period | 01.04.2025 - 31.03.2026 |

| Scope   | Energy Source         | Consumption | Unit   | Emission Factor (kgCO <sub>2</sub> e/unit) | Calculated Emissions (tCO <sub>2</sub> e) | Emission Unit      |
|---------|-----------------------|-------------|--------|--------------------------------------------|-------------------------------------------|--------------------|
| Scope 2 | Purchased Electricity | 706,092.00  | kWh    | 0.72                                       | 508.39                                    | tCO <sub>2</sub> e |
| Scope 1 | Diesel                | 25,873.00   | litres | 2.68                                       | 69.34                                     | tCO <sub>2</sub> e |
| Scope 1 | Petrol                | 254.00      | litres | 2.31                                       | 0.59                                      | tCO <sub>2</sub> e |
| TOTAL   |                       |             |        |                                            | 578.32                                    | tCO <sub>2</sub> e |

### Energy Cross-Check

| Energy Source         | Consumption | Unit   | Conversion Factor (kWh/unit) | Energy | Energy Unit |
|-----------------------|-------------|--------|------------------------------|--------|-------------|
| Purchased Electricity | 706,092.00  | kWh    | 1                            | 706.09 | MWh         |
| Diesel                | 25,873.00   | litres | 10.3                         | 266.49 | MWh         |
| Petrol                | 254.00      | litres | 9.2                          | 2.34   | MWh         |
| TOTAL                 |             |        |                              | 974.92 | MWh         |

### GHG Intensity

|                     |            |                       |
|---------------------|------------|-----------------------|
| Production          | 2,943.1431 | MT                    |
| Total GHG Emissions | 578.32     | tCO <sub>2</sub> e    |
| GHG Intensity       | 0.1965     | tCO <sub>2</sub> e/MT |

### Key Information

|                         |                                                                                            |
|-------------------------|--------------------------------------------------------------------------------------------|
| Reporting Period        | 01.04.2025 - 31.03.2026                                                                    |
| Organizational Boundary | Operational control approach                                                               |
| Scopes Covered          | Scope 1 (Direct emissions) and Scope 2 (Energy indirect emissions)                         |
| Activity Data Source    | Electricity bills, diesel and petrol purchase records                                      |
| Emission Factor Source  | Emission factors as per GHG Protocol / DEFRA / CEA (India) or equivalent recognized source |
| GWP Reference           | IPCC latest (100-year time horizon)                                                        |
| Exclusions              | No significant sources excluded, except Scope 3 (not included in this sheet)               |

### Uncertainty Statement

The GHG emissions presented in this calculation are based on available activity data and applicable emission factors for the reporting period FY 2025-26. Reasonable care has been taken to ensure the accuracy and completeness of the data. Minor uncertainties may arise from measurement accuracy, meter readings, fuel consumption records, estimation of activity data, and variations in applicable emission factors. These uncertainties are not expected to materially affect the reported overall GHG emissions.

### Calculation Formula

GHG Emissions (tCO<sub>2</sub>e) = Consumption × Emission Factor ÷ 1,000

### Units

Consumption: kWh / litres  
Emission Factor: kgCO<sub>2</sub>e per unit  
Calculated Emissions: tCO<sub>2</sub>e (metric tonnes of CO<sub>2</sub> equivalent)  
Energy: MWh (1 MWh = 1,000 kWh)  
Production: MT (metric tonnes)

### Prepared By

Prashant Thakur  
Quality Head

### Reviewed By

Priyank Patel  
Partner - Technical

### Approved By

Umang Shah  
Partner - Admin

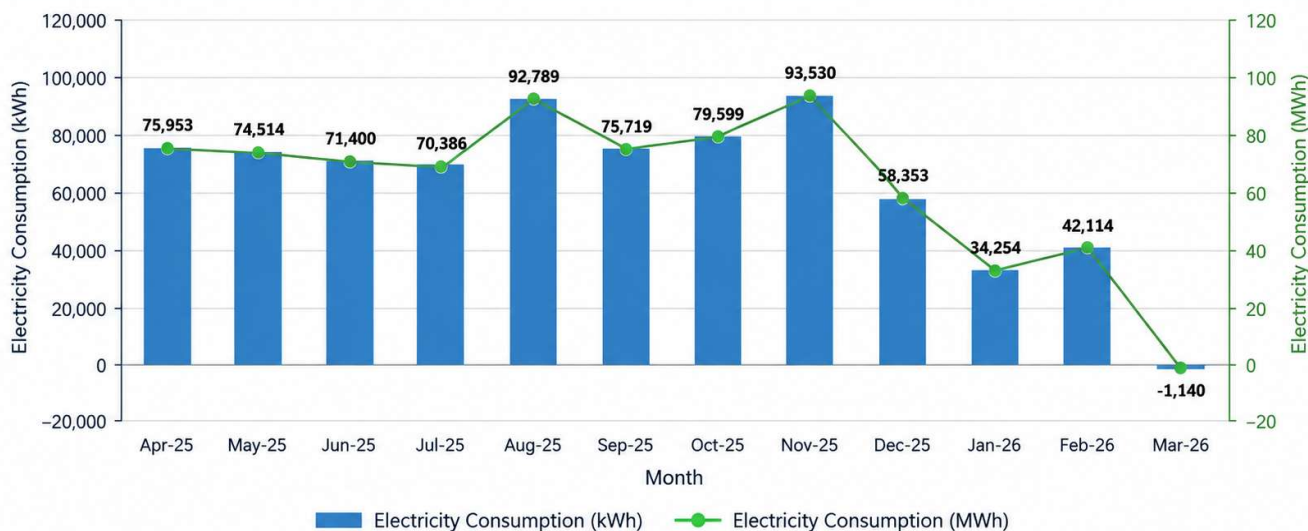
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## Monthly Electricity Consumption – FY 2025–26



**Total Electricity Consumption (FY 2025–26)**  
**697,085 kWh (697.085 MWh)**

**Note:** Electricity consumption data is based on monthly electricity records/bills for FY 2025–26. The March 2026 value of –1,140 kWh represents an accounting/billing adjustment and has been included in the annual total.

Note- Grid electricity consumption decreased significantly starting in March due to the commissioning of the rooftop solar power generation system. Because the billing for this solar generation began in March, the full financial and operational benefits are reflected in the results for Fiscal Year 2026–27 (FY26–27).

### GHG Verification:

The GHG inventory for FY 2025–26 has been reviewed/verified by a competent GHG professional trained in ISO 14064-1, ISO 14064-2 and ISO 14064-3 – Greenhouse Gas Accounting (GHG) Lead Verifier / Lead Validator. The verifier has successfully completed the relevant training course conducted by SGS India Pvt. Ltd.

**Competent GHG Verifier:** Prashant Thakur

**Qualification:** ISO 14064-1, ISO 14064-2 & ISO 14064-3 GHG Accounting – Lead Verifier / Lead Validator Training Course

**Training Provider:** SGS India Pvt. Ltd.

**Training Period:** 14–17 December 2024

**Certificate No.:** 156684716/179172595

|                             |                                |                             |               |
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## VSME SUSTAINABILITY REPORT

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### 12.13 Energy Management

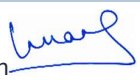
The company is committed to responsible and efficient management of energy resources across its operations. Energy consumption is monitored regularly, with emphasis on improving energy efficiency, reducing unnecessary consumption, and minimizing associated greenhouse gas emissions.

The company shall:

- Monitor electricity and other significant energy consumption on a regular basis.
- Identify significant energy-consuming processes, equipment and activities.
- Implement energy-efficiency measures such as preventive maintenance, efficient equipment operation, LED lighting and optimized production practices.
- Promote awareness among employees regarding energy conservation.
- Evaluate opportunities for renewable energy and lower-carbon energy sources where technically and economically feasible.
- Establish and review energy-related objectives and targets as appropriate.
- Track energy consumption and relevant intensity indicators to evaluate performance and improvement.

#### Management Commitment:

The company will continually improve its energy performance and integrate energy efficiency considerations into operational planning, equipment selection, maintenance and future investments.

| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 23 of 99 |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |

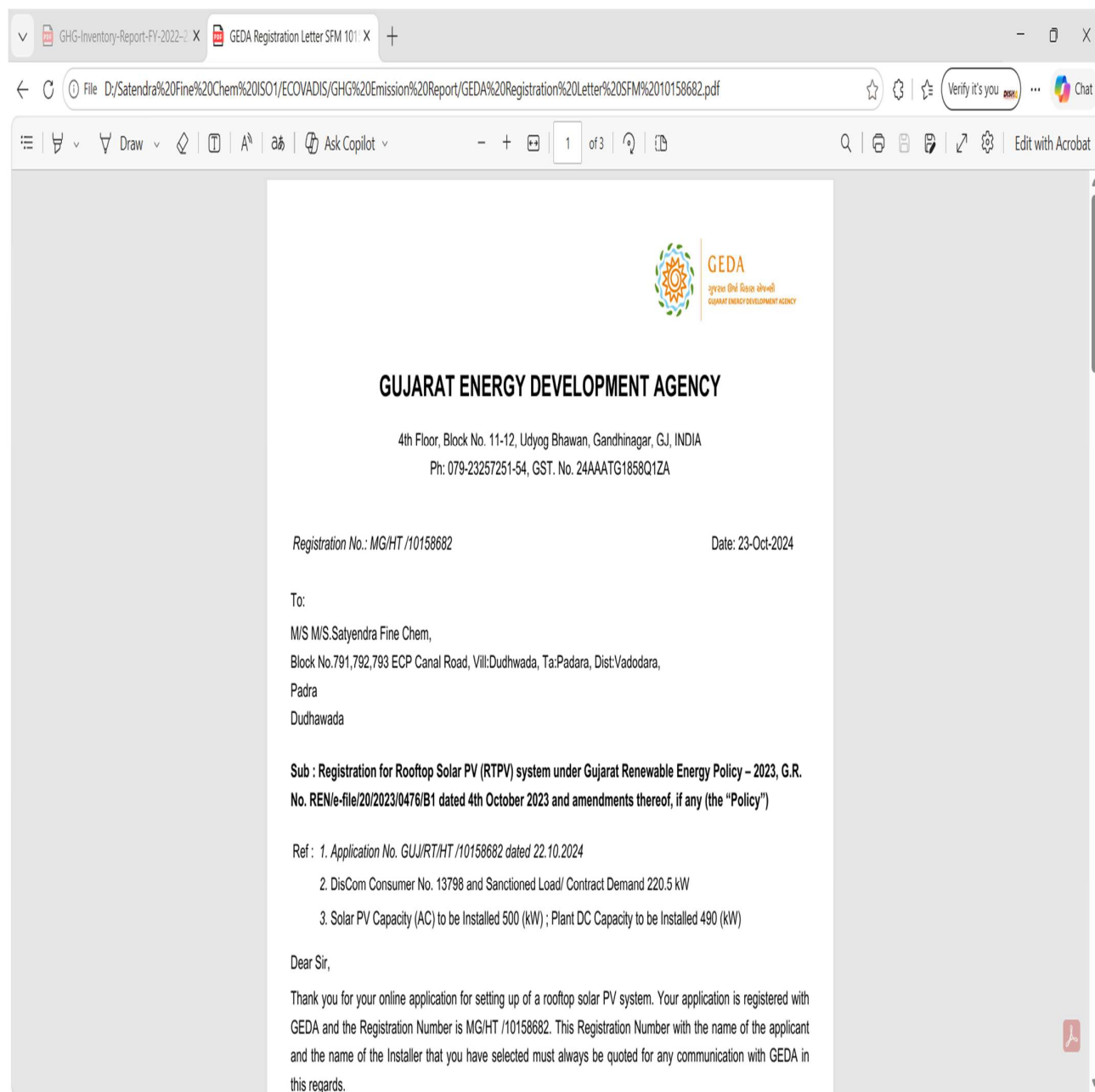


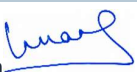
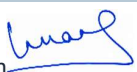
# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

## 12.14 Energy-saving initiatives

Solar PV Capacity (AC) to be Installed 500 (kW) ; Plant DC Capacity to be Installed 490(kW)



| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 24 of 99 |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
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| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |



# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

## Purchasing Invoice of Electric Car

GHG-Inventory-Report-FY-2022-23 X EV6 KIA Invoice.pdf X

File D:\Satendra\FineChem\20ISO1\ECOVADIS\GHG\20Emission\20Report\EV6\20KIA\20Invoice.pdf

Verify it's you Chat

1 of 1

Ask Copilot

Draw

1

of 1

Q

Edit with Acrobat

**Tax Invoice** (ORIGINAL FOR RECIPIENT)

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |  |                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Shree Gopinathji Motors Pvt. Ltd</b><br>Opp. Atladra Railway Station,<br>Padra Main Road, Atladra,<br>Vadodara<br>GSTIN/UIN: 24ABACS5115J1ZJ<br>State Name : Gujarat, Code : 24<br>CIN: U50400GJ2018PTC103004<br>E-Mail : accounts@gopinathjikia.in<br>Buyer (Bill to)<br><b>Priyank Shaileshkumar Patel</b><br>B-23 Reva Park, Behind Mahesh Complex<br>Waghodia Road, Vadodara<br>PAN/IT No : ANJPP6761F<br>State Name : Gujarat, Code : 24<br>Place of Supply : Gujarat |  | Invoice No.<br><b>82/2025-26</b><br>Dated<br><b>26-Apr-25</b><br>Reference No. & Date.<br><b>82/2025-26 dt. 26-Apr-25</b><br>Other References<br><b>DHRUPAD</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|

| Sl No.           | Description of Goods                                                                                                                 | HSN/SAC  | GST Rate | Quantity | Rate         | per | Discount     | Amount       |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------|----------|----------|----------|--------------|-----|--------------|--------------|
| 1                | EV6 GT-Line AWD KNAC481CRS5239721<br>EN NO : EM17S191991P<br>KEY NO : V0010<br>COLOUR : SNOW WHITE PEARL<br>HP : UNION BANK OF INDIA | 87038030 | 5 %      | 1 Nos    | 62,80,952.38 | Nos | 18,38,234.29 | 44,42,718.09 |
| Output CGST 2.5% |                                                                                                                                      |          |          |          |              |     |              | 1,11,067.95  |
| Output SGST 2.5% |                                                                                                                                      |          |          |          |              |     |              | 45,53,786.04 |
| TCS @ 1%         |                                                                                                                                      |          |          |          |              |     |              | 1,11,067.95  |
| Round Off        |                                                                                                                                      |          |          |          |              |     |              | 46,64,853.99 |
|                  |                                                                                                                                      |          |          |          |              |     |              | 46,648.54    |
|                  |                                                                                                                                      |          |          |          |              |     |              | 47,11,502.53 |
|                  |                                                                                                                                      |          |          |          |              |     |              | 0.47         |

|                             |                                |                             |               |
|-----------------------------|--------------------------------|-----------------------------|---------------|
| Prepared By:                | Approved By:                   | Issued By:                  | Page 25 of 99 |
| Umang Shah                  | Priyank Patel                  | Umang Shah                  |               |
| Designation: Partner- Admin | Designation: Partner-Technical | Designation: Partner- Admin |               |

## 13. Pollution Prevention- Monitoring and compliance

### 13.1 Noise Monitoring

| Location                    | Day Result | Day Limit | Night Result | Night Limit | Status   |
|-----------------------------|------------|-----------|--------------|-------------|----------|
| <b>Ambient Noise</b>        |            |           |              |             |          |
| Near Main Gate-1            | 63.6 dB(A) | 75 dB(A)  | 56 dB(A)     | 70 dB(A)    | Complied |
| Near Main Gate-2            | 61.9 dB(A) | 75 dB(A)  | 54 dB(A)     | 70 dB(A)    | Complied |
| <b>Work Place Noise</b>     |            |           |              |             |          |
| Inside Sulphuric Acid Plant | 66.3 dB(A) | 75 dB(A)  | 58.1 dB(A)   | 70 dB(A)    | Complied |
| Inside the HCL Plant        | 71.1 dB(A) | 75 dB(A)  | 59.3 dB(A)   | 70 dB(A)    | Complied |
| Inside the Nitric Plant     | 62.6 dB(A) | 75 dB(A)  | 53.2 dB(A)   | 70 dB(A)    | Complied |



## Noise Monitoring Results – FY 2025–26

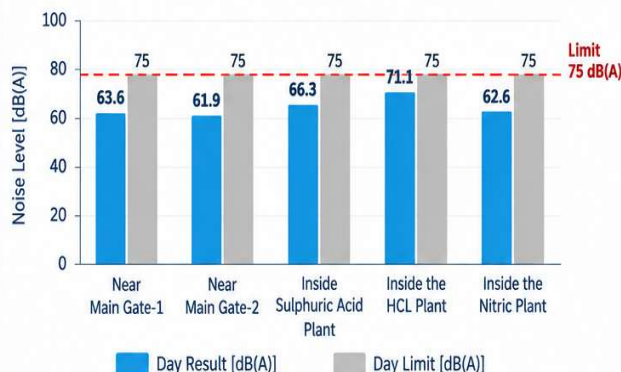
Ambient and Work Place Noise Levels



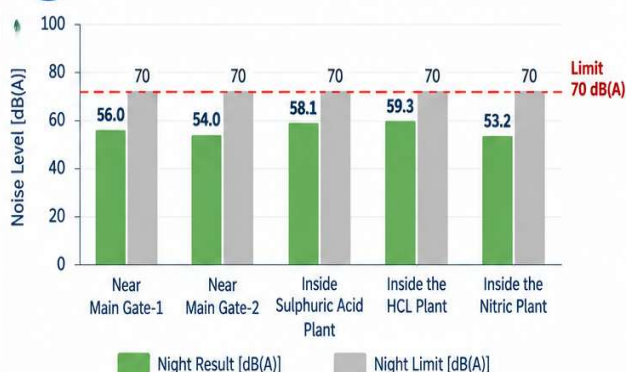
A Quieter Workplace  
for a Healthier Tomorrow



### Day Time Noise Levels



### Night Time Noise Levels



| Location                    | Day Result | Day Limit | Night Result | Night Limit | Status   |
|-----------------------------|------------|-----------|--------------|-------------|----------|
| <b>Ambient Noise</b>        |            |           |              |             |          |
| Near Main Gate-1            | 63.6 dB(A) | 75 dB(A)  | 56 dB(A)     | 70 dB(A)    | Complied |
| Near Main Gate-2            | 61.9 dB(A) | 75 dB(A)  | 54 dB(A)     | 70 dB(A)    | Complied |
| <b>Work Place Noise</b>     |            |           |              |             |          |
| Inside Sulphuric Acid Plant | 66.3 dB(A) | 75 dB(A)  | 58.1 dB(A)   | 70 dB(A)    | Complied |
| Inside the HCL Plant        | 71.1 dB(A) | 75 dB(A)  | 59.3 dB(A)   | 70 dB(A)    | Complied |
| Inside the Nitric Plant     | 62.6 dB(A) | 75 dB(A)  | 53.2 dB(A)   | 70 dB(A)    | Complied |



All noise levels are  
within applicable limits



Compliance with  
environmental and  
workplace safety requirements



We are committed to  
maintaining a safe, healthy  
and comfortable work  
environment



|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 26 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |



# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

## 13.2 Emission Monitoring Report

| Parameter                                              | Monitoring Location     | Result | Unit               | Permissible Limit | Status   |
|--------------------------------------------------------|-------------------------|--------|--------------------|-------------------|----------|
| <b>Scrubber</b>                                        |                         |        |                    |                   |          |
| NH <sub>3</sub>                                        | Ammonia Gas Scrubber    | 69     | mg/Nm <sup>3</sup> | 175               | Complied |
| HCL                                                    | HCL Gas Scrubber        | 7      | mg/Nm <sup>3</sup> | 20                | Complied |
| Nox                                                    | Nitric Gas Scrubber     | 10.3   | mg/Nm <sup>3</sup> | 25                | Complied |
| So <sub>2</sub>                                        | Sulphuric Gas Scrubber  | 21     | mg/Nm <sup>3</sup> | 40                | Complied |
| Acid Mist                                              | Sulphuric Gas Scrubber  | 30     | mg/Nm <sup>3</sup> | 50                | Complied |
| <b>DG Set</b>                                          |                         |        |                    |                   |          |
| PM                                                     | Stack of DG Set         | 53.3   | mg/Nm <sup>3</sup> | 150               | Complied |
| So <sub>2</sub>                                        | Stack of DG Set         | 24.7   | mg/Nm <sup>3</sup> | 100               | Complied |
| Nox                                                    | Stack of DG Set         | 8.9    | mg/Nm <sup>3</sup> | 50                | Complied |
| <b>Filling Area Ultra-Pure</b>                         |                         |        |                    |                   |          |
| PM 10                                                  | Filling Area Ultra-Pure | 50.1   | ug/Nm <sup>3</sup> | 100               | Complied |
| PM 2.5                                                 | Filling Area Ultra-Pure | 23.6   | ug/Nm <sup>3</sup> | 60                | Complied |
| So <sub>2</sub>                                        | Filling Area Ultra-Pure | 12.4   | ug/Nm <sup>3</sup> | 80                | Complied |
| Nox                                                    | Filling Area Ultra-Pure | 8.7    | ug/Nm <sup>3</sup> | 80                | Complied |
| <b>Work Place Monitoring Results -Laboratory</b>       |                         |        |                    |                   |          |
| PM 10                                                  | Laboratory              | 48.1   | ug/Nm <sup>3</sup> | 100               | Complied |
| PM 2.5                                                 | Laboratory              | 33.4   | ug/Nm <sup>3</sup> | 60                | Complied |
| So <sub>2</sub>                                        | Laboratory              | 20.8   | ug/Nm <sup>3</sup> | 80                | Complied |
| Nox                                                    | Laboratory              | 7.5    | ug/Nm <sup>3</sup> | 80                | Complied |
| <b>Ambient Aire Monitoring Results – Near Office</b>   |                         |        |                    |                   |          |
| PM 10                                                  | Near Office             | 42.1   | ug/Nm <sup>3</sup> | 100               | Complied |
| PM 2.5                                                 | Near Office             | 22.7   | ug/Nm <sup>3</sup> | 60                | Complied |
| So <sub>2</sub>                                        | Near Office             | 11.5   | ug/Nm <sup>3</sup> | 80                | Complied |
| Nox                                                    | Near Office             | 6.8    | ug/Nm <sup>3</sup> | 80                | Complied |
| <b>Ambient Aire Monitoring Results – Security Gate</b> |                         |        |                    |                   |          |
| PM 10                                                  | Security Gate           | 44.7   | ug/Nm <sup>3</sup> | 100               | Complied |
| PM 2.5                                                 | Security Gate           | 24.9   | ug/Nm <sup>3</sup> | 60                | Complied |
| So <sub>2</sub>                                        | Security Gate           | 16.1   | ug/Nm <sup>3</sup> | 80                | Complied |
| Nox                                                    | Security Gate           | 9.2    | ug/Nm <sup>3</sup> | 80                | Complied |

|                             |                                |                             |               |
|-----------------------------|--------------------------------|-----------------------------|---------------|
| Prepared By:                | Approved By:                   | Issued By:                  | Page 27 of 99 |
| Umang Shah                  | Priyank Patel                  | Umang Shah                  |               |
| Designation: Partner- Admin | Designation: Partner-Technical | Designation: Partner- Admin |               |



# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

| Parameter                                                  | Monitoring Location  | Result | Unit               | Permissible Limit | Status   |
|------------------------------------------------------------|----------------------|--------|--------------------|-------------------|----------|
| <b>Work Place Monitoring Results -HCL Acid Plant</b>       |                      |        |                    |                   |          |
| PM 10                                                      | HCL Acid Plant       | 55.9   | ug/Nm <sup>3</sup> | 100               | Complied |
| PM 2.5                                                     | HCL Acid Plant       | 32.1   | ug/Nm <sup>3</sup> | 60                | Complied |
| So2                                                        | HCL Acid Plant       | 23.2   | ug/Nm <sup>3</sup> | 80                | Complied |
| Nox                                                        | HCL Acid Plant       | 11.2   | ug/Nm <sup>3</sup> | 80                | Complied |
| <b>Work Place Monitoring Results -HCL Acid Plant</b>       |                      |        |                    |                   |          |
| PM 10                                                      | HCL Acid Plant       | 55.9   | ug/Nm <sup>3</sup> | 100               | Complied |
| PM 2.5                                                     | HCL Acid Plant       | 32.1   | ug/Nm <sup>3</sup> | 60                | Complied |
| So2                                                        | HCL Acid Plant       | 23.2   | ug/Nm <sup>3</sup> | 80                | Complied |
| Nox                                                        | HCL Acid Plant       | 11.2   | ug/Nm <sup>3</sup> | 80                | Complied |
| <b>Work Place Monitoring Results -Nitric Acid Plant</b>    |                      |        |                    |                   |          |
| PM 10                                                      | Nitric Acid Plant    | 44.5   | ug/Nm <sup>3</sup> | 100               | Complied |
| PM 2.5                                                     | Nitric Acid Plant    | 24.9   | ug/Nm <sup>3</sup> | 60                | Complied |
| So2                                                        | Nitric Acid Plant    | 21.2   | ug/Nm <sup>3</sup> | 80                | Complied |
| Nox                                                        | Nitric Acid Plant    | 9.7    | ug/Nm <sup>3</sup> | 80                | Complied |
| <b>Work Place Monitoring Results -Sulphuric Acid Plant</b> |                      |        |                    |                   |          |
| PM 10                                                      | Sulphuric Acid Plant | 49.8   | ug/Nm <sup>3</sup> | 100               | Complied |
| PM 2.5                                                     | Sulphuric Acid Plant | 30.6   | ug/Nm <sup>3</sup> | 60                | Complied |
| So2                                                        | Sulphuric Acid Plant | 21.2   | ug/Nm <sup>3</sup> | 80                | Complied |
| Nox                                                        | Sulphuric Acid Plant | 10.7   | ug/Nm <sup>3</sup> | 80                | Complied |

## Satyendra Fine Chem.

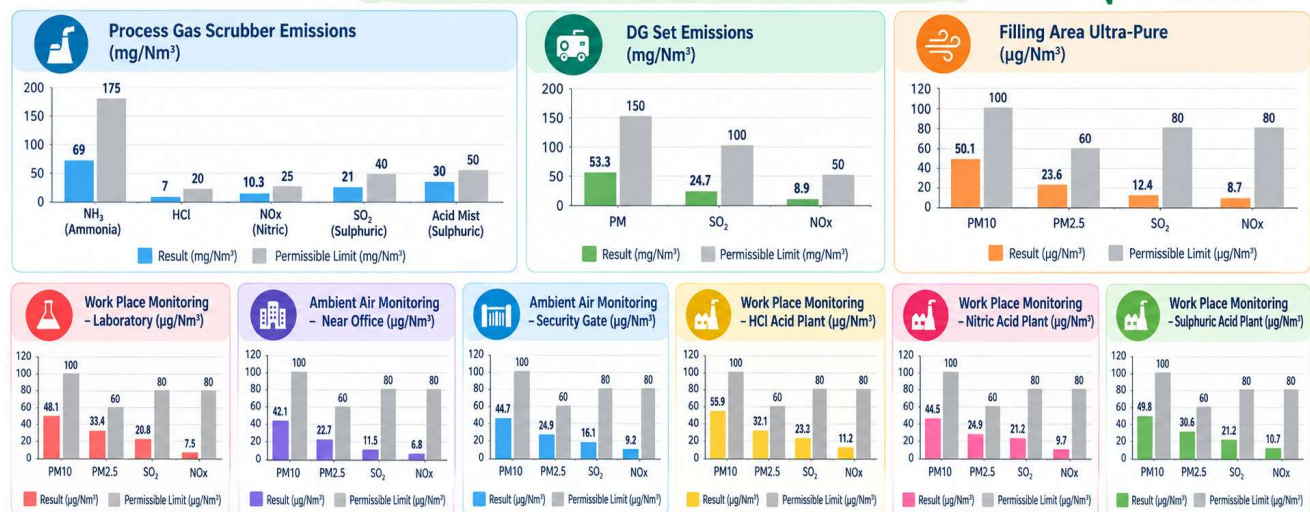
Block No. 791/792/79 E.C.P.L. Road,  
Dudhwada, Tal: Padra, Dist: Vadodara - 391450

## AIR EMISSION & AMBIENT AIR QUALITY MONITORING RESULTS – FY 2025–26

Clean Air | Safe Operations | Sustainable Tomorrow



Responsible  
Chemistry  
for a Better  
Tomorrow



|                             |                                |                             |               |
|-----------------------------|--------------------------------|-----------------------------|---------------|
| Prepared By:                | Approved By:                   | Issued By:                  | Page 28 of 99 |
| Umang Shah                  | Priyank Patel                  | Umang Shah                  |               |
| Designation: Partner- Admin | Designation: Partner-Technical | Designation: Partner- Admin |               |

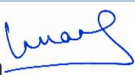


# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

## 13.3 Pollution-control equipment

| Pollution / Source                          | Pollution Control Equipment                |
|---------------------------------------------|--------------------------------------------|
| Acid fumes / vapours                        | Acid Fume Scrubber                         |
| HCl gas / chlorine-containing emissions     | Alkali Scrubber / Caustic Scrubber         |
| SO <sub>2</sub> / SO <sub>3</sub> emissions | Alkaline Scrubber / Gas Absorption System  |
| NOx emissions                               | NOx Scrubber / Absorption Tower            |
| Process gases                               | Packed Bed Scrubber / Multi-stage Scrubber |
| Process wastewater                          | Effluent Treatment Plant (ETP)             |
| Acidic wastewater                           | Neutralization Tank / pH Correction System |
| Chemical spills/leaks                       | Dyke/Secondary Containment System          |
| Hazardous chemical waste                    | Hazardous Waste Storage Facility           |

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 29 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |



# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

## 14. Water Resources

### 14.1 Certification of exemption for Ground Water Withdrawal



भारत सरकार  
जल शक्ति मंत्रालय  
जल संसाधन, नदी विकास  
और गंगा संरक्षण विभाग  
केन्द्रीय भूमि जल प्राधिकरण  
Government of India  
Ministry of Jal Shakti  
Department of Water Resources,  
River Development & Ganga Rejuvenation  
Central Ground Water Authority

#### (भूजल निकासी हेतु छूट प्रमाण पत्र) Certificate of Exemption for Ground Water Withdrawal

|                                   |                                                                                                                                 |        |         |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------|--------|---------|
| Project Name:                     | Satyendra Fine Chem.                                                                                                            |        |         |
| Project Address:                  | Block No 791/792/793, E.c.p.I. Road, Dudhwada, Ta. Padra                                                                        |        |         |
| Village:                          | Dudhwada                                                                                                                        | Block: | Padra   |
| District:                         | Vadodara                                                                                                                        | State: | Gujarat |
| Communication Address:            | Plot/phase No. 791,792,793, Ecp Road ,, Padra, Vadodara, Gujarat - 391450                                                       |        |         |
| Address of CGWB Regional Office : | Central Ground Water Board West Central Region, Swami Narayan College, Building, Shah Alam Tolnaka, Ahmadabad, Gujarat - 380022 |        |         |

|                                        |                       |              |         |                          |            |
|----------------------------------------|-----------------------|--------------|---------|--------------------------|------------|
| 1. Application No.:                    | 21-4/6873/GJ/IND/2021 |              |         | 2. Category: (GWRE 2022) | Critical   |
| 3. Project Status:                     | Existing Ground Water |              |         | 4. Valid From            | 30/09/2023 |
| 5. Ground Water Abstraction Permitted: |                       |              |         |                          |            |
| Fresh Water                            |                       | Saline Water |         | Dewatering               |            |
| Total                                  |                       | Total        |         | Total                    |            |
| m³/day                                 | m³/year               | m³/day       | m³/year | m³/day                   | m³/year    |
| 9.50                                   |                       |              |         |                          |            |

This is to certify that as per information furnished by the applicant, M/s SATYENDRA FINE CHEM. comes under Micro and Small Enterprises category and has ground water withdrawal of less than 10 cum/day. As per S.O. 3289(E) dated 24/09/2020 by Department Of Water Resources, River Development and Ganga Rejuvenation, Guidelines to regulate and control ground water extraction in India, 2020 Micro and small Enterprises drawing ground water less than 10 cum/day are exempted.

The firm is exempted from seeking Renewal of NOC (CGWA/NOC/IND/ORIG/2021/10942) for Application No (21-4/6873/GJ/IND/2021). The firm shall install digital water flow meter on all ground water abstraction structures and maintain the logbook.

This certificate is system generated and based on information provided by the applicant. CGWA has not verified the claim made by applicant. Any false information furnished/ violation by the applicant, shall invite legal action against him/her as per S.O. 3289(E) dated 24/09/2020.

यह प्रमाणित किया जाता है कि आवेदक द्वारा दी गई सूचना के अनुसार मैसर्स. ...., सूक्ष्म और लघु उद्यम श्रेणी के अंतर्गत आता है और इसमें 10 m<sup>3</sup> / दिन से कम भूजल निकासी है। जल संसाधन, नदी विकास और गंगा संरक्षण विभाग द्वारा दिनांक 24/09/2020 के S.O 3289 (E) के अनुसार, भारत में भूजल निष्कर्षण को विनियमित और नियंत्रित करने के लिए दिशा-निर्देश, 2020 सूक्ष्म और लघु उद्यमों को 10 m<sup>3</sup>/ दिन से कम भूजल खींचने वाले को छूट दी गई है।

फर्म को NOC लेने से छूट दी गई है। फर्म सभी भूजल निष्कर्षण संरचनाओं पर डिजिटल जल प्रवाह मीटर स्थापित करेगी और लॉगबुक बनाए रखेगी।

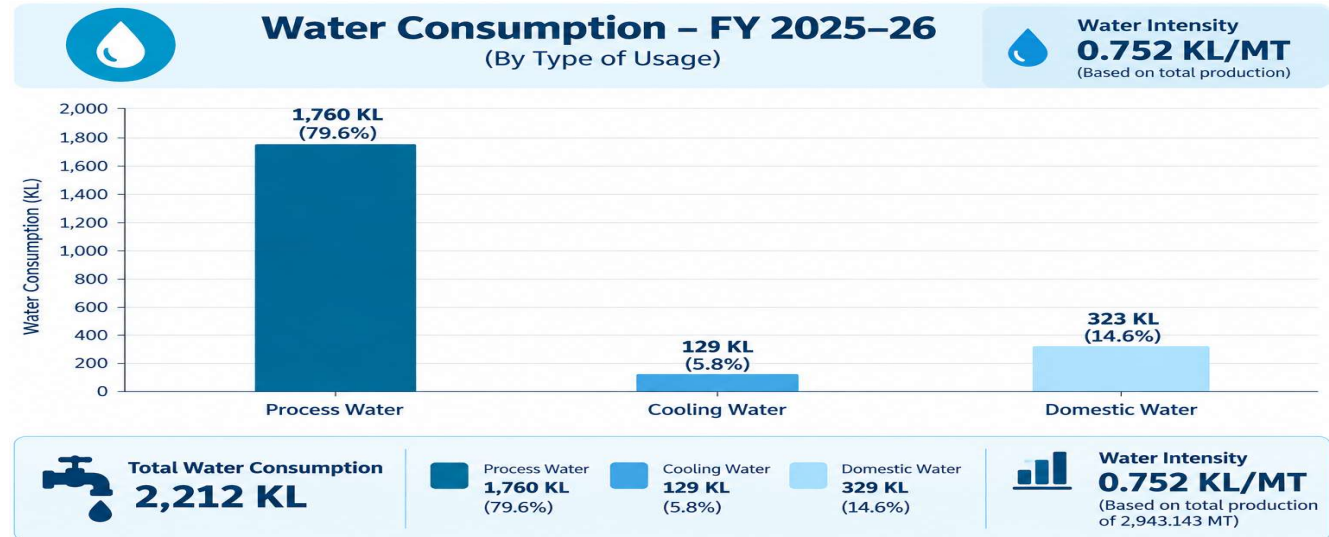
यह प्रमाण पत्र सिस्टम जनरेट है और आवेदक द्वारा प्रदान की गई जानकारी पर आधारित है। CGWA ने आवेदक द्वारा किए गए दावे का सत्यापन नहीं किया है। आवेदक द्वारा दी गई कोई भी गलत सूचना/उल्लंघन, एसओ 3289(ई) दिनांक 24/09/2020 के अनुसार उसके खिलाफ कानूनी कार्रवाई को आमंत्रित करेगा।

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18/11, जामनगर हाउस, मानसिंह रोड, नई दिल्ली - 110011 / 18/11, Jamnagar House, Mansingh Road, New Delhi-110011  
Phone: (011) 23383561 Fax: 23382051, 23386743  
Website: cgwa-noc.gov.in

|                             |                                |                             |               |
|-----------------------------|--------------------------------|-----------------------------|---------------|
| Prepared By:                | Approved By:                   | Issued By:                  | Page 30 of 99 |
| Umang Shah                  | Priyank Patel                  | Umang Shah                  |               |
| Designation: Partner- Admin | Designation: Partner-Technical | Designation: Partner- Admin |               |

## 14.2 Water consumption



CONSERVING WATER TODAY FOR A SUSTAINABLE TOMORROW

## 14.3 Wastewater Analysis Result ETP Outlet

### Satyendra Fine Chem

Plot No. 791, 792, 793,  
ECP Road, Dudhvada, Vadodara – 391450

### WASTEWATER ANALYSIS RESULTS ETP Outlet – FY 2025-26

Clean Water | Compliant Operations | A Sustainable Tomorrow



Protecting  
Resources  
Preserving  
Tomorrow

-  Report No.  
ES/WW/092025/291
-  Report Date  
18 September 2025
-  Sample Collection Date  
11 September 2025
-  Sampling Location  
ETP Outlet
-  Sample Description  
Waste Water
-  Protocol Used  
APHA 24th Edition / IS Method
-  Sample Quantity  
2 Litre / 3 Nos.
-  Sample Preservation  
Temporary Seal (Plastic Container)
-  Contact Person  
Mr Priyank Bhai



All parameters are within the applicable GPCB limits.

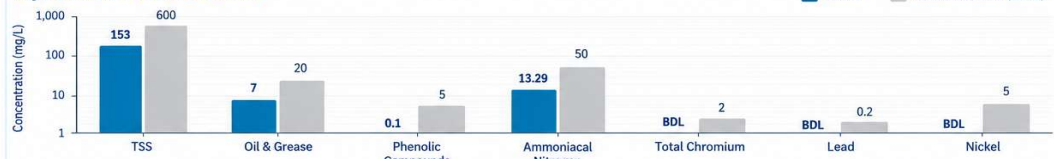
 pH  
**7.47**  
(Limit: 5 – 9)

 TSS  
**153 mg/L**  
(Limit: 600 mg/L)

 Oil & Grease  
**7 mg/L**  
(Limit: 20 mg/L)

 Ammoniacal Nitrogen  
**13.29 mg/L**  
(Limit: 50 mg/L)

#### Key Parameters vs. GPCB Limits



| Sr. No. | Parameter                     | Unit      | Result | Permissible Limit (GPCB) | Method                              |
|---------|-------------------------------|-----------|--------|--------------------------|-------------------------------------|
| 1       | pH                            | -         | 7.47   | 5 – 9                    | APHA-24th Edition 2023/4500-H+ -B   |
| 2       | Temperature                   | °C        | 32     | 45 °C                    | APHA-24th Edition 2023/2550 B       |
| 3       | Colour (pt.co.scale) in units | Pt (Unit) | --     | 2120 C                   | APHA-24th Edition 2023/2120 C       |
| 4       | Suspended Solids              | mg/L      | 153    | 600 mg/L                 | APHA-24th Edition 2023/2540-D       |
| 5       | Oil and Grease                | mg/L      | 7      | 20 mg/L                  | APHA-24th Edition 2023/5520-B       |
| 6       | Phenolic Compounds            | mg/L      | 0.1    | 5 mg/L                   | APHA 23rd EDITION / 5530 D          |
| 7       | Cyanides                      | mg/L      | BDL    | 0.2 mg/L                 | IS 3025 (part-27)-1986              |
| 8       | Fluorides                     | mg/L      | BDL    | 2 mg/L                   | IS 3025 (part-2008)                 |
| 9       | Sulphide                      | mg/L      | 0.4    | 2 mg/L                   | APHA-23rd EDITION/4500 S-2 A        |
| 10      | Ammoniacal Nitrogen           | mg/L      | 13.29  | 50 mg/L                  | APHA-24th Edition 2023/4500-NH3-B-C |
| 11      | Arsenic                       | mg/L      | BDL    | 50 mg/L                  | IS 3025 (part-37)-1988              |
| 12      | Total Chromium                | mg/L      | BDL    | 2 mg/L                   | APHA-24th Edition 2023/5520-B       |
| 13      | Hexavalent Chromium           | mg/L      | BDL    | 1.0 mg/L                 | IS 11624:1986                       |
| 14      | Copper                        | mg/L      | BDL    | 2 mg/L                   | IS 3025 (part- 42)1992              |
| 15      | Lead                          | mg/L      | BDL    | 0.2 mg/L                 | IS 3025 (part-47)-1994              |
| 16      | Mercury                       | mg/L      | BDL    | 0.01 mg/L                | IS 3025 (part-48)-1994              |
| 17      | Nickel                        | mg/L      | BDL    | 5 mg/L                   | IS 3025 (part-54)2003               |



TREAT | MONITOR | COMPLY | CONSERVE

WATER TODAY FOR A BETTER TOMORROW



|                                                                                                |                                                                                                   |                                                                                                 |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------|
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| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                     |               |



# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

## 14.4 Drinking Water Analysis Report

### Satyendra Fine Chem.

Plot No. 791, 792, 793,  
ECP Road, Dudhvada, Vadodara – 391450

### DRINKING WATER ANALYSIS RESULTS – FY 2025-26

(As per IS 10500:2012 Drinking Water Standards)

Safe Water | Healthy People | Sustainable Future



Clean  
Water  
Healthier  
Lives

Report No.  
ES/DW/092025/292  
Report Date  
18 September 2025  
Sample Collection Date  
11 September 2025  
Sampling Location  
Drinking Water  
Sample Quantity  
5 Litre  
Sample Submitted By  
ES Team



All parameters are within  
the permissible limits.



pH  
7.21  
(Within limit)



Total Dissolved Solids  
211 mg/L  
(Limit: 500 mg/L)



Microbiological Quality  
Absent  
(E. coli, Total Coliform,  
Pseudomonas, Salmonella)

| Sr. No. | Parameter                              | Unit  | Permissible Limit (IS 10500:2012) | Result          | Status   | Sr. No. | Parameter                         | Unit       | Permissible Limit (IS 10500:2012) | Result             | Status   |
|---------|----------------------------------------|-------|-----------------------------------|-----------------|----------|---------|-----------------------------------|------------|-----------------------------------|--------------------|----------|
| 1       | pH                                     | -     | No Relaxation                     | 7.21            | Complied | 24      | Arsenic (as As)                   | mg/L       | Max 0.05                          | Absent             | Complied |
| 2       | Colour (pt. co. scale)                 | Hazen | Max 15                            | Nil             | Complied | 25      | Cyanide (as CN)                   | mg/L       | No Relaxation                     | Absent             | Complied |
| 3       | Odour                                  | -     | Agreeable                         | Unobjectionable | Complied | 26      | Lead (as Pb)                      | mg/L       | No Relaxation                     | Absent             | Complied |
| 4       | Taste                                  | -     | Agreeable                         | Agreeable       | Complied | 27      | Zinc (as Zn)                      | mg/L       | Max 15.0                          | Absent             | Complied |
| 5       | Turbidity                              | NTU   | Max 5.0                           | Nil             | Complied | 28      | Anionic Detergents (as MBAS)      | mg/L       | Max 1.0                           | Absent             | Complied |
| 6       | Total Dissolved Solids                 | mg/L  | Max 500                           | 211             | Complied | 29      | Chromium (as Cr+6)                | mg/L       | No Relaxation                     | Absent             | Complied |
| 7       | Suspended Solids                       | mg/L  | Max 200                           | Nil             | Complied | 30      | Polynuclear Aromatic Hydrocarbons | mg/L       | No Relaxation                     | Absent             | Complied |
| 8       | Total Hardness (as CaCO <sub>3</sub> ) | mg/L  | Max 600                           | 76              | Complied | 31      | Mineral Oil                       | mg/L       | No Relaxation                     | Absent             | Complied |
| 9       | Calcium (as Ca)                        | mg/L  | Max 200                           | 11.3            | Complied | 32      | Pesticides                        | mg/L       | No Relaxation                     | Absent             | Complied |
| 10      | Magnesium (as Mg)                      | mg/L  | Max 100                           | 6.4             | Complied | 33      | Aluminium (as Al)                 | mg/L       | Max 0.2                           | Absent             | Complied |
| 11      | Chloride                               | mg/L  | Max 1000                          | 121             | Complied | 34      | Boron                             | mg/L       | Max 1.0                           | BDL                | Complied |
| 12      | Sulphate                               | mg/L  | Max 400                           | 63              | Complied | 35      | Ammonia                           | mg/L       | No Relaxation                     | N.D. (D.L.=0.01)   | Complied |
| 13      | Fluoride                               | mg/L  | Max 1.5                           | BDL             | Complied | 36      | Barium (as Ba)                    | mg/L       | No Relaxation                     | N.D. (D.L.=0.5)    | Complied |
| 14      | Total Alkalinity                       | mg/L  | Max 600                           | 151             | Complied | 37      | Chloramines (as Cl <sub>2</sub> ) | mg/L       | No Relaxation                     | N.D. (D.L.=0.5)    | Complied |
| 15      | Iron (as Fe)                           | mg/L  | No Relaxation                     | 0.04            | Complied | 38      | Silver (as Ag)                    | mg/L       | No Relaxation                     | N.D. (D.L.=0.005)  | Complied |
| 16      | Residual Free Chlorine                 | mg/L  | Max 1.0                           | 0.19            | Complied | 39      | Sulphide (as H <sub>2</sub> S)    | mg/L       | No Relaxation                     | N.D. (D.L.=0.01)   | Complied |
| 17      | Copper (as Cu)                         | mg/L  | Max 1.5                           | Absent          | Complied | 40      | Molybdenum (as Mo)                | mg/L       | No Relaxation                     | N.D. (D.L.=0.03)   | Complied |
| 18      | Manganese (as Mn)                      | mg/L  | Max 0.3                           | Absent          | Complied | 41      | Nickel (as Ni)                    | mg/L       | No Relaxation                     | N.D. (D.L.=0.01)   | Complied |
| 19      | Nitrates                               | mg/L  | No Relaxation                     | 0.22            | Complied | 42      | Polychlorinated Biphenyls (PCB)   | mg/L       | No Relaxation                     | N.D. (D.L.=0.0001) | Complied |
| 20      | Phenolic Compound                      | mg/L  | Max 0.002                         | Absent          | Complied | 43      | Total Coliform Bacteria           | MPN/100 mL | Max 10                            | Absent             | Complied |
| 21      | Mercury (as Hg)                        | mg/L  | No Relaxation                     | Absent          | Complied | 44      | E. Coliform Bacteria              | MPN/100 mL | Max 10                            | Absent             | Complied |
| 22      | Cadmium (as Cd)                        | mg/L  | No Relaxation                     | Absent          | Complied | 45      | Pseudomonas                       | MPN/100 mL | Max 10                            | Absent             | Complied |
| 23      | Selenium (as Se)                       | mg/L  | No Relaxation                     | Absent          | Complied | 46      | Salmonella                        | MPN/100 mL | Max 10                            | Absent             | Complied |

BDL: Below Detectable Limit N.D.: Not Detectable



Safe for Consumption  
Meets IS 10500:2012  
Drinking Water Standards



Supports Employee Health  
Quality drinking water  
for a healthier workplace



Our Commitment  
• Regular monitoring  
• Compliance with standards  
• Safe and sustainable operations



Water is Life  
Let's Keep It Pure

PEOPLE | SAFETY | ENVIRONMENT | SUSTAINABLE GROWTH



Cleaner Water Brighter Tomorrow

## 14.5 Environment Statement of Water Consumption

### PART – B

#### Water and Raw Material Consumption

##### (1) Water Consumption m<sup>3</sup> / day

Process : 5.87 m<sup>3</sup>/day (1760 m<sup>3</sup>/year)  
Cooling : 0.43 m<sup>3</sup>/day (129 m<sup>3</sup>/year)  
Domestic : 1.08 m<sup>3</sup>/day (323 m<sup>3</sup>/year) (It includes gardening water also.)

| Name of Products                         | Process water consumption per unit of product output |                                   |
|------------------------------------------|------------------------------------------------------|-----------------------------------|
|                                          | During the previous Financial year                   | During the current Financial year |
|                                          | (1)<br>2024-25                                       | (2)<br>2025-26                    |
| (1) Purified & Crude Sulphuric Acid }    | 0.53 KL/MT                                           | 0.49 KL/MT                        |
| (2) Purified & Crude Hydrochloric Acid } |                                                      |                                   |
| (3) Nitric Acid }                        |                                                      |                                   |
| (4) Ammonia liquor Solution }            |                                                      |                                   |
| (5) D.M. Water }                         |                                                      |                                   |

|                             |                                |                             |               |
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# Satyendra Fine Chem

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Manufacturing of Inorganic Chemicals  
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## 15 Resource Use & Circular Economy

### 15.1 Raw material consumption Data

#### (B) Raw Material Consumption:

| Sr. No. | Name of Raw Material                                      | FY 2024-25  | FY 2025-26  |
|---------|-----------------------------------------------------------|-------------|-------------|
| 1.      | Tech. Grade Sulfuric Acid/ Hydrochloric Acid/ Nitric Acid | 4027.229 MT | 2756.195 MT |
| 2.      | Ammonia Solution 26%                                      | 34.373 MT   | 27.950 MT   |
| 3.      | Potassium Permanganate                                    | 0 MT        | 0 MT        |
| 4.      | Caustic Lye                                               | 6.75 MT     | 4.55 MT     |

For, Satyendra Fine Chem

Partner

Date : 22/04/2026

Name : Mr. Ashwin Patel

Designation : Partner

Address : Satyendra Fine Chem.  
Block No. 791/792/793, E.C.P.L. Road,  
Ta. Padra, Dist.: Vadodara,  
Dudhwada : 391450

### 15.2 Packaging materials

Packing materials are primarily supplied by customers as per their specified requirements. Therefore, the organization has limited control over the selection and sourcing of such packing materials. The organization is responsible for their proper handling, storage and use, and promotes efficient use and minimization of packing material waste.

### 15.3 Recycled materials

The organization currently has limited use of recycled materials. Packing materials are primarily supplied by customers as per their requirements; therefore, the organization has limited control over the recycled content of these materials. Opportunities to increase the use of recycled materials will be evaluated were technically and commercially feasible.

### 15.4 Material efficiency

The organization promotes efficient use of raw materials and other resources by optimizing material consumption, reducing process losses and minimizing waste. Production and packing materials are used as per defined requirements. Where packing materials are customer-supplied, the organization focuses on their efficient use and prevention of unnecessary waste. Reusable and recyclable materials are preferred where technically and commercially feasible

|                             |                                |                             |               |
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# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

### 15.5 Reuse/recycling initiatives

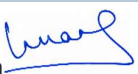
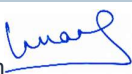
The organization promotes reuse and recycling of materials wherever technically and commercially feasible. Suitable process and packaging materials are segregated and reused where possible, while recyclable waste such as paper, cardboard, plastic, metal and other materials is collected and sent to authorized recyclers. Customer-supplied packing materials are reused or recycled where permitted by customer requirements.

### 15.6 Circular economy practices

The organization supports circular economy principles by promoting efficient use of materials, reducing process waste, reusing materials where feasible, and segregating recyclable waste for recycling through authorized recyclers. Customer-supplied packing materials are used efficiently and reused or recycled where permitted. The organization continuously explores opportunities to reduce material consumption and increase reuse and recycling.

### 15.7 Sustainable procurement

The organization considers environmental, quality, safety and sustainability aspects while procuring materials and services, where applicable. Preference is given to suppliers providing durable, recyclable or environmentally preferable materials, subject to technical and customer requirements. Packing materials are primarily supplied by customers; therefore, the organization has limited control over them procurement and supplier selection. Supplier performance and compliance requirements are considered where procurement is under the organization's control`

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
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# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
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## 16. Waste Management

### 16.1 Hazardous waste generation Statement

#### PART – D HAZARDOUS WASTES

[As specified under Hazardous Wastes (Management and Handling) Rules, 1989]

| Hazardous Wastes                      | Total Quantity (Kg.)                             |                                                 |
|---------------------------------------|--------------------------------------------------|-------------------------------------------------|
|                                       | During the previous<br>Financial year<br>2024-25 | During the current<br>Financial year<br>2025-26 |
| (a) From process                      | NIL                                              | NIL                                             |
| (b) From pollution control facilities | 4.815 MT                                         | 4.18 MT                                         |

#### PART – E

Solid Wastes

|                                                             | Total Quantity (Kg.)                             |                                                 |
|-------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------|
|                                                             | During the previous<br>Financial year<br>2024-25 | During the current<br>Financial year<br>2025-26 |
| (a) From process                                            | NIL                                              | NIL                                             |
| (b) From pollution control facilities                       | 4.815 MT                                         | 4.18 MT                                         |
| (c) (1) Quantity recycled of re-utilised<br>within the unit | NIL                                              | NIL                                             |
| (2) Sold                                                    | NIL                                              | NIL                                             |
| (3) Disposed                                                | 4.48 MT                                          | 4.01 MT                                         |

|                             |                                |                             |               |
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## Waste Generation – FY 2025–26

(By Type of Waste)

Towards a Circular Economy



Waste Intensity

**0.00142 MT/MT**

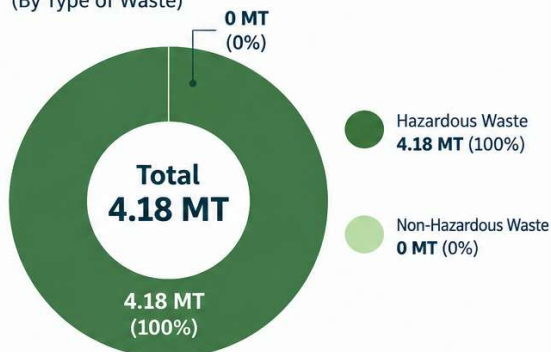
(Based on total production of 2,943.143 MT)

### Waste Generation (MT)



### Waste Generation Share

(By Type of Waste)



Total Waste Generation

**4.18 MT**



Hazardous Waste

**4.18 MT**  
(100%)



Non-Hazardous Waste

**0 MT**  
(0%)

RESPONSIBLE WASTE MANAGEMENT FOR A CLEANER TOMORROW



**Waste sent for disposal: 3.85 MT**

**Waste Intensity: 0.00142 MT**

### 16.2 Waste reduction initiatives

The organization implements waste reduction practices by optimizing material consumption, reducing process losses, promoting reuse of materials and segregating waste at source. Recyclable materials are collected and sent to authorized recyclers, while hazardous waste is managed in accordance with applicable legal requirements.

### 16.3 Waste Contractors and Compliance

“The organization manages waste through authorized and approved waste contractors, as applicable. Waste is segregated, stored, transported and disposed of or recycled in accordance with applicable legal and regulatory requirements. Records of waste generation, disposal and recycling are maintained where and environmentally responsible waste management. “Required. The compliance status of relevant waste contractors is periodically reviewed to ensure proper.

|                                                                                                |                                                                                                   |                                                                                                 |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------|
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# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

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### 16.4 Waste Disposal-Hazardous Waste Manifest

| Nandesari Environment Control Ltd ,<br>TSDF/CHWI - [22333]<br>( Hazardous Waste Manifest )                               |  |                                                                             |  | Manifest No: 3273931 |  | Copy6                                            |  |
|--------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------|--|----------------------|--|--------------------------------------------------|--|
| To be returned by the operator of the facility to the occupier after treatment and disposal of hazardous material/waste. |  |                                                                             |  |                      |  |                                                  |  |
| <b>Sender's Details</b>                                                                                                  |  |                                                                             |  |                      |  |                                                  |  |
| Sender Name                                                                                                              |  | Satyendra Fine Chem - [21910]                                               |  |                      |  |                                                  |  |
| Address                                                                                                                  |  | 791,792,793,ECP ROAD City :DUDHWADA Taluka :PAD Distict:VAD Pin no:391450   |  |                      |  |                                                  |  |
| Contact Details                                                                                                          |  | 9925142729, satyendrafinechem@gmail.com                                     |  | GPS Coordinates      |  | Lat: Long:                                       |  |
| Guardian Detail                                                                                                          |  | ---                                                                         |  |                      |  |                                                  |  |
| <b>Receiver's Details</b>                                                                                                |  |                                                                             |  |                      |  |                                                  |  |
| State                                                                                                                    |  | Gujarat                                                                     |  | Type of Facility     |  | Common TSDF                                      |  |
| Facility Details                                                                                                         |  | Nandesari Environment Control Ltd ,<br>TSDF/CHWI - [22333]                  |  | Intermediat Facility |  |                                                  |  |
| Contact Details                                                                                                          |  | 9974008764, nec_l_tsdf@yahoo.co.in                                          |  | GPS Coordinates      |  | Lat: 22.412173919482147, Long: 73.09742417852335 |  |
| Address                                                                                                                  |  | 519/P,GIDC NANDASARI City :-NANDESARI Taluka :VAD Distict:VAD Pin no:391340 |  |                      |  |                                                  |  |
| <b>Waste Details</b>                                                                                                     |  |                                                                             |  |                      |  |                                                  |  |
| Waste Details                                                                                                            |  | 1-35-35.3 - Chemical sludge from waste water treatment -                    |  |                      |  |                                                  |  |
| Waste Intended for                                                                                                       |  | COTSOF                                                                      |  | Total Qty            |  | 3.850 MATO                                       |  |
|                                                                                                                          |  |                                                                             |  | Consistency          |  | Solid                                            |  |
| <b>Transporter Details</b>                                                                                               |  |                                                                             |  |                      |  |                                                  |  |
| Name                                                                                                                     |  | Gautambhai Narsinhbhai Padhiyar                                             |  | Contact Details      |  | 9925033358 gautampadhiyar84@gmail.com            |  |
| Address                                                                                                                  |  | NANDESARI NANDESARI                                                         |  |                      |  |                                                  |  |
| <b>Vehicle Details</b>                                                                                                   |  |                                                                             |  |                      |  |                                                  |  |
| Vehicle no                                                                                                               |  | GJ06BX7840(IMEI No:860187061324897)                                         |  | GPS Enabled          |  | Yes                                              |  |
| Driver name                                                                                                              |  | DINESHBHAI G JADAV                                                          |  | Driver Contact No    |  | 8849816198                                       |  |
|                                                                                                                          |  |                                                                             |  | Type of Vehicle      |  | Truck                                            |  |
| <b>Waste Transportation Details</b>                                                                                      |  |                                                                             |  |                      |  |                                                  |  |
| Vehicle Depart.                                                                                                          |  | 28/02/2026                                                                  |  | Number of Drums      |  | 0                                                |  |
| Remarks                                                                                                                  |  | Loose Solid Waste                                                           |  | Loose Waste          |  | 3.850                                            |  |
|                                                                                                                          |  |                                                                             |  | No of bags           |  | 0                                                |  |

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| For, SATYENDRA FINE CHEM                                                                                                                                                                                                                                                                                                                                           |  |                                      |                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------|----------------------|
| Rules, 2016 and amendments thereof.                                                                                                                                                                                                                                                                                                                                |  |                                      |                      |
| Name and stamp of sender:                                                                                                                                                                                                                                                                                                                                          |  | Partner                              | Date: 28/02/2026     |
| Signature:                                                                                                                                                                                                                                                                                                                                                         |  | Signature: DCP Jadav                 |                      |
| <b>Transporter's Acknowledgement of Receipt of Waste</b>                                                                                                                                                                                                                                                                                                           |  |                                      |                      |
| Stamp:                                                                                                                                                                                                                                                                                                                                                             |  | Date:                                | Signature: DCP Jadav |
| <b>Receiver's Certification of Receipt of Hazardous Waste</b>                                                                                                                                                                                                                                                                                                      |  |                                      |                      |
| I, hereby declare that the said waste is received at the facility/unit for which I have valid CCA (under Rule-9 in case of recycling) for its disposal/ utilization, I also declare the information to be true failing which I will be held responsible for the consequences under HOWM Rules, 2016 and amendments thereof. I hereby, accept/ reject the manifest. |  |                                      |                      |
| Stamp:                                                                                                                                                                                                                                                                                                                                                             |  | Date: 28 FEB 2026                    | Signature: DCP Jadav |
| By scanning QR code, copy of transporter will be display. (All copy has same information)                                                                                                                                                                                                                                                                          |  |                                      |                      |
| Print by: 21910 @28/02/2026                                                                                                                                                                                                                                                                                                                                        |  | 52E9E01F-2165-4471-9C85-9B35B6979F4E |                      |
| PH. 6-29                                                                                                                                                                                                                                                                                                                                                           |  | 11640                                |                      |
| CL. 154.5.59                                                                                                                                                                                                                                                                                                                                                       |  |                                      |                      |
| common chem                                                                                                                                                                                                                                                                                                                                                        |  |                                      |                      |
| Hemani -                                                                                                                                                                                                                                                                                                                                                           |  |                                      |                      |
| 28/02/2026                                                                                                                                                                                                                                                                                                                                                         |  |                                      |                      |

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|                             |                                |                             |               |
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# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
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Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025–26

## 17. SOCIAL

### 17.1 Workforce

| Human Rights Indicator                             | FY 2025–26                        |
|----------------------------------------------------|-----------------------------------|
| Total employees                                    | 64                                |
| Direct Employee                                    | 22                                |
| Contract workers                                   | 42                                |
| Child labour cases                                 | 0                                 |
| Forced/bonded labour cases                         | 0                                 |
| Discrimination cases                               | 0                                 |
| Harassment cases                                   | 0                                 |
| Human-rights complaints/grievances received        | 0                                 |
| Human-rights complaints resolved                   | 0                                 |
| Human-rights-related disciplinary actions          | 0                                 |
| Employees/workers covered by human-rights policies | 64 / 64                           |
| Human-rights awareness/training conducted          | Yes                               |
| Employees/workers trained                          | 64/64                             |
| 41Supplier/contractor human-rights screening       | Yes                               |
| Confirmed human-rights violations                  | 0 / 01                            |
| Employee Turnover                                  | 0%- No body left the organization |
| New Hires                                          | Not Hired                         |

### 17.2 Gender Diversity

| Indicator  | Male | Female | Total |
|------------|------|--------|-------|
| Employees  | 64   | 00     | 64    |
| Percentage | 100% | 00%    | 00    |

The organization is committed to providing equal employment opportunities to all qualified candidates irrespective of gender. Due to the remote location of the facility and practical challenges related to commuting and transportation, the current workforce has limited female representation.

The organization will continue to explore suitable opportunities to improve gender diversity, subject to operational requirements, employee safety, accessibility and availability of suitable candidates.

|                             |                                |                             |               |
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| Designation: Partner- Admin | Designation: Partner-Technical | Designation: Partner- Admin |               |



# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

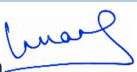
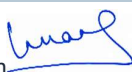
Reporting Period: FY 2025-26

### 17.3 Employee benefits

The organization provides employee benefits in accordance with applicable legal and statutory requirements. Benefits may include wages and salaries, statutory contributions, paid leave, applicable insurance/medical benefits, and other employee welfare facilities. The organization aims to provide fair and transparent employment conditions and support the health, safety and well-being of its employees.

### 17.4 Labour practices

The organization is committed to fair and responsible labour practices and complies with applicable labour laws and statutory requirements. Employees are provided with appropriate wages, working hours, leave, statutory benefits and safe working conditions. The organization does not tolerate child labour, forced or bonded labour, discrimination or harassment. Employees are treated with dignity and respect, and appropriate channels are available for raising workplace concerns and grievances.

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## 18. Occupational Health & Safety

### 18.1 HSE policy

The organization is committed to protecting the health and safety of its employees, contractors and visitors while minimizing environmental impacts from its activities. The organization is committed to:

- Providing a safe and healthy workplace and preventing work-related injury and ill health.
- Identifying hazards, assessing risks and implementing appropriate controls.
- Preventing pollution and minimizing waste, emissions and resource consumption.
- Complying with applicable legal, regulatory and other HSE requirements.
- Promoting efficient use of energy, water and materials and supporting sustainability.
- Addressing relevant climate change risks and opportunities.
- Providing appropriate HSE training, awareness and employee participation.
- Continually improving HSE performance and the effectiveness of the HSE Management System.

### 18.2 Hazard Identification and Risk Assessment (HIRA)

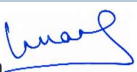
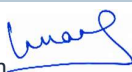
The organization conducts Hazard Identification and Risk Assessment (HIRA) for its activities, processes and workplaces to identify potential hazards and assess associated occupational health and safety risks. Appropriate control measures are implemented based on the hierarchy of controls to eliminate hazards and reduce risks to an acceptable level.

HIRA is reviewed periodically and whenever there are significant changes in processes, equipment, materials, workplace conditions or after incidents/near misses. Employees are made aware of relevant hazards and control measures through safety training, toolbox talks and workplace communication.

### 18.3 Safety training

The organization provides health and safety training to employees, workers and contractors based on their job responsibilities and identified workplace risks. Training includes safe work practices, PPE usage, emergency preparedness, fire safety, hazard awareness, first aid and incident prevention.

Safety induction is provided to new employees and relevant contractors before commencing work. Refresher training and toolbox talks are conducted periodically to reinforce safe working practices and improve safety awareness. Training records are maintained as applicable.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 18.4 Personal Protective Equipment (PPE)

The organization provides appropriate Personal Protective Equipment (PPE) to employees and workers based on identified workplace hazards and job requirements. PPE may include safety helmets, safety shoes, gloves, safety goggles, face shields, ear protection, respiratory protection and other suitable equipment.

Employees are trained on the correct selection, use, care and maintenance of PPE. PPE compliance is regularly monitored, and damaged or unsuitable PPE is replaced as required to reduce the risk of workplace injury and exposure.

### 18.5 Safety Inspections

The organization conducts periodic safety inspections of workplaces, equipment, machinery and operational areas to identify unsafe conditions and practices. Identified observations and deficiencies are recorded and appropriate corrective actions are implemented within defined timelines.

Safety inspections cover areas such as PPE compliance, machine safety, electrical safety, fire and emergency preparedness, material handling, housekeeping and workplace conditions. Follow-up inspections are conducted to verify effective closure of identified actions.

### 18.6 Near Miss Reporting

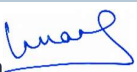
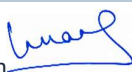
The organization encourages employees and workers to report near misses and unsafe conditions without fear of blame or retaliation. Near-miss incidents are recorded, investigated and analyzed to identify underlying causes and prevent recurrence.

Corrective and preventive actions are implemented based on the findings, and lessons learned are communicated to relevant employees through safety meetings, toolbox talks and awareness programmes. Near-miss trends are reviewed periodically to support continual improvement of occupational health and safety performance.

### 18.7 Accidents / Incidents

The organization has established a process for reporting, recording and investigating work-related accidents and incidents. All accidents and incidents are reviewed to identify immediate and root causes, and appropriate corrective and preventive actions are implemented to prevent recurrence.

Employees and workers are encouraged to report incidents promptly. Relevant lessons learned are communicated through safety meetings, toolbox talks and training programmes. Accident and incident records are maintained and reviewed periodically to monitor safety performance and identify opportunities for improvement.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 18.8 Lost Time Injury Frequency Rate (LTIFR)

The organization monitors Lost Time Injury Frequency Rate (LTIFR) as an occupational health and safety performance indicator. LTIFR is used to assess the frequency of work-related injuries resulting in lost working time and to identify opportunities for improving workplace safety.

$$\text{LTIFR} = (\text{Number of Lost Time Injuries} \times 1,000,000) / \text{Total Hours Worked}$$

The organization maintains records of work-related injuries and working hours to monitor safety performance and establish appropriate improvement actions.

| Indicator          | Reporting Period | Value                       |
|--------------------|------------------|-----------------------------|
| Lost Time Injuries | FY 2025–26       | 00                          |
| Total Hours Worked | FY 2025–26       | 149,600                     |
| LTIFR              | FY 2025–26       | 00 per million hours worked |

### 18.9 Work-Related Fatalities

During the reporting period, the organization recorded zero work-related fatalities among employees, workers and contractors. The organization remains committed to preventing serious injuries and fatalities through effective hazard identification, risk assessment, safety controls, training, PPE and regular safety inspections.

| Indicator               | FY 2025–26 |
|-------------------------|------------|
| Work-related fatalities | 0          |
| Lost-time injuries      | 0          |
| LTIFR                   | 0          |

### 18.10 Occupational Illness

During the reporting period, the organization recorded no cases of work-related occupational illness among employees and workers. The organization takes preventive measures to minimize occupational health risks through workplace risk assessments, appropriate PPE, safety training, housekeeping, safe work practices and periodic health monitoring, as applicable.

| Indicator                  | FY 2025–26 |
|----------------------------|------------|
| Occupational illness cases | 0          |
| Work-related fatalities    | 0          |
| Lost-time injuries         | 0          |
| LTIFR                      | 0          |

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## 18.11 Emergency Preparedness

The organization has established emergency preparedness and response arrangements to address potential workplace emergencies such as fire, chemical spills, accidents, medical emergencies and other foreseeable incidents. Emergency procedures, evacuation routes, emergency contact information and suitable emergency equipment are maintained as applicable.

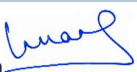
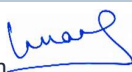
Emergency response arrangements are communicated to employees through induction, safety training and awareness programmes. Emergency drills and mock exercises are conducted periodically, where applicable, to evaluate preparedness and improve response capabilities. Identified gaps are addressed through appropriate corrective actions.

## 18.12 Safety Improvement Initiatives

The organization continually works to improve occupational health and safety performance through hazard identification and risk assessment, regular safety inspections, PPE compliance, safety training, toolbox talks and near-miss reporting. Corrective and preventive actions are implemented based on identified risks, incidents and safety observations.

The organization promotes employee awareness and participation in safety activities and periodically reviews safety performance to identify opportunities for further improvement. The objective is to prevent workplace injuries and occupational illness and maintain a safe and healthy working environment.

| Initiative                                 | Status / Result             |
|--------------------------------------------|-----------------------------|
| HIRA conducted for workplace activities    | Implemented                 |
| Safety induction for new employees         | Conducted                   |
| Periodic safety training                   | Conducted                   |
| PPE provided and monitored                 | Implemented                 |
| Periodic workplace safety inspections      | Conducted                   |
| Near-miss reporting and corrective action  | Implemented                 |
| Fire and emergency preparedness            | Implemented                 |
| Emergency/mock drills                      | Conducted periodically      |
| Safety observations and corrective actions | Monitored                   |
| Accident prevention                        | <b>0 lost-time injuries</b> |
| Work-related fatalities                    | <b>0</b>                    |
| Occupational illness                       | <b>0 reported cases</b>     |
| Automatic Filling System.                  | <b>Implemented.</b>         |
| Automatic Distillation System.             | <b>Implemented</b>          |

|                                                                                                |                                                                                                   |                                                                                                  |               |
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Manufacturing of Inorganic Chemicals

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### 19. Human Rights

The organization is committed to respecting and protecting human rights throughout its operations. The organization provides a workplace based on dignity, respect, equality and fairness and complies with applicable labour and human rights requirements.

#### 19.1 Child Labour

The organization strictly prohibits the employment of children and complies with applicable laws and regulations relating to minimum working age. Age verification is carried out during recruitment to ensure that only eligible persons are employed.

The organization also communicates its expectations regarding the prohibition of child labour to relevant contractors and suppliers, where applicable. During the reporting period,

**no cases of child labour were identified or reported.**

#### 19.2 Forced / Compulsory Labour

The organization strictly prohibits forced, bonded, trafficked or compulsory labour in its operations. Employment is based on free and voluntary consent, and employees are not subjected to threats, coercion or restrictions on their freedom of employment.

The organization complies with applicable labour laws and communicates its expectations regarding the prohibition of forced labour to relevant contractors and suppliers, where applicable. During the reporting period, **no cases of forced or compulsory labour were identified or reported.**

#### 19.3 Discrimination and Harassment

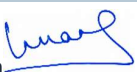
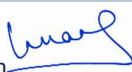
The organization is committed to providing a workplace free from discrimination, harassment, bullying and inappropriate behavior. Equal opportunity is provided to employees based on qualifications, skills, experience and performance, without discrimination based on gender, age, disability, background or other legally protected characteristics.

The organization promotes a respectful and inclusive work environment and provides appropriate Channels for employees to raise concerns or grievances confidentially and without fear of retaliation. Reported concerns are reviewed and addressed through appropriate corrective action.

During the reporting period, **no cases of discrimination or harassment were reported or identified.**

#### 19.4 Freedom of Association

The organization respects employees' rights to freedom of association and collective representation in accordance with applicable laws and regulations. Employees are free to communicate their workplace concerns and participate in lawful employee representation without fear of discrimination, intimidation or retaliation.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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The organization maintains open communication with employees and encourages them to raise suggestions, concerns and grievances through available internal channels.

During the reporting period, **no significant issues related to freedom of association were reported or identified.**

### 19.5 Working Hours

The organization manages working hours in accordance with applicable labour laws and statutory requirements. Working schedules are planned based on operational requirements, with appropriate shift arrangements, weekly rest days and leave provisions.

Overtime, where required, is managed and compensated in accordance with applicable legal requirements. Working hours are monitored to help prevent excessive working hours and support employee health, safety and well-being.

**During the reporting period, no significant non-compliance related to working hours was reported or identified.**

### 19.6 Wages and Benefits

The organization provides wages and employee benefits in accordance with applicable labour laws and Statutory requirements. Employees are paid their wages on time and in accordance with their employment terms and applicable minimum wage requirements.

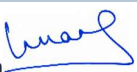
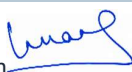
Statutory benefits and contributions, including applicable social security, leave and other legally required benefits, are provided to eligible employees. The organization aims to maintain fair and transparent compensation practices and regularly reviews compliance with applicable requirements.

**During the reporting period, no significant non-compliance related to wages or statutory employee benefits was reported or identified.**

### 19.7 Human Rights Risk Assessment

The organization assesses potential human rights risks associated with its operations and workforce as part of its overall management practices. Key areas considered include child labour, forced or compulsory labour, discrimination and harassment, working hours, wages and benefits, occupational health and safety, and freedom of association. Human rights requirements are communicated to employees and relevant contractors and suppliers, where applicable. Identified risks or concerns are addressed through appropriate corrective and preventive actions.

**During the reporting period, no significant human rights violations or material human rights risks were identified or reported.**

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 19.8 Human Rights Training

The organization promotes awareness of human rights and responsible labour practices among employees and relevant workers. Awareness and training cover key topics such as prohibition of child labour and forced labour, non-discrimination, prevention of harassment, fair working conditions, workplace dignity and grievance mechanisms.

Human rights requirements are communicated through employee induction, training sessions, toolbox talks and workplace awareness activities, as applicable. Training and awareness records are maintained where required.

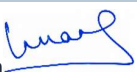
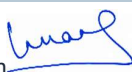
During the reporting period, **no significant human rights-related concerns were reported or identified.**

### 19.9 Human Rights Grievances

The organization provides appropriate channels for employees and workers to raise concerns or grievances related to human rights, labour practices, discrimination, harassment, working conditions and other workplace matters. Grievances are reviewed confidentially and addressed through appropriate corrective actions.

Employees are encouraged to report concerns without fear of retaliation. Grievance records are maintained and reviewed periodically to identify recurring issues and opportunities for improvement.

**During the reporting period, no human rights-related grievances were received or reported.**

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## 20. Training & Development

### 20.1 Total Training Hours

During the reporting period, the organization provided training and awareness programmes to employees based on their job responsibilities and identified competency requirements. Training covered areas such as occupational health and safety, HSE awareness, emergency preparedness, safe work practices, PPE and other relevant topics.

**Total training hours during the reporting period: 60 hours.**

**Average training hours per employee: 56 min per employee.**

### 20.2 HSE Training

The organization provides Health, Safety and Environment (HSE) training to employees and workers based on their job responsibilities and workplace risks. Training and awareness programmes cover safe work practices, hazard identification and risk assessment, PPE, emergency preparedness, fire safety, environmental awareness, waste management and incident prevention.

New employees receive appropriate safety induction, while refresher training and toolbox talks are conducted periodically. Training effectiveness and participation are monitored, and relevant training records are maintained.

**Total employees covered: 64**

**Total HSE training hours: 14 hours**

**Average HSE training hours per employee: 13.1 Mins/employee**

**Total Employee Coverage: 100%495458**

### 20.3 Quality and Technical Training

The organization provides technical training to employees and workers based on their job roles, responsibilities and competency requirements. Training focuses on improving technical knowledge, operational skills, equipment handling, process requirements, quality controls and safe operating practices.

New employees receive appropriate job-specific training, while refresher and skill-development training is provided as required. Training needs are identified based on job requirements, performance and changes in processes or equipment. Relevant training and competency records are maintained.

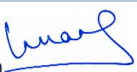
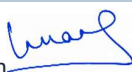
**Total employees covered: 64**

**Total technical training hours: 10 hours**

**Average technical training hours per employee: 9.4 Mins/employee**

### 20.4 Human Rights Training

The organization provides awareness and training on human rights and responsible labour practices to employees and workers, as applicable. Key topics include prohibition of child labour and forced labour, non-discrimination, prevention of harassment, equal opportunity, fair working conditions, employee dignity and grievance mechanisms.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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Human rights requirements are communicated through induction, training sessions, toolbox talks and awareness programmes. Training records are maintained as applicable.

**Total employees: 64**

**Employees covered by human-rights awareness/training: 64**

**Total human-rights training hours: 7 hours**

**Human-rights training coverage: 100 %**

## 20.5 Ethics Training

The organization provides awareness and training on ethical business practices to employees and relevant workers, as applicable. Training and awareness cover topics such as integrity, prevention of bribery and corruption, conflict of interest, responsible business conduct, confidentiality, fraud prevention and reporting of unethical behaviour.

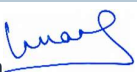
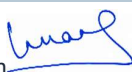
Employees are encouraged to raise concerns through appropriate grievance or whistleblowing channels without fear of retaliation. Ethics requirements are communicated during induction, training sessions and awareness programmes, as applicable.

**Total employees: 64**

**Employees covered by ethics training: 64**

**Total ethics training hours: 7 hours**

**Ethics training coverage: 100 %**

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## 21. Diversity, Equity & Inclusion

### 21.1 Gender Distribution

The organization monitors workforce gender distribution to support equal opportunity and diversity. During the reporting period, the total workforce consisted of 64 employees. The organization is committed to providing equal employment, training and career development opportunities irrespective of gender.

**Male employees: 64**

**Female employees: 00**

**Total employees: 64**

### 21.2 Women Employees

The organization is committed to providing equal employment opportunities to women and encouraging their participation in the workforce. Recruitment, remuneration, training and career development are based on qualifications, skills, experience and performance.

Due to the remote location of the facility and practical challenges related to commuting and transportation, the current representation of women in the workforce is limited. The organization will continue to explore suitable opportunities to improve women's participation, subject to operational requirements, employee safety and availability of suitable candidates.

**Total employees: 64**

**Women employees: 00**

**Percentage of women employees: 00%**

### 21.3 Women in Management

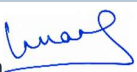
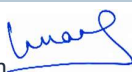
The organization is committed to providing equal opportunities for women to take up supervisory and management positions based on qualifications, skills, experience and performance.

Due to the current workforce composition and the limited availability of suitable female candidates associated with the remote location of the facility, there are currently no women employees in management positions. The organization will continue to consider qualified female candidates for future management and supervisory opportunities.

**Women in management: 00**

**Total management positions: 00**

**Percentage of women in management: 00%**

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 21.4 Equal Opportunity

The organization is committed to providing equal employment and career development opportunities to all employees and job applicants. Recruitment, remuneration, training, promotion and other employment decisions are based on qualifications, skills, experience and performance.

The organization does not tolerate discrimination or harassment based on gender, age, disability, background or other legally protected characteristics. Employees are treated with dignity, fairness and respect, and concerns can be raised through the established grievance mechanism.\

The organization continues to encourage diversity and equal participation while considering operational requirements, workplace safety and availability of suitable candidates.

### 21.5 Non-Discrimination

The organization is committed to maintaining a workplace free from discrimination and ensuring fair and equal treatment of all employees and job applicants. Employment decisions, including recruitment, remuneration, training, promotion and career development, are based on qualifications, skills, experience and performance.

Discrimination or harassment based on gender, age, disability, background or other legally protected characteristics is not tolerated. Employees are encouraged to report concerns through the established grievance mechanism, and appropriate action is taken where concerns are identified.

**During the reporting period, no cases of discrimination were reported or identified.**

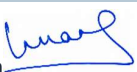
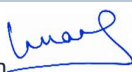
### 21.6 Diversity Initiatives

The organization promotes diversity and inclusion by providing equal employment opportunities and fair treatment to employees and job applicants. Recruitment, training, promotion and career development are based on qualifications, skills, experience and performance.

The organization encourages participation from diverse groups and maintains a workplace free from discrimination and harassment. Due to the remote location of the facility and associated commuting challenges, female representation is currently limited. The organization will continue to explore practical opportunities to improve workforce diversity while maintaining workplace safety and operational requirements.

#### Key initiatives include:

- Equal opportunity in recruitment and employment.
- Non-discrimination and prevention of harassment.
- Equal access to training and career development.
- Awareness of respectful and inclusive workplace practices.
- Encouraging participation of women and other underrepresented groups where feasible.

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Manufacturing of Inorganic Chemicals

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## 22. Community & Social Impact

### 22.1 Community Engagement

The organization maintains positive relationships with the local community and considers community interests in its business activities. The organization supports local employment and, where feasible, gives preference to local service providers and workers.

The organization also promotes awareness of health, safety and environmental matters and addresses relevant concerns raised by the local community through appropriate communication channels.

Where feasible, the organization may support community welfare initiatives such as environmental activities, health and safety awareness, education, infrastructure support or other social initiatives based on identified community needs.

**During the reporting period, no significant adverse impacts or unresolved grievances relating to the local community were reported.**

### 22.2 CSR Activities

The organization supports social and community development through appropriate Corporate Social Responsibility (CSR) and community welfare initiatives, based on identified needs and applicable legal requirements.

CSR activities may include support for education, healthcare, environmental protection, community infrastructure, employee welfare and other social development initiatives. The organization aims to create a positive impact on the local community through responsible and meaningful activities.

During the reporting period, the organization undertook the following CSR/community initiatives:

- [Activity 2 – e.g., tree plantation/environmental activity]

### 22.3 Local Employment

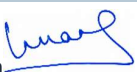
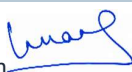
The organization supports local employment by providing job opportunities to people from nearby communities, where suitable candidates are available and meet the required skills and competency requirements. Preference is given to local candidates where feasible, particularly for operational and support roles.

Local employment helps reduce commuting requirements, supports the local economy and strengthens the organization's relationship with the surrounding community. Recruitment is carried out based on qualifications, skills, experience and job requirements, while maintaining equal opportunity and non-discrimination.

**Total employees: 64**

**Employees recruited from the local area: 64**

**Percentage of local employees: 100 %**

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## 22.4 Community Investment

The organization contributes to the development and well-being of the local community through appropriate community welfare and social initiatives. Community investment is considered based on identified local needs, organizational resources and applicable legal requirements. Support may include education, healthcare, environmental protection, community infrastructure, emergency support and other welfare activities. The organization aims to create positive and sustainable value for the communities surrounding its operations.

**Community investment during the reporting period: ₹40601**

**Number of initiatives: 02**

**Estimated beneficiaries: 3**

**Employee Volunteering-Not done**

“No formal employee volunteering activities were undertaken during the reporting period. The organization will explore suitable opportunities for employee participation in community welfare and environmental initiatives.”

## 22.5 Social Development Initiatives

“No formal social development initiatives were undertaken during the reporting period. The organization will continue to evaluate suitable opportunities to support local community development and welfare.”

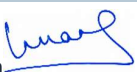
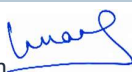
## 22.6 Impact Achieved

The organization's social and community initiatives are intended to create positive benefits for employees and the local community. The key impacts achieved include improved awareness of health, safety and environmental practices, support for local employment and community welfare, and increased employee participation in responsible social activities.

The organization reviews the outcomes of its initiatives, where applicable, to understand them effectiveness and identify opportunities for further improvement.

### Key impacts during the reporting period:

| Impact Area             | Impact Achieved                                                           |
|-------------------------|---------------------------------------------------------------------------|
| Local employment        | Employment opportunities provided to local candidates where feasible      |
| Health & safety         | Improved awareness through HSE training and safety programmes             |
| Community welfare       | Support provided through community/social initiatives, where applicable   |
| Environmental awareness | Awareness and participation in environmental activities, where applicable |
| Employee participation  | Participation in community and social activities, where applicable        |

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## VSME SUSTAINABILITY REPORT

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Manufacturing of Inorganic Chemicals

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## 23. GOVERNANCE

### 23.1 Business Ethics

### 23.2 Code of Conduct

The organization maintains a Code of Conduct to establish standards for ethical, responsible and professional behavior. The Code applies to employees and, where applicable, contractors and relevant business partners.

The Code of Conduct covers:

- Integrity, honesty and professional behaviour
- Compliance with applicable laws and regulations
- Prevention of bribery, corruption and fraud
- Conflict of interest
- Respectful workplace and non-discrimination
- Protection of confidential information and company assets
- Responsible dealings with customers, suppliers and other stakeholders
- **Reporting of unethical conduct and protection against retaliation**

Employees are made aware of the Code of Conduct through induction, training and internal communication, as applicable. Reported violations are reviewed and appropriate corrective action is taken.

**During the reporting period, no significant Code of Conduct violations were reported or identified.**

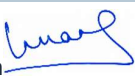
### 23.3 Anti-Bribery and Anti-Corruption

The organization has a zero-tolerance approach towards bribery, corruption, fraud and other unethical business practices. Employees and relevant business partners are expected to conduct business honestly, transparently and in compliance with applicable laws and regulations.

The organization prohibits offering, giving, requesting or accepting improper payments, gifts or benefits intended to influence business decisions. Employees are encouraged to report suspected bribery, corruption or unethical conduct through appropriate reporting channels without fear of retaliation.

Awareness of ethical business practices and anti-bribery requirements is promoted through employee induction, training and internal communication, as applicable.

**During the reporting period, no incidents of bribery or corruption were reported or identified.**

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### 23.4 Conflict of Interest

The organization is committed to identifying and managing actual, potential or perceived conflicts of interest in a fair and transparent manner. Employees are expected to act in the best interests of the organization and disclose any personal, financial or other interests that could improperly influence business decisions.

Employees are encouraged to seek guidance from management when a potential conflict of interest arises. Disclosed conflicts are reviewed and appropriate measures are taken to ensure objective and ethical decision-making.

**During the reporting period, no significant conflicts of interest were reported or identified.**

### 23.5 Fraud Prevention

The organization is committed to preventing and detecting fraud, financial misconduct and other dishonest practices. Appropriate internal controls, authorization processes, segregation of responsibilities and record-keeping practices are maintained to reduce the risk of fraudulent activities.

Employees are expected to act honestly and responsibly and are encouraged to report suspected fraud or financial misconduct through established reporting channels. Reported concerns are reviewed and appropriate corrective action is taken where required.

Awareness of fraud prevention and ethical business practices is promoted through internal communication and employee training, as applicable.

**During the reporting period, no significant cases of fraud were reported or identified.**

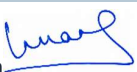
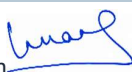
### 23.6 Ethical Business Practices

The organization conducts its business with integrity, honesty, transparency and accountability. Employees are expected to follow ethical standards and comply with applicable laws, regulations and organizational policies in all business activities.

The organization promotes fair and responsible dealings with customers, suppliers, contractors and other stakeholders. Bribery, corruption, fraud, conflicts of interest and other unethical practices are not tolerated.

Ethical expectations are communicated through the Code of Conduct, employee induction, training and internal awareness activities. Employees are encouraged to report unethical behaviour through established reporting channels without fear of retaliation.

**During the reporting period, no significant ethical violations were reported or identified.**

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### 23.7 Whistle-Blower Mechanism

The organization provides an appropriate mechanism for employees and relevant stakeholders to report suspected unethical conduct, bribery, corruption, fraud, conflicts of interest, violations of the Code of Conduct or other serious concerns.

Reports are handled confidentially and reviewed by designated management personnel. The organization prohibits retaliation, intimidation or adverse action against individuals who raise genuine concerns in good faith.

Reported concerns are investigated appropriately and corrective or preventive actions are taken where required. The organization maintains records of reported concerns and their resolution, as applicable.

**During the reporting period, no whistle-blower complaints or reports were received.**

### 23.8 Ethics Training

The organization provides employees with awareness and training on ethical business conduct and responsible behaviour. Training covers the Code of Conduct, anti-bribery and anti-corruption, fraud prevention, conflict of interest, confidentiality, fair business practices and the whistle-blower mechanism. Ethics requirements are communicated through employee induction, periodic training and internal awareness activities, as applicable. Employees are encouraged to report suspected unethical conduct through established reporting channels without fear of retaliation.

**Total employees: 64**

**Employees covered by ethics training: 64**

**Total ethics training hours: 7 hours**

**Ethics training coverage: 100%**

### 23.9 Ethics Incidents

The organization monitors and addresses incidents relating to business ethics, including bribery, corruption, fraud, conflicts of interest and violations of the Code of Conduct.

During the reporting period, **no significant ethics-related incidents were reported or identified, including cases of bribery, corruption, fraud or conflicts of interest.**

The organization continues to promote ethical conduct through its Code of Conduct, employee awareness, ethics training and whistle-blower/grievance mechanisms.

| Indicator                                  | FY 2025-26 |
|--------------------------------------------|------------|
| Confirmed bribery/corruption incidents     | 0          |
| Confirmed fraud incidents                  | 0          |
| Significant conflict-of-interest incidents | 0          |
| Ethics-related complaints                  | 0          |
| Whistle-blower reports                     | 0          |

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## 24. Grievance Mechanism

### 24.1 Employee Grievance Mechanism

The organization provides employees and workers with appropriate channels to raise workplace concerns and grievances related to working conditions, wages and benefits, health and safety, discrimination, harassment, workplace behaviour and other employment-related matters.

Employees are encouraged to raise concerns with their supervisor, HR or designated management representative. Grievances are reviewed fairly and confidentially and are addressed within a reasonable timeframe. Employees are protected from retaliation for raising genuine concerns in good faith. Grievances and their resolution are recorded and reviewed periodically to identify recurring issues and opportunities for improvement.

**During the reporting period, no significant employee grievances were reported or remained unresolved.**

### 24.2 External Stakeholder Grievance Mechanism

The organization provides appropriate channels for external stakeholders, including customers, suppliers, contractors, local community members and other relevant parties, to raise concerns or grievances related to the organization's activities.

Grievances may be communicated through designated contact persons, telephone, email, written communication or other available channels. Complaints and concerns are reviewed objectively and addressed through appropriate corrective actions, where required.

The organization aims to maintain transparent communication with external stakeholders and resolve legitimate concerns in a timely and responsible manner. Records of grievances and actions taken are maintained as applicable.

**During the reporting period, no significant external stakeholder grievances were received or remained unresolved.**

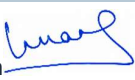
### 24.3 Customer Complaints

The organization has established a process for receiving, recording, investigating and resolving customer complaints related to product quality, delivery, service and other customer requirements. Complaint are reviewed by the responsible personnel, and appropriate corrective and preventive actions are taken where required.

Customer feedback and complaint trends are periodically reviewed to identify recurring issues and opportunities for improvement in product and service quality.

**During the reporting period:**

| Indicator                       | Value |
|---------------------------------|-------|
| Customer complaints received    | 00    |
| Complaints resolved             | 00    |
| Complaints pending              | 0     |
| Significant customer complaints | 0     |

|                                                                                                |                                                                                                   |                                                                                                  |               |
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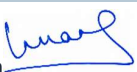
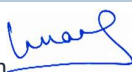
## 24.4 Supplier Grievances

The organization provides appropriate channels for suppliers and contractors to raise concerns or grievances related to procurement, payment, contractual requirements, communication, business conduct and other relevant matters.

Supplier grievances are reviewed fairly and objectively by the responsible personnel, and appropriate actions are taken to resolve legitimate concerns. The organization promotes transparent and ethical relationships with its suppliers and encourages open communication.

Supplier grievances and actions taken are recorded and reviewed as applicable.

**During the reporting period, no significant supplier grievances were received or remained unresolved.**

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## 25. Responsible Supply Chain

### 25.1 Supplier Selection Criteria

The organization selects suppliers based on relevant criteria such as product/service quality, technical capability, price, delivery performance, reliability, statutory compliance and ability to meet specified requirements.

Where applicable, environmental, health and safety, ethical and social considerations are also taken into account during supplier selection. Suppliers are expected to comply with applicable legal and regulatory requirements and the organization's relevant quality, HSE and ethical expectations.

For **customer-specified or customer-nominated suppliers**, the organization has limited control over supplier selection and evaluates the supplied materials or services against applicable customer requirements.

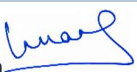
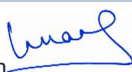
### 25.2 Supplier Code of Conduct

The organization promotes responsible and ethical business practices throughout its supply chain. Suppliers and contractors are expected to comply with applicable laws and regulations and maintain responsible practices relating to labour, human rights, health and safety, environmental protection and business ethics.

Key expectations include:

- Prohibition of child, forced and compulsory labour.
- Non-discrimination and respectful treatment of workers.
- Compliance with applicable wages and working-hour requirements.
- Provision of safe and healthy working conditions.
- Prevention of bribery, corruption and fraud.
- Responsible environmental and waste management practices.
- Compliance with applicable statutory and regulatory requirements.
- Ethical and transparent business dealings.

Where applicable, these expectations are communicated to suppliers through purchase orders, contracts, supplier requirements or other business communications. Customer-nominated suppliers remain subject to the customer's supplier-selection requirements.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 25.3 ESG Supplier Evaluation

The organization considers relevant Environmental, Social and Governance (ESG) factors when evaluating suppliers, where applicable. Supplier evaluation may include:

- **Environmental:** pollution prevention, waste management, resource efficiency and applicable environmental compliance.
- **Social:** labour practices, human rights, health and safety, non-discrimination and prohibition of child and forced labour.
- **Governance:** ethical business practices, anti-bribery and anti-corruption, legal compliance and responsible business conduct.

Supplier performance is reviewed based on applicable requirements, and corrective actions may be requested where significant gaps are identified.

For **customer-nominated or customer-specified suppliers**, the organization has limited control over supplier selection and ESG evaluation, while applicable quality, delivery, statutory and customer requirements are monitored.

**During the reporting period, [100] % of applicable suppliers were evaluated against relevant ESG criteria.**

### 25.4 Sustainable Procurement

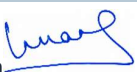
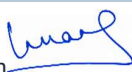
The organization incorporates relevant sustainability considerations into its procurement practices, where applicable. Suppliers and materials are considered based on quality, technical suitability, legal compliance, environmental performance, health and safety, ethical business practices and responsible labour practices.

The organization promotes the purchase of durable, recyclable and environmentally preferable materials where technically and commercially feasible. Efforts are also made to optimize material consumption, reduce waste and consider local suppliers where appropriate.

For **customer-supplied or customer-nominated materials and packing materials**, the organization has limited control over procurement and supplier selection and follows the customer's specified requirements.

#### Key sustainable procurement practices:

- Compliance with applicable legal and regulatory requirements.
- Consideration of environmental and HSE performance.
- Preference for recyclable/reusable materials where feasible.
- Consideration of supplier ethical and labour practices.
- Efficient use of purchased materials and reduction of waste.
- Preference for local suppliers where technically and commercially feasible.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 25.5 Human Rights Requirements

The organization is committed to respecting human rights throughout its operations and, where applicable, its supply chain. Employees, contractors and relevant suppliers are expected to comply with applicable human rights and labour requirements.

Key requirements include:

- Prohibition of **child labour, forced and compulsory labour**.
- Respect for **non-discrimination and equal opportunity**.
- Prevention of harassment, bullying and unfair treatment.
- Compliance with applicable **working hours, wages and benefits** requirements.
- Provision of safe and healthy working conditions.
- Respect for freedom of association, where applicable.
- Provision of appropriate grievance and reporting mechanisms.
- Compliance with applicable labour and human rights laws.

These requirements may be communicated through the organization's policies, Code of Conduct, purchase orders, contracts, supplier requirements and other relevant communications. Supplier compliance is considered where the organization has control or influence over supplier selection and evaluation.

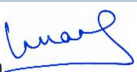
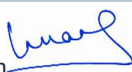
### 25.6 Environmental Requirements

The organization promotes environmental responsibility in its operations and supply chain, where applicable. Suppliers and contractors are expected to comply with applicable environmental laws, regulations and relevant organizational requirements.

Key environmental requirements include:

- Compliance with applicable environmental permits, laws and regulations.
- Proper management, segregation and disposal of waste.
- Prevention of pollution and control of emissions and effluents.
- Efficient use of energy, water, raw materials and other resources.
- Safe handling and storage of hazardous materials and chemicals.
- Promotion of reuse, recycling and waste reduction.
- Consideration of environmentally preferable and recyclable materials where feasible.
- Reporting of significant environmental incidents or non-compliances.

These requirements are communicated through purchase orders, contracts, supplier requirements and other relevant communications, as applicable. Environmental performance may be considered during supplier selection and evaluation where the organization has control over procurement decisions.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## 25.7 Health & Safety Requirements

The organization expects suppliers, contractors and service providers to comply with applicable occupational health and safety laws and relevant organizational requirements. Appropriate measures are taken to prevent workplace injuries, occupational illness and unsafe conditions.

Key health and safety requirements include:

- Compliance with applicable **HSE laws and regulations**.
- Identification of workplace hazards and implementation of appropriate controls.
- Provision and proper use of required **PPE**.
- Safe operation and maintenance of machinery, equipment and tools.
- Safe handling, storage and transportation of materials and chemicals.
- Emergency preparedness and participation in emergency drills, where applicable.
- Reporting of accidents, incidents and near misses.
- Appropriate safety induction and training for workers.
- Maintaining good housekeeping and safe workplace conditions.

Health and safety expectations are communicated to relevant suppliers and contractors through contracts, purchase orders, work permits, safety instructions, induction and other applicable communications. Compliance is monitored based on the nature and risk of the work.

## 25.8 Supplier Audits

The organization conducts supplier audits or assessments where required based on the nature, criticality and risk associated with the products or services supplied. Supplier evaluations may consider quality, delivery performance, statutory compliance, environmental practices, health and safety, human rights and ethical business practices.

Where significant non-conformities or gaps are identified, appropriate corrective actions are communicated to the supplier and follow-up is carried out as applicable.

For customer-nominated or customer-specified suppliers, the organization has limited control over supplier selection and audit activities and follows applicable customer requirements. Supplier audit status during the reporting period:

| Indicator                               | Value                      |
|-----------------------------------------|----------------------------|
| Suppliers audited                       | 7                          |
| Suppliers assessed                      | 7                          |
| Significant non-conformities identified | 0                          |
| Corrective actions closed               | No non-conformance raised. |

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 25.9 Third-Party Due Diligence

The organization applies proportionate due diligence to relevant suppliers, contractors and business partners based on the nature, importance and risk of the relationship. Due diligence may include review of available statutory, quality, HSE, environmental, human rights and ethical compliance information.

Where suppliers are large organizations or are customer-nominated/customer-specified, the organization's ability to independently audit or influence their practices may be limited. In such cases, the organization relies, where appropriate, on available supplier certifications, declarations, compliance documents, customer requirements and publicly available information.

The organization focuses its due-diligence efforts on areas where it has reasonable influence and where significant ESG risks may arise.

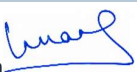
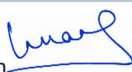
### 25.10 High-Risk Suppliers

The organization identifies suppliers that may present higher risks based on the nature of the material or service supplied, environmental and HSE impacts, human rights and labour practices, statutory compliance, business ethics and supply-chain dependency.

Where appropriate, higher-risk suppliers are subject to additional evaluation, such as review of compliance documents, certifications, declarations, performance records or other available information. Corrective actions may be requested where significant concerns are identified.

For large, established or customer-nominated suppliers where the organization has limited influence, the organization relies on available certifications, compliance information and customer requirements, as applicable.

**During the reporting period, no significant ESG-related issues were identified with high-risk suppliers.**

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 62 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |



# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

## 26.0 Data Privacy & Cybersecurity

### 26.1 Data Protection

The organization is committed to protecting personal, confidential and business-sensitive information of employees, customers, suppliers and other stakeholders. Appropriate controls are implemented to prevent unauthorized access, disclosure, loss, alteration or misuse of information.

Access to sensitive information is restricted to authorized personnel based on business requirements. The organization promotes responsible handling of information and maintains appropriate confidentiality and data security practices.

The organization complies with applicable data protection and privacy laws and contractual requirements, as applicable. Any suspected data breach or unauthorized access is reported, investigated and addressed through appropriate corrective actions.

**During the reporting period, no significant data protection breaches or complaints were reported or identified.**

### 26.2 Information Security

The organization takes appropriate measures to protect business, employee, customer and supplier information from unauthorized access, loss, misuse or disclosure. Access to information systems and confidential records is provided only to authorized personnel based on business requirements.

Key information security practices include password protection, controlled access, regular data backup, antivirus/security measures, secure storage of records and awareness of information security responsibilities. Employees are expected to maintain confidentiality and use organizational information and IT resources responsibly.

Information security incidents, where identified, are investigated and appropriate corrective actions are taken.

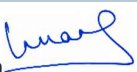
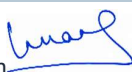
**During the reporting period, no significant information security incidents or data breaches were reported or identified.**

### 26.3 Cybersecurity Controls

The organization implements appropriate cybersecurity controls to protect its information systems, digital records and business information against unauthorized access, malware, data loss and other cyber threats.

Key controls include:

- Password protection and controlled user access.
- Antivirus and endpoint security measures.
- Regular backup of important business data.
- Use of secure and authorized software and IT systems.

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 63 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |



# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

- Restricted access to confidential and sensitive information.
- Periodic software and security updates.
- Employee awareness regarding phishing, suspicious emails, passwords and safe use of IT systems.
- Prompt reporting and investigation of suspected cybersecurity incidents.

Cybersecurity controls are reviewed and improved as appropriate based on identified risks and changes in technology.

**During the reporting period, no significant cybersecurity incidents were reported or identified.**

### 26.4 Data Privacy Awareness

The organization promotes awareness among employees regarding the responsible collection, use, storage and sharing of personal and confidential information. Employees are informed about the importance of maintaining confidentiality, preventing unauthorized access and handling personal data in accordance with applicable requirements.

Awareness may be provided through employee induction, internal communication, training and periodic reminders. Employees are encouraged to report suspected data breaches, unauthorized disclosure or misuse of personal information through appropriate channels.

The organization aims to strengthen data privacy practices through continual awareness and improvement.

**During the reporting period, no significant data privacy incidents or complaints were reported or identified.**

### 26.5 Cybersecurity Incidents

The organization monitors information systems and business operations for potential cybersecurity threats and incidents. Employees are encouraged to promptly report suspected phishing, malware, unauthorized access, data loss or other cybersecurity concerns.

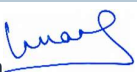
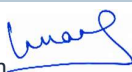
Any identified cybersecurity incident is reviewed and investigated, and appropriate corrective and preventive actions are taken to minimize impact and prevent recurrence.

**During the reporting period, no significant cybersecurity incidents, data breaches or unauthorized access incidents were reported or identified.**

**Cybersecurity incidents: 0**

**Significant data breaches: 0**

**Confirmed unauthorized access incidents: 0**

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 64 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |



# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

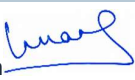
### 26.6 Customer / Supplier Data Protection

The organization is committed to protecting confidential and personal information received from customers and suppliers. Information is collected, processed, stored and shared only for legitimate business purposes and in accordance with applicable legal, contractual and confidentiality requirements.

Access to customer and supplier information is restricted to authorized personnel based on business needs. Appropriate measures such as controlled access, password protection, secure storage, data backup and confidentiality practices are implemented to reduce the risk of unauthorized access, loss, disclosure or misuse.

Employees are made aware of their responsibilities regarding confidential information and data protection. Any suspected data breach or unauthorized disclosure is investigated and addressed through appropriate corrective actions.

**During the reporting period, no significant customer or supplier data protection breaches or complaints were reported or identified.**

| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 65 of 99 |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |



# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

## 27.0 Product Responsibility

### 27.1 Product Quality

The organization is committed to delivering products that consistently meet specified customer requirements, applicable standards and agreed quality specifications. Quality controls are implemented throughout relevant stages of production, inspection, testing, packing and dispatch.

The organization monitors product quality through defined inspection and testing activities, process controls and customer feedback. Non-conforming products are identified, controlled and addressed through appropriate corrective actions.

Customer complaints and quality-related issues are recorded and analyzed to identify root causes and opportunities for continual improvement.

**During the reporting period, product quality was monitored through established quality controls, inspections and customer feedback mechanisms.**

### 27.2 Product Safety

The organization is committed to ensuring that products supplied to customers meet applicable safety, technical and contractual requirements. Product-related risks are considered during relevant stages of production, inspection, testing, packing and dispatch.

Appropriate process controls, inspections and testing are implemented to identify and prevent safety related defects. Where applicable, product specifications, handling instructions and relevant safety information are communicated to customers.

Any product safety concern or complaint received from customers is reviewed and appropriate corrective action is taken to prevent recurrence.

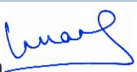
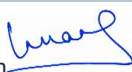
**During the reporting period, no significant product safety incidents or recalls were reported or identified.**

### 27.3 Regulatory Compliance

The organization is committed to complying with applicable legal, regulatory and statutory requirements relevant to its operations, products, services, environment, occupational health and safety, labour practices and business activities.

Applicable legal and regulatory requirements are identified, monitored and periodically reviewed. Necessary licences, permits, approvals and statutory registrations are maintained as applicable. Compliance obligations are communicated to responsible personnel, and corrective actions are taken where any non-compliance is identified.

**During the reporting period, no significant regulatory non-compliances, fines or penalties were reported or identified.**

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 66 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |

## 27.4 Customer Complaints

The organization maintains a process for receiving, recording, investigating and resolving customer complaints related to product quality, product safety, delivery, service and other customer requirements. Customer complaints are reviewed by responsible personnel, and appropriate corrective and preventive actions are taken where required. Complaint trends and customer feedback are periodically reviewed to identify recurring issues and opportunities for improvement.

### During the reporting period:

| Indicator                    | Value |
|------------------------------|-------|
| Customer complaints received | 00    |
| Complaints resolved          | 00    |
| Complaints pending           | 00    |
| Significant complaints       | 00    |

## 27.5 Product Recalls

The organization maintains appropriate controls to ensure that products supplied to customers meet specified quality, technical and safety requirements. In the event that a significant product safety or quality issue requiring recall is identified, the organization will coordinate with the concerned customer and take appropriate corrective and preventive actions.

### During the reporting period, no product recalls were initiated or required.

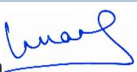
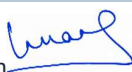
| Indicator                                          | FY 2025–26 |
|----------------------------------------------------|------------|
| Product recalls                                    | 00         |
| Products subject to recall                         | 00         |
| Significant product safety issues requiring recall | 00         |

## 27.6 Responsible Product Information

The organization provides customers with accurate and relevant product information in accordance with agreed specifications and applicable requirements. Product information, including specifications, quantity, quality requirements, handling instructions and other relevant details, is communicated through appropriate documents and customer communications.

The organization aims to ensure that product information is clear, accurate and not misleading. Any changes to product specifications or customer requirements are reviewed and communicated to relevant parties as applicable.

**During the reporting period, no significant complaints relating to inaccurate or misleading product information was reported or identified.**

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 67 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |



# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

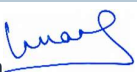
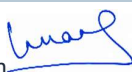
### 27.7 Customer Satisfaction

The organization is committed to meeting customer requirements and maintaining customer satisfaction through consistent product quality, timely delivery, responsive communication and effective resolution of customer concerns.

Customer feedback, complaints and other relevant inputs are monitored to assess customer satisfaction and identify opportunities for improvement. Where concerns are received, they are reviewed and appropriate corrective actions are taken.

Customer satisfaction is considered as part of the organization's continual improvement activities.

**During the reporting period, customer feedback was monitored through customer communications, feedback, complaints and business interactions. No significant customer satisfaction issues were reported or identified.**

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 68 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                      |               |

## 28. PERFORMANCE & DISCLOSURES

### 28.1 Environment



| Sr. No. | KPI                                                                                                                                | Unit of Measurement | Baseline FY 2025-26 | Target  | Actual FY 2025-26 | RAG     |
|---------|------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|---------|-------------------|---------|
| 1       |  Calculation of GHG Emissions (Scope 1 + Scope 2) | tCO <sub>2</sub> e  | 574.90              | <600    | 574.90            | ● Green |
| 2       |  Electricity Consumption                          | kWh                 | 7,06,092.00         | <800000 | 7,06,092.00       | ● Green |
| 3       |  Petrol & Diesel Consumption                      | L                   | 26,127.00           | <30000  | 26,127.00         | ● Green |
| 4       |  Renewable Energy Usage                           | %                   | 0                   | ≥10     | 0                 | ● Red   |
| 5       |  Water Consumption                               | kL                  | 2212                | ≤2500   | 2212              | ● Green |
| 6       |  Waste Recycling Rate                           | %                   | 0.00                | ≥25     | 0.00              | ● Red   |
| 7       |  Hazardous Waste Generation                     | MT                  | 4.18                | ≤4.50   | 4.18              | ● Green |
| 8       |  Tree Plantation                                | Nos.                | 250.00              | ≥200    | 250.00            | ● Green |
| 9       |  Environmental Training Coverage                | %                   | 100                 | 100     | 100               | ● Green |
| 10      |  Legal Compliance                               | %                   | 100.00              | 100     | 100.00            | ● Green |
| 11      |  Air Emission Compliance                        | %                   | 100.00              | 100     | 100.00            | ● Green |
| 12      |  Paper Consumption                              | Nos.                | 45.00               | ≤48     | 45.00             | ● Green |
| 13      |  Environmental Incident Rate                    | Nos.                | 0.00                | 0       | 0.00              | ● Green |

#### RAG STATUS CRITERIA

| RAG                    | Criteria                                                                                        |
|------------------------|-------------------------------------------------------------------------------------------------|
| ● Green                | Target achieved or better than target.                                                          |
| ● Amber                | Performance is within 10% of the target, but target has not yet been achieved.                  |
| ● Red                  | Performance is more than 10% away from the target or significant corrective action is required. |
| ● Zero-target KPI      | Actual = 0 → Green; Actual > 0 → Red.                                                           |
| ↑ Higher-is-better KPI | Actual ≥ Target → Green; 90-99.9% of target → Amber; <90% → Red.                                |
| ↓ Lower-is-better KPI  | Actual ≤ Target → Green; up to 110% of target → Amber; >110% → Red.                             |

#### MANAGEMENT NOTE

The Waste Recycling Rate target of ≥25% is a proposed meaningful target and should be formally approved before being treated as an official company target.

#### REVIEW & APPROVAL

| Prepared By     | Reviewed By | Approved By   | Date       |
|-----------------|-------------|---------------|------------|
| Prashant Thakur | Umang Shah  | Priyank Patel | 01.04.2026 |

|                                                                                                |                                                                                                   |                                                                                                 |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                      | Page 69 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                     |               |

## 28.2 Ethics



## Satyendra Fine Chem

### KPI DASHBOARD FOR ETHICS

Reporting / Base Year – FY 2025.26

|          |              |
|----------|--------------|
| Doc. No. | SFC/KPI/E/01 |
| Rev.     | 0            |
| WEF      | 01.04.2025   |



| Sr. No. | KPI                                  | Unit of Measurement | Base Line 2025.26 | Target 2025.26 | Status (Year 2025.26) | RAG     | Remarks      |
|---------|--------------------------------------|---------------------|-------------------|----------------|-----------------------|---------|--------------|
| 1       | Code of Conduct Training Coverage    | %                   | 0                 | 100            | 100                   | ● Green | Completed    |
| 2       | Ethics Policy Acknowledgement        | %                   | 0                 | 100            | 100                   | ● Green | Completed    |
| 3       | Whistleblower Cases Closure          | %                   | 0                 | 100            | 100                   | ● Green | Not Reported |
| 4       | Anti-Corruption Training Coverage    | %                   | 0                 | 100            | 100                   | ● Green | Completed    |
| 5       | Conflict of Interest Declaration     | %                   | 0                 | 100            | 100                   | ● Green | Completed    |
| 6       | Supplier Ethics Compliance           | %                   | 0                 | 100            | 100                   | ● Green | Completed    |
| 7       | Data Privacy Compliance              | %                   | 0                 | 100            | 100                   | ● Green | Completed    |
| 8       | Cybersecurity Awareness Completion   | %                   | 0                 | 100            | 100                   | ● Green | Completed    |
| 9       | Reported Ethics Incidents            | %                   | 0                 | 0              | 0                     | ● Green | Not Reported |
| 10      | Substantiated Ethics Violations      | %                   | 0                 | 0              | 0                     | ● Green | Not Reported |
| 11      | Third-Party Due Diligence Completion | %                   | 0                 | 90             | 90                    | ● Green | Completed    |
| 12      | Business Integrity Assessment        | %                   | 0                 | 90             | 0                     | ● Green | Completed    |
| 13      | Compliance Training Completion       | %                   | 0                 | 100            | 100                   | ● Green | Completed    |

### RAG STATUS CRITERIA

| RAG                    | Criteria                                                                                        |
|------------------------|-------------------------------------------------------------------------------------------------|
| ● Green                | Target achieved or better than target.                                                          |
| ● Amber                | Performance is within 10% of the target, but target has not yet been achieved.                  |
| ● Red                  | Performance is more than 10% away from the target or significant corrective action is required. |
| ● Zero-target KPI      | Actual = 0 → Green; Actual > 0 → Red.                                                           |
| ↑ Higher-is-better KPI | Actual ≥ Target → Green; 90–99.9% of target → Amber; <90% → Red.                                |
| ↓ Lower-is-better KPI  | Actual ≤ Target → Green; up to 110% of target → Amber; >110% → Red.                             |

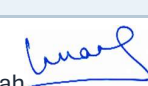
### MANAGEMENT NOTE

The Ethics KPIs reflect the company's commitment to maintaining high standards of integrity, transparency and ethical business conduct. All targets for FY 2025.26 have been achieved. Continuous efforts will be made to strengthen ethics compliance across all business operations and supply chain.



### REVIEW & APPROVAL

| Prepared By     | Reviewed By | Approved By   | Date       |
|-----------------|-------------|---------------|------------|
| Prashant Thakur | Umang Shah  | Priyank Patel | 01.04.2026 |

|                                                                                                |                                                                                                   |                                                                                                 |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                      | Page 70 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                     |               |

## 28.3 Human Rights and Safety



### Satyendra Fine Chem

#### KPI DASHBOARD FOR HUMAN RIGHTS AND SAFETY

Reporting / Base Year – FY 2025.26

|          |              |
|----------|--------------|
| Doc. No. | SFC/KPI/E/01 |
| Rev.     | 0            |
| WEF      | 01.04.2026   |

PEOPLE  
SAFETY  
EQUALITY  
RESPECT  
HUMAN RIGHTS

| Sr. No. | KPI                                  | Unit of Measurement | Base Line 2025.26 | Target 2025.26 | Status (Year 2025.26) | RAG   |
|---------|--------------------------------------|---------------------|-------------------|----------------|-----------------------|-------|
| 1       | Employee Turnover Rate               | %                   | 0                 | 0              | 0                     | Green |
| 2       | Health & Safety Training Coverage    | %                   | 0                 | 100            | 100                   | Green |
| 3       | Lost Time Injury Frequency Rate      | per million hour    | 0                 | 0              | 0                     | Green |
| 4       | Near Miss Reporting                  | Nos.                | 0                 | 5              | 6                     | Green |
| 5       | First aid cases                      | Nos.                | 0                 | 0              | 1                     | Green |
| 6       | No of unsafe act                     | Nos.                | 0                 | 0              | 1                     | Green |
| 7       | Diversity Ratio                      | %                   | 0                 | 100            | 100                   | Green |
| 8       | Female Workforce Participation       | %                   | 0                 | 1              | 0                     | Red   |
| 9       | Working Hours Compliance             | %                   | 100               | 100            | 100                   | Green |
| 10      | Child Labor Compliance               | %                   | 100               | 100            | 100                   | Green |
| 11      | Forced Labor Compliance              | %                   | 100               | 100            | 100                   | Green |
| 12      | Employee Grievance Closure           | %                   | 100               | 100            | 100                   | Green |
| 13      | Human Rights Training Coverage       | %                   | 100               | 100            | 100                   | Green |
| 14      | Harassment/discrimination grievances | %                   | 100               | 100            | 100                   | Green |
| 15      | Employee Engagement Index            | %                   | 100               | 100            | 100                   | Green |

| RAG STATUS CRITERIA  |                                                                                                 |
|----------------------|-------------------------------------------------------------------------------------------------|
| RAG                  | Criteria                                                                                        |
| Green                | Target achieved or better than target.                                                          |
| Amber                | Performance is within 10% of the target, but target has not yet been achieved.                  |
| Red                  | Performance is more than 10% away from the target or significant corrective action is required. |
| Zero-target KPI      | Actual = 0 → Green; Actual > 0 → Red.                                                           |
| Higher-is-better KPI | Actual ≥ Target → Green; 90–99.9% of target → Amber; <90% → Red.                                |
| Lower-is-better KPI  | Actual ≤ Target → Green; up to 110% of target → Amber; >110% → Red.                             |

**MANAGEMENT NOTE**

The Human Rights and Safety KPIs reflect the company's commitment to providing a safe, healthy and inclusive workplace, respecting human rights, and ensuring compliance with applicable statutory and other requirements. Continuous efforts will be made to improve performance across all parameters.



| REVIEW & APPROVAL |             |               |            |
|-------------------|-------------|---------------|------------|
| Prepared By       | Reviewed By | Approved By   | Date       |
| Prashant Thakur   | Umang Shah  | Priyank Patel | 01.04.2026 |

|                             |                                |                             |               |
|-----------------------------|--------------------------------|-----------------------------|---------------|
| Prepared By:                | Approved By:                   | Issued By:                  | Page 71 of 99 |
| Umang Shah                  | Priyank Patel                  | Umang Shah                  |               |
| Designation: Partner- Admin | Designation: Partner-Technical | Designation: Partner- Admin |               |

## 28.4 Sustainable Procurement



## Satyendra Fine Chem

### KPI DASHBOARD FOR SUSTAINABLE PROCUREMENT

Reporting / Base Year – FY 2025.26

|          |              |
|----------|--------------|
| Doc. No. | SFC/KPI/E/01 |
| Rev.     | 0            |
| WEF      | 01.04.2026   |



| Sr. No. | KPI                                    | Unit of Measurement | Base Line 2025.26 | Target 2025.26 | Status (Year 2025.26) | RAG                                        |
|---------|----------------------------------------|---------------------|-------------------|----------------|-----------------------|--------------------------------------------|
| 1       | Suppliers Assessed by ESG (%)          | %                   | 0                 | 100            | 100                   | <span style="color: green;">●</span> Green |
| 2       | Sustainable Procurement Training       | %                   | 0                 | 100            | 100                   | <span style="color: green;">●</span> Green |
| 3       | Local Supplier Spend                   | %                   | 0                 | 100            | 100                   | <span style="color: green;">●</span> Green |
| 4       | Supplier Code of Conduct Acceptance    | %                   | 0                 | 100            | 100                   | <span style="color: green;">●</span> Green |
| 5       | Supplier Audit Completion              | %                   | 0                 | 100            | 100                   | <span style="color: green;">●</span> Green |
| 6       | High-Risk Supplier Monitoring          | %                   | 0                 | 100            | 100                   | <span style="color: green;">●</span> Green |
| 7       | Supplier Environmental Compliance      | %                   | 0                 | 95             | 100                   | <span style="color: green;">●</span> Green |
| 8       | Supplier Human Rights Compliance       | %                   | 0                 | 95             | 100                   | <span style="color: green;">●</span> Green |
| 9       | On-Time Supplier Sustainability Review | %                   | 0                 | 95             | 100                   | <span style="color: green;">●</span> Green |

### RAG STATUS CRITERIA

| RAG                                                       | Criteria                                                                                        |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| <span style="color: green;">●</span> Green                | Target achieved or better than target.                                                          |
| <span style="color: orange;">●</span> Amber               | Performance is within 10% of the target, but target has not yet been achieved.                  |
| <span style="color: red;">●</span> Red                    | Performance is more than 10% away from the target or significant corrective action is required. |
| <span style="color: gray;">●</span> Zero-target KPI       | Actual = 0 → Green; Actual > 0 → Red.                                                           |
| <span style="color: green;">↑</span> Higher-is-better KPI | Actual ≥ Target → Green; 90–99.9% of target → Amber; <90% → Red.                                |
| <span style="color: red;">↓</span> Lower-is-better KPI    | Actual ≤ Target → Green; up to 110% of target → Amber; >110% → Red.                             |

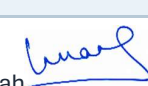
### MANAGEMENT NOTE

The Sustainable Procurement KPIs reflect the company's commitment to responsible sourcing, ethical business practices and integration of environmental, social and governance (ESG) requirements in the supply chain. Continuous efforts will be made to enhance supplier sustainability performance and ensure compliance with applicable statutory and customer requirements.



### REVIEW & APPROVAL

| Prepared By     | Reviewed By | Approved By   | Date       |
|-----------------|-------------|---------------|------------|
| Prashant Thakur | Umang Shah  | Priyank Patel | 01.04.2026 |

|                                                                                                |                                                                                                   |                                                                                                 |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                      | Page 72 of 99 |
| Umang Shah  | Priyank Patel  | Umang Shah  |               |
| Designation: Partner- Admin                                                                    | Designation: Partner-Technical                                                                    | Designation: Partner- Admin                                                                     |               |

## 28.5 Overall Sustainability KPI Dashboard



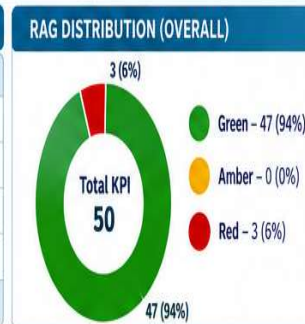
| ENVIRONMENTAL KPI                             |                                    |         |          |       |
|-----------------------------------------------|------------------------------------|---------|----------|-------|
| Sr. No.                                       | KPI                                | Target  | Actual   | RAG   |
| 1                                             | GHG Emissions (tCO <sub>2</sub> e) | <600    | 574.90   | Green |
| 2                                             | Electricity Consumption (KWh)      | <800000 | 7,06,092 | Green |
| 3                                             | Petrol & Diesel Consumption (L)    | <30000  | 26,127   | Green |
| 4                                             | Renewable Energy Usage (%)         | ≥10     | 0        | Red   |
| 5                                             | Water Consumption (KL)             | ≤2500   | 2212     | Green |
| 6                                             | Waste Recycling Rate (%)           | ≥25     | 0.00     | Red   |
| 7                                             | Hazardous Waste Generation (MT)    | ≤4.50   | 4.18     | Green |
| 8                                             | Tree Plantation (Nos.)             | ≥200    | 250      | Green |
| 9                                             | Environmental Training (%)         | 100     | 100      | Green |
| 10                                            | Legal Compliance (%)               | 100     | 100      | Green |
| 11                                            | Air Emission Compliance (%)        | 100     | 100      | Green |
| 12                                            | Paper Consumption (Nos.)           | ≤48     | 45       | Green |
| 13                                            | Environmental Incident Rate (Nos.) | 0       | 0        | Green |
| Total KPI: 13    Green 11    Amber 0    Red 2 |                                    |         |          |       |

| ETHICS KPI                                    |                                      |        |        |       |
|-----------------------------------------------|--------------------------------------|--------|--------|-------|
| Sr. No.                                       | KPI                                  | Target | Actual | RAG   |
| 1                                             | Code of Conduct Training (%)         | 100    | 100    | Green |
| 2                                             | Ethics Policy Acknowledgement (%)    | 100    | 100    | Green |
| 3                                             | Whistleblower Cases Closure (%)      | 100    | 100    | Green |
| 4                                             | Anti-Corruption Training (%)         | 100    | 100    | Green |
| 5                                             | Conflict of Interest Declaration (%) | 100    | 100    | Green |
| 6                                             | Supplier Ethics Compliance (%)       | 100    | 100    | Green |
| 7                                             | Data Privacy Compliance (%)          | 100    | 100    | Green |
| 8                                             | Cybersecurity Awareness (%)          | 100    | 100    | Green |
| 9                                             | Reported Ethics Incidents (%)        | 0      | 0      | Green |
| 10                                            | Substantiated Ethics Violations (%)  | 0      | 0      | Green |
| 11                                            | Third-Party Due Diligence (%)        | 90     | 90     | Green |
| 12                                            | Business Integrity Assessment (%)    | 90     | 0      | Green |
| 13                                            | Compliance Training Completion (%)   | 100    | 100    | Green |
| Total KPI: 13    Green 13    Amber 0    Red 0 |                                      |        |        |       |

| HUMAN RIGHTS & SAFETY KPI                     |                                          |        |        |       |
|-----------------------------------------------|------------------------------------------|--------|--------|-------|
| Sr. No.                                       | KPI                                      | Target | Actual | RAG   |
| 1                                             | Employee Turnover Rate (%)               | 0      | 0      | Green |
| 2                                             | H&S Training Coverage (%)                | 100    | 100    | Green |
| 3                                             | LTI/Fr (per million hour)                | 0      | 0      | Green |
| 4                                             | Near Miss Reporting (Nos.)               | 5      | 6      | Green |
| 5                                             | First Aid Cases (Nos.)                   | 0      | 1      | Green |
| 6                                             | No. of Unsafe Act (Nos.)                 | 0      | 1      | Green |
| 7                                             | Diversity Ratio (%)                      | 100    | 100    | Green |
| 8                                             | Female Workforce Participation (%)       | 1      | 0      | Red   |
| 9                                             | Working Hours Compliance (%)             | 100    | 100    | Green |
| 10                                            | Child Labor Compliance (%)               | 100    | 100    | Green |
| 11                                            | Forced Labor Compliance (%)              | 100    | 100    | Green |
| 12                                            | Employee Grievance Closure (%)           | 100    | 100    | Green |
| 13                                            | Human Rights Training (%)                | 100    | 100    | Green |
| 14                                            | Harassment/Discrimination Grievances (%) | 100    | 100    | Green |
| 15                                            | Employee Engagement Index (%)            | 100    | 100    | Green |
| Total KPI: 15    Green 14    Amber 0    Red 1 |                                          |        |        |       |

| SUSTAINABLE PROCUREMENT KPI                 |                                            |        |        |       |
|---------------------------------------------|--------------------------------------------|--------|--------|-------|
| Sr. No.                                     | KPI                                        | Target | Actual | RAG   |
| 1                                           | Suppliers Assessed by ESG (%)              | 100    | 100    | Green |
| 2                                           | Sustainable Procurement Training (%)       | 100    | 100    | Green |
| 3                                           | Local Supplier Spend (%)                   | 100    | 100    | Green |
| 4                                           | Supplier Code of Conduct Acceptance (%)    | 100    | 100    | Green |
| 5                                           | Supplier Audit Completion (%)              | 100    | 100    | Green |
| 6                                           | High-Risk Supplier Monitoring (%)          | 100    | 100    | Green |
| 7                                           | Supplier Environmental Compliance (%)      | 95     | 100    | Green |
| 8                                           | Supplier Human Rights Compliance (%)       | 95     | 100    | Green |
| 9                                           | On-Time Supplier Sustainability Review (%) | 95     | 100    | Green |
| Total KPI: 9    Green 9    Amber 0    Red 0 |                                            |        |        |       |

| OVERALL KPI SUMMARY     |           |           |          |          |            |
|-------------------------|-----------|-----------|----------|----------|------------|
| Category                | Total KPI | Green     | Amber    | Red      | % Achieved |
| Environment             | 13        | 11        | 0        | 2        | 85%        |
| Ethics                  | 13        | 13        | 0        | 0        | 100%       |
| Human Rights & Safety   | 15        | 14        | 0        | 1        | 93%        |
| Sustainable Procurement | 9         | 9         | 0        | 0        | 100%       |
| <b>Total</b>            | <b>50</b> | <b>47</b> | <b>0</b> | <b>3</b> | <b>94%</b> |



| RAG STATUS CRITERIA |                                                                                                 |
|---------------------|-------------------------------------------------------------------------------------------------|
| RAG                 | Criteria                                                                                        |
| Green               | Target achieved or better than target.                                                          |
| Amber               | Performance is within 10% of the target, but target has not yet been achieved.                  |
| Red                 | Performance is more than 10% away from the target or significant corrective action is required. |

| Zero-target KPI      | Actual = 0 → Green; Actual > 0 → Red.                               |
|----------------------|---------------------------------------------------------------------|
| Higher-is-better KPI | Actual ≥ Target → Green; 90–99.9% of target → Amber; <90% → Red.    |
| Lower-is-better KPI  | Actual ≤ Target → Green; up to 110% of target → Amber; >110% → Red. |

| REVIEW & APPROVAL |             |               |            |
|-------------------|-------------|---------------|------------|
| Prepared By       | Reviewed By | Approved By   | Date       |
| Prashant Thakur   | Umang Shah  | Priyank Patel | 01.04.2026 |

|                             |                                |                             |               |
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| Prepared By:                | Approved By:                   | Issued By:                  | Page 73 of 99 |
| Umang Shah                  | Priyank Patel                  | Umang Shah                  |               |
| Designation: Partner- Admin | Designation: Partner-Technical | Designation: Partner- Admin |               |

## 29. Risk & Opportunity Assessment

### 29.1 Environmental Risks

The organization identifies and evaluates environmental risks associated with its operations, products, resource consumption and waste generation. Key environmental risks considered include air emissions, wastewater and effluent generation, hazardous and non-hazardous waste, chemical handling, energy and water consumption, resource use, pollution incidents and climate-related risks.

Environmental risks are managed through applicable operational controls, legal compliance, monitoring, emergency preparedness, waste management, pollution prevention and continual improvement initiatives.

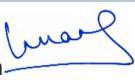
The organization periodically reviews environmental risks and implements appropriate corrective or preventive actions where significant risks are identified.

| Activity            | Environmental Aspect           | Environmental Impact       | Risk / Concern               | Control                            |
|---------------------|--------------------------------|----------------------------|------------------------------|------------------------------------|
| Acid manufacturing  | Air emissions                  | Air pollution              | Environmental non-compliance | Scrubber / emission monitoring     |
| Chemical handling   | Chemical leakage/spillage      | Soil & water contamination | Pollution incident           | Spill control & emergency response |
| Production process  | Energy consumption             | GHG emissions              | Climate impact               | Energy efficiency                  |
| Water use           | Water consumption              | Resource depletion         | Water availability           | Monitoring & reduction             |
| Waste generation    | Hazardous waste                | Soil/water pollution       | Improper disposal            | Authorized waste disposal          |
| Packaging           | Packaging material consumption | Resource depletion/waste   | Increased waste              | Reuse/recycling                    |
| Effluent generation | Wastewater discharge           | Water pollution            | Non-compliance               | ETP / monitoring                   |

**Note- Refer the Aspect and Impact Register as per ISO 14001 requirements.**

### 29.2 Climate Risks

The organization considers climate-related risks that may affect its operations, employees, supply chain and business continuity. Climate risks are reviewed as part of the organization's environmental and operational risk assessment processes.

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
| Prepared By:                                                                                   | Approved By:                                                                                      | Issued By:                                                                                       | Page 74 of 99 |
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# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

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Key climate-related risks considered include:

- **Extreme heat:** Increased temperature may affect employee health, working conditions and equipment performance.
- **Heavy rainfall/flooding:** May affect transportation, raw material supply and business operations.
- **Water availability:** Changes in water availability may affect production and other operational requirements.
- **Extreme weather events:** May cause disruption to utilities, logistics and supply chains.
- **Energy and emission-related risks:** Increasing energy costs and regulatory requirements may affect operational costs and competitiveness.

The organization implements appropriate measures such as emergency preparedness, workplace safety controls, resource efficiency, preventive maintenance, monitoring and business continuity arrangements to reduce relevant climate-related risks.

Climate-related risks and opportunities are reviewed periodically and considered in the organization's continual improvement and business planning processes.

| Climate Change Risk                         | Type                  | Potential Impact on Organization                                                 | Existing / Proposed Controls                                                                 |
|---------------------------------------------|-----------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| Extreme heat / rising temperature           | Physical              | Heat stress to workers, reduced productivity and increased cooling requirements  | Adequate ventilation, drinking water, rest breaks, heat-stress awareness and work scheduling |
| Heavy rainfall / flooding                   | Physical              | Disruption to operations, transportation, raw material supply and access to site | Drainage maintenance, emergency preparedness and contingency arrangements                    |
| Water scarcity / reduced water availability | Physical              | Reduced availability of water for production and domestic requirements           | Water monitoring, efficient water use, leakage control and reuse/recycling where feasible    |
| Extreme weather events                      | Physical              | Damage to infrastructure, equipment and disruption of operations                 | Preventive maintenance, emergency response plans and business continuity measures            |
| Power/energy availability and cost          | Transition / Physical | Increased operating costs and potential production disruption                    | Energy monitoring, energy efficiency measures and evaluation of renewable energy             |
| Increasing environmental regulations        | Transition            | Additional compliance requirements and potential operational costs               | Legal compliance evaluation, monitoring of regulatory changes and continual improvement      |
| GHG emission reduction expectations         | Transition            | Need for improved energy efficiency and lower-carbon operations                  | Monitoring energy consumption and emissions and identifying reduction opportunities          |

|                             |                                |                             |               |
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# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

| Climate Change Risk                           | Type     | Potential Impact on Organization                  | Existing / Proposed Controls                                                    |
|-----------------------------------------------|----------|---------------------------------------------------|---------------------------------------------------------------------------------|
| Supply-chain disruption due to climate events | Physical | Delays or shortages of raw materials and services | Supplier assessment, alternative sourcing where feasible and inventory planning |

## 29.3 Occupational Health & Safety Risks

The organization identifies and assesses occupational health and safety hazards and risks associated with its activities, processes, equipment and workplace conditions through **Hazard Identification and Risk Assessment (HIRA)**.

Key risks considered include chemical exposure, machinery and equipment hazards, electrical hazards, fire and explosion, manual material handling, working at height, slips and falls, noise, heat stress and other workplace-specific hazards.

Appropriate controls are implemented based on the **hierarchy of controls**, including elimination or substitution where feasible, engineering controls, administrative controls, safe work procedures and provision of appropriate PPE.

HIRA is reviewed periodically and whenever there are significant changes in processes, equipment, materials, workplace conditions or following accidents and near misses. Employees are provided with relevant safety training and awareness to ensure effective implementation of risk controls.

**Note- Refer the Hazards Identification and Risk Assessment Register as per ISO 45001 requirements.**

## 29.4 Human Rights Risks

The organization identifies and assesses potential human rights risks associated with its operations and workforce and, where applicable, its supply chain. The assessment considers applicable labour and human rights requirements and the nature and risk of the organization's activities.

Key risks considered include:

- Child labour
- Forced or compulsory labour
- Discrimination and harassment
- Inadequate working conditions
- Excessive working hours
- Non-compliance with wages and statutory benefits
- Restrictions on freedom of association
- Unsafe working conditions
- Inappropriate treatment or lack of employee grievance mechanisms

|                             |                                |                             |               |
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# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26



**Satyendra Fine Chem**  
Better Chemistry. A Brighter Tomorrow

## Satyendra Fine Chem Labor and Human Risk Register

PEOPLE | RIGHTS | SAFETY | INCLUSIVE GROWTH

Doc. No. SFC/KPI/E/01  
Rev. 0  
WEF 01.04.2026



| Sr. No. | Environmental Risk                | Likelihood (1-5) | Impact (1-5) | Score (L x I) | Priority | Action Plan                  | Opportunity            |
|---------|-----------------------------------|------------------|--------------|---------------|----------|------------------------------|------------------------|
| 1       | Child labor risk                  | 2                | 5            | 10            | Medium   | Age verification process     | Improve compliance     |
| 2       | Forced labor risk                 | 2                | 5            | 10            | Medium   | Supplier screening           | Responsible sourcing   |
| 3       | Excessive working hours           | 4                | 4            | 16            | Critical | Work hour monitoring         | Employee wellbeing     |
| 4       | Wage non-compliance               | 3                | 5            | 15            | High     | Payroll audits               | Retention improvement  |
| 5       | Discrimination                    | 3                | 5            | 15            | High     | Equal opportunity policy     | Inclusive culture      |
| 6       | Harassment and bullying           | 4                | 5            | 20            | Critical | Complaint mechanism          | Better engagement      |
| 7       | Unsafe workplace conditions       | 4                | 5            | 20            | Critical | Safety inspections           | Reduce incidents       |
| 8       | Lack of PPE                       | 4                | 4            | 16            | Critical | PPE monitoring               | Safety performance     |
| 9       | Poor grievance process            | 3                | 4            | 12            | High     | Anonymous reporting          | Trust building         |
| 10      | Worker fatigue                    | 4                | 4            | 16            | Critical | Shift planning               | Productivity           |
| 11      | Poor contractor management        | 3                | 4            | 12            | High     | Contractor audits            | Compliance             |
| 12      | Restricted freedom of association | 3                | 5            | 15            | High     | Worker communication         | Better relations       |
| 13      | Lack of diversity                 | 3                | 3            | 9             | Medium   | Diversity initiatives        | Innovation             |
| 14      | Insufficient training             | 4                | 4            | 16            | Critical | Training plan                | Skill development      |
| 15      | Improper recruitment              | 3                | 4            | 12            | High     | Standard recruitment process | Reduce turnover        |
| 16      | Privacy rights breach             | 3                | 5            | 15            | High     | Data protection controls     | Trust                  |
| 17      | Lack of emergency preparedness    | 3                | 5            | 15            | High     | Emergency drills             | Resilience             |
| 18      | No human rights due diligence     | 4                | 4            | 16            | Critical | Periodic assessment          | EcoVadis improvement   |
| 19      | Gender inequality                 | 3                | 4            | 12            | High     | Equal treatment policy       | Engagement             |
| 20      | Accessibility barriers            | 3                | 3            | 9             | Medium   | Facility improvements        | Inclusion              |
| 21      | Migrant worker exploitation       | 2                | 5            | 10            | Medium   | Ethical recruitment          | Reputation             |
| 22      | Retaliation against complaints    | 3                | 5            | 15            | High     | Whistleblower protection     | Transparency           |
| 23      | Poor labor documentation          | 3                | 4            | 12            | High     | Document control             | Audit readiness        |
| 24      | Weak supplier labor controls      | 4                | 4            | 16            | Critical | Supplier assessment          | Supply resilience      |
| 25      | Mental wellbeing neglect          | 3                | 4            | 12            | High     | Support program              | Engagement             |
| 26      | Insufficient breaks               | 3                | 4            | 12            | High     | Break policy                 | Performance            |
| 27      | Lack of employee communication    | 3                | 3            | 9             | Medium   | Communication channels       | Culture                |
| 28      | Temporary worker inequality       | 3                | 4            | 12            | High     | Equal treatment              | Retention              |
| 29      | Modern slavery in supply chain    | 2                | 5            | 10            | Medium   | Supply chain monitoring      | Risk reduction         |
| 30      | Failure to investigate incidents  | 4                | 4            | 16            | Critical | CAPA process                 | Continuous improvement |

Note: Likelihood and Impact are rated on a scale of 1 (Low) to 5 (High). Score = Likelihood x Impact.



Respect People



Build a Safer Workplace



Stronger Together



More Inclusive Tomorrow

SUSTAINABLE PEOPLE SUSTAINABLE PROGRESS

## 29.5 Supply-Chain Risks

- **Raw material availability risk** due to shortages, supplier capacity constraints, or geopolitical disruptions.
- **Price volatility** of raw materials, energy, transportation, and packaging materials.
- **Single-source supplier dependency**, which may affect production continuity.
- **Supplier quality risk**, including non-conforming raw materials or inconsistent product specifications.
- **Transportation and logistics disruptions** due to fuel price increases, strikes, extreme weather, road/port disruptions, or other events.
- **Environmental and climate-related risks** affecting suppliers, particularly through floods, heatwaves, water scarcity, or other extreme weather.
- **Regulatory and compliance risks** arising from changes in environmental, safety, labour, or product regulations applicable to suppliers.
- **Supplier sustainability risks**, including inadequate environmental management, labour practices, health and safety, or ethical standards.
- **Long lead times** for critical materials, spare parts, and specialized equipment.
- **Business continuity risk** if a key supplier faces financial difficulties, operational shutdown, or force majeure.

|                             |                                |                             |               |
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# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26



**Satyendra Fine Chem**  
Better Chemistry A Brighter Tomorrow

## Satyendra Fine Chem Sustainable Procurement Risk Register

SUSTAINABLE SUPPLY | RESPONSIBLE SOURCING | A BETTER TOMORROW

Doc. No. SFC/P/R/02  
Rev. 0  
WEF 01.04.2026



| Sr. No. | Sustainable Procurement Risk                            | Likelihood (1-5) | Impact (1-5) | Score (L x I) | Priority | Action Plan                       | Opportunity                  |
|---------|---------------------------------------------------------|------------------|--------------|---------------|----------|-----------------------------------|------------------------------|
| 1       | Supplier environmental non-compliance                   | 4                | 5            | 20            | Critical | Supplier environmental audits     | Improve ESG performance      |
| 2       | Supplier labor rights violations                        | 4                | 5            | 20            | Critical | Supplier code of conduct          | Responsible sourcing         |
| 3       | Lack of supplier sustainability assessment              | 4                | 4            | 16            | Critical | Supplier sustainability scorecard | Better supplier selection    |
| 4       | Dependency on single supplier                           | 4                | 4            | 16            | Critical | Diversify supplier base           | Supply continuity            |
| 5       | Supplier corruption risk                                | 3                | 5            | 15            | High     | Supplier ethics due diligence     | Improve governance           |
| 6       | No supplier ESG monitoring                              | 4                | 4            | 16            | Critical | Periodic ESG review               | EcoVadis improvement         |
| 7       | Supplier data inaccuracy                                | 3                | 4            | 12            | High     | Verification process              | Reliable reporting           |
| 8       | Conflict minerals sourcing                              | 2                | 5            | 10            | Medium   | Responsible sourcing policy       | Reputation protection        |
| 9       | High supplier carbon footprint                          | 4                | 4            | 16            | Critical | Carbon reduction targets          | Lower Scope 3 emissions      |
| 10      | Supplier business interruption                          | 3                | 5            | 15            | High     | Business continuity review        | Resilience                   |
| 11      | Poor contract sustainability clauses                    | 3                | 4            | 12            | High     | Contract revision                 | Compliance                   |
| 12      | Lack of supplier audits                                 | 4                | 4            | 16            | Critical | Annual audit plan                 | Risk visibility              |
| 13      | Packaging waste from suppliers                          | 3                | 3            | 9             | Medium   | Packaging optimization            | Waste reduction              |
| 14      | Unsafe supplier operations                              | 3                | 5            | 15            | High     | Supplier HSE review               | Operational stability        |
| 15      | No supplier grievance mechanism                         | 3                | 4            | 12            | High     | Supplier feedback process         | Trust                        |
| 16      | Late supplier corrective actions                        | 3                | 4            | 12            | High     | CAPA tracking                     | Continuous improvement       |
| 17      | Supplier non-compliance with laws                       | 3                | 5            | 15            | High     | Compliance checks                 | Reduce penalties             |
| 18      | Supplier reputation issues                              | 3                | 4            | 12            | High     | Supplier monitoring               | Brand protection             |
| 19      | Insufficient local sourcing                             | 3                | 3            | 9             | Medium   | Local sourcing program            | Community impact             |
| 20      | Procurement fraud                                       | 3                | 5            | 15            | High     | Approval controls                 | Financial protection         |
| 21      | Lack of supplier diversity                              | 3                | 3            | 9             | Medium   | Supplier inclusion strategy       | Innovation                   |
| 22      | Supply chain modern slavery risk                        | 2                | 5            | 10            | Medium   | Human rights due diligence        | Responsible supply chain     |
| 23      | Untracked supplier emissions                            | 4                | 4            | 16            | Critical | Supplier reporting system         | Scope 3 visibility           |
| 24      | Poor supplier onboarding                                | 3                | 4            | 12            | High     | Standard onboarding               | Faster compliance            |
| 25      | No sustainable procurement targets                      | 4                | 4            | 16            | Critical | Define annual targets             | Performance improvement      |
| 26      | Supplier waste management failure                       | 3                | 4            | 12            | High     | Waste management review           | Resource efficiency          |
| 27      | Supplier cybersecurity risk                             | 3                | 5            | 15            | High     | Cybersecurity assessment          | Data protection              |
| 28      | Improper supplier evaluation                            | 4                | 4            | 16            | Critical | Risk-based supplier evaluation    | Better procurement decisions |
| 29      | Supplier complaint escalation failure                   | 3                | 4            | 12            | High     | Escalation matrix                 | Faster resolution            |
| 30      | Customer requirements stricter than supplier capability | 4                | 5            | 20            | Critical | Supplier development program      | Win larger customers         |

Note: Likelihood and Impact are rated on a scale of 1 (Low) to 5 (High). Score = Likelihood x Impact.



Responsible Sourcing



Stronger Supply Chains



Sustainable Growth



A Better Tomorrow

Together for a Sustainable Future

## 29.6 Ethical Risk

### Business Ethics Risks

- **Corruption and bribery risk** in dealings with customers, suppliers, contractors, or government authorities.
- **Conflict of interest** in procurement, sales, recruitment, and business decisions.
- **Fraud and financial misconduct**, including falsification of records or unauthorized transactions.
- **Unethical procurement practices**, such as favouritism, kickbacks, or improper supplier selection.
- **Misuse or disclosure of confidential information** and business data.
- **False or misleading business information**, including inaccurate sustainability or product claims.
- **Non-compliance with applicable laws and regulations**, including contractual and ethical requirements.
- **Unethical conduct by employees, contractors, or business partners** that could damage the organization's reputation.
- **Retaliation or lack of protection for whistleblowers** reporting unethical conduct.

|                             |                                |                             |               |
|-----------------------------|--------------------------------|-----------------------------|---------------|
| Prepared By:                | Approved By:                   | Issued By:                  | Page 78 of 99 |
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# Satyendra Fine Chem

VSME SUSTAINABILITY REPORT  
Voluntary Sustainability Reporting Standard for non-listed SMEs  
Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26



**Satyendra Fine Chem**  
Better Chemistry A Brighter Tomorrow

## Satyendra Fine Chem Ethics Risk Register

Doc. No. SFC/RISK/E/03  
Rev. 0  
WEF 01.04.2026



| Sr. No. | Ethics Risk                            | Likelihood (1-5) | Impact (1-5) | Score (L x I) | Priority | Action Plan                      | Opportunity                |
|---------|----------------------------------------|------------------|--------------|---------------|----------|----------------------------------|----------------------------|
| 1       | Bribery and corruption                 | 3                | 5            | 15            | High     | Anti-bribery policy and training | Improve reputation         |
| 2       | Conflict of interest                   | 3                | 4            | 12            | High     | Annual declaration process       | Better governance          |
| 3       | Fraud in operations                    | 3                | 5            | 15            | High     | Internal controls and audits     | Loss prevention            |
| 4       | Falsification of records               | 3                | 5            | 15            | High     | Document verification            | Audit readiness            |
| 5       | Unethical supplier practices           | 4                | 4            | 16            | Critical | Supplier code of conduct         | Responsible sourcing       |
| 6       | Data privacy violations                | 3                | 5            | 15            | High     | Data protection controls         | Customer trust             |
| 7       | Cybersecurity breach                   | 4                | 5            | 20            | Critical | Cyber risk controls              | Business continuity        |
| 8       | Gift and hospitality misuse            | 3                | 4            | 12            | High     | Approval workflow                | Transparency               |
| 9       | Insider information misuse             | 2                | 5            | 10            | Medium   | Access control                   | Trust                      |
| 10      | Whistleblower retaliation              | 3                | 5            | 15            | High     | Anonymous reporting channel      | Open culture               |
| 11      | Unfair competition                     | 2                | 5            | 10            | Medium   | Competition compliance training  | Market credibility         |
| 12      | Misleading reporting                   | 3                | 5            | 15            | High     | Management review                | Trust improvement          |
| 13      | Conflict with customer requirements    | 3                | 4            | 12            | High     | Customer compliance process      | Customer retention         |
| 14      | Third-party unethical conduct          | 4                | 4            | 16            | Critical | Third-party due diligence        | Supply resilience          |
| 15      | Weak ethical culture                   | 4                | 4            | 16            | Critical | Ethics awareness program         | Employee engagement        |
| 16      | Non-compliance with laws               | 3                | 5            | 15            | High     | Compliance monitoring            | Avoid penalties            |
| 17      | Improper procurement practices         | 4                | 4            | 15            | Critical | Procurement controls             | Cost optimization          |
| 18      | Improper expense claims                | 3                | 3            | 9             | Medium   | Expense audit                    | Cost control               |
| 19      | Confidential information leakage       | 3                | 5            | 15            | High     | Information classification       | Business protection        |
| 20      | Discrimination in decisions            | 3                | 4            | 12            | High     | Ethics training                  | Inclusive culture          |
| 21      | Lack of ethics training                | 4                | 4            | 16            | Critical | Annual ethics plan               | Capability building        |
| 22      | Inaccurate ESG reporting               | 3                | 5            | 15            | High     | ESG verification                 | EcoVadis score improvement |
| 23      | Improper donation practices            | 2                | 4            | 8             | Medium   | Donation approval process        | Transparency               |
| 24      | Undisclosed related-party transactions | 3                | 5            | 15            | High     | Governance controls              | Investor confidence        |
| 25      | Supplier favoritism                    | 3                | 4            | 12            | High     | Tender transparency              | Fair procurement           |
| 26      | Unauthorized transactions              | 3                | 5            | 15            | High     | Approval matrix                  | Risk reduction             |
| 27      | Poor incident investigation            | 4                | 4            | 16            | Critical | Corrective action process        | Continuous improvement     |
| 28      | Improper record retention              | 3                | 4            | 12            | High     | Record retention policy          | Compliance                 |
| 29      | Weak internal audit                    | 4                | 4            | 16            | Critical | Internal audit strengthening     | Early detection            |
| 30      | Failure to disclose ethical incidents  | 3                | 5            | 15            | High     | Incident reporting procedure     | Stakeholder trust          |

Note: Likelihood and Impact are rated on a scale of 1 (Low) to 5 (High). Score = Likelihood x Impact.



Integrity



Accountability



Transparency



Sustainable Growth

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Umang Shah

Approved By:

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Issued By:

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Designation: Partner- Admin

Designation: Partner-Technical

Designation: Partner- Admin



# Satyendra Fine Chem

## VSME SUSTAINABILITY REPORT

Voluntary Sustainability Reporting Standard for non-listed SMEs

Manufacturing of Inorganic Chemicals

Reporting Period: FY 2025-26

### 30. Legal & Compliance

#### 30.1 Environmental Legal Compliance:

The organization is committed to complying with all applicable environmental laws, regulations, permits, consents, and statutory requirements relevant to its activities. Environmental legal requirements are identified and maintained through a legal compliance register and are periodically evaluated by responsible personnel. The organization monitors air emissions, wastewater/effluent, hazardous and non hazardous waste, water consumption, chemical handling, and other applicable environmental aspects to ensure compliance with prescribed requirements. Any identified noncompliance is recorded, investigated, and addressed through appropriate corrective actions. Environmental records, monitoring reports, permits, consents, and statutory submissions are maintained as documented information.

| Sr. No. | Act / Rule / Regulation                                                         | Main Applicability                                                                             | Consent No.                                   | Validity   |
|---------|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------------------------------------------|------------|
| 1       | Environment (Protection) Act, 1986                                              | Overall environmental protection, standards, hazardous substances and environmental compliance | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 2       | Water (Prevention and Control of Pollution) Act, 1974                           | Effluent discharge, wastewater pollution and consent requirements                              | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 3       | Air (Prevention and Control of Pollution) Act, 1981                             | Air emissions, stack emissions and air pollution control                                       | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 4       | Environment (Protection) Rules, 1986                                            | Environmental standards, emission/discharge limits and monitoring                              | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 5       | Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016  | Generation, storage, transportation, treatment and disposal of hazardous waste                 | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 6       | Manufacture, Storage and Import of Hazardous Chemical Rules, 1989 (MSIHC Rules) | Storage, handling and management of hazardous chemicals                                        | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 7       | Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996  | Emergency planning and response for chemical accidents                                         | Onsite Emergency Plan available               | NA         |
| 8       | Solid Waste Management Rules, 2016                                              | Management of municipal/non-hazardous solid waste                                              | NA                                            | NA         |

|                             |                                |                             |               |
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**Manufacturing of Inorganic Chemicals**  
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| Sr. No. | Act / Rule / Regulation                                  | Main Applicability                                                              | Consent No.                                   | Validity   |
|---------|----------------------------------------------------------|---------------------------------------------------------------------------------|-----------------------------------------------|------------|
| 9       | Plastic Waste Management Rules, 2016                     | Plastic waste generated/used by the organization, where applicable              | NA                                            | NA         |
| 10      | E-Waste (Management) Rules, 2022                         | Management/disposal of electrical and electronic waste                          | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 11      | Battery Waste Management Rules, 2022                     | Management of waste batteries                                                   | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 12      | Construction and Demolition Waste Management Rules, 2016 | C&D waste generated during construction/renovation, where applicable            | NA                                            | nA         |
| 13      | Noise Pollution (Regulation and Control) Rules, 2000     | Noise levels within and around the facility                                     | AW11-131820_<br>Dale of issue.<br>23/01/2024. | 31/12/2028 |
| 14      | National Green Tribunal Act, 2010                        | Environmental dispute, compliance and enforcement framework                     | As when required                              | NA         |
| 15      | Biological Diversity Act, 2002, as applicable            | Biodiversity-related requirements, where applicable                             | NA                                            | NA         |
| 16      | Energy Conservation Act, 2001, as amended                | Energy efficiency requirements, where applicable                                | NA                                            | NA         |
| 17      | Public Liability Insurance Act, 1991                     | Immediate relief for accidents involving hazardous substances, where applicable | Yes                                           | Available  |

## KPI Report

| Indicator                                | FY 2025-26 |
|------------------------------------------|------------|
| Applicable environmental laws identified | 17         |
| Environmental permits/consents valid     | 31/12/2028 |
| Compliance evaluations completed         | 100%       |
| Environmental inspections conducted      | 100%       |
| Environmental non-compliances            | 00         |
| Regulatory notices received              | 00         |
| Environmental penalties/fines            | 00         |
| Corrective actions raised                | 00         |
| Corrective actions closed                | 00         |
| Major environmental violations           | Nil/00     |

|                             |                                |                             |               |
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## 30.2 Labour Compliance:

The organization is committed to complying with applicable Indian labour and employment laws and regulations. The organization maintains appropriate controls for wages, working hours, leave, social security, employee welfare, employment conditions, non-discrimination, prevention of child and forced labour, prevention of sexual harassment, and employee grievance redressal. Applicable statutory requirements are periodically reviewed and compliance records are maintained. Any identified non compliance is addressed through appropriate corrective action.

| Sr. No. | Applicable Labour Law / Regulation                                        | Main Applicability                                                                          | Applicable                               |
|---------|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|------------------------------------------|
| 1       | Code on Wages, 2019                                                       | Minimum wages, payment of wages, equal remuneration and wage-related requirements           | Yes                                      |
| 2       | Code on Social Security, 2020                                             | EPF, ESI, gratuity, maternity benefits and other social-security provisions                 | Yes                                      |
| 3       | Occupational Safety, Health and Working Conditions Code, 2020 (OSHC Code) | Occupational safety, working conditions, welfare, working hours and health requirements     | Yes                                      |
| 4       | Industrial Relations Code, 2020                                           | Industrial relations, standing orders, disputes, retrenchment and related matters           | Yes                                      |
| 5       | Employees' Provident Funds and Miscellaneous Provisions Act, 1952         | Provident Fund (EPF) compliance, where applicable                                           | Yes                                      |
| 6       | Employees' State Insurance Act, 1948                                      | ESI/social security coverage, where applicable                                              | Yes                                      |
| 7       | Payment of Gratuity Act, 1972                                             | Gratuity benefits to eligible employees                                                     | Yes                                      |
| 8       | Maternity Benefit Act, 1961                                               | Maternity benefits and protection of eligible women employees                               | Yes-But no women working in organization |
| 9       | Payment of Bonus Act, 1965                                                | Statutory bonus to eligible employees                                                       | Yes                                      |
| 10      | Factories Act, 1948 / applicable state factory legislation                | Factory safety, health, welfare and working conditions, subject to current legal transition | Yes                                      |
| 11      | Child and Adolescent Labour (Prohibition and Regulation) Act, 1986        | Prohibition of child labour and regulation of adolescent employment                         | Yes                                      |

|                             |                                |                             |               |
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| Sr. No. | Applicable Labour Law / Regulation                                                        | Main Applicability                                                   | Applicable |
|---------|-------------------------------------------------------------------------------------------|----------------------------------------------------------------------|------------|
| 12      | Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 | Prevention and redressal of workplace sexual harassment              | Yes        |
| 13      | Contract Labour (Regulation and Abolition) Act, 1970                                      | Contract labour engagement and welfare, where applicable             | Yes        |
| 14      | Equal Remuneration principles / Code on Wages                                             | Non-discrimination and equal pay for equal/similar work              | Yes        |
| 15      | State-specific Shops & Establishments / Labour regulations                                | Applicable to offices/establishments depending on state and activity | NA         |
| 16      | State-specific rules under applicable labour legislation                                  | Registration, returns, registers, notices and statutory records      | Yes        |

## KPI Report

| Labour Compliance Indicator                 | FY 2025-26 |
|---------------------------------------------|------------|
| Applicable labour laws identified           | 16         |
| Employees covered by employment contracts   | 100%       |
| Employees receiving minimum/statutory wages | 100%       |
| EPF compliance                              | Yes        |
| ESI compliance                              | Yes        |
| Gratuity compliance                         | Yes        |
| Statutory bonus compliance                  | Yes        |
| Maternity benefit compliance                | No         |
| Child labour cases                          | 0          |
| Forced labour cases                         | 0          |
| Discrimination cases                        | 0          |
| Sexual harassment complaints                | 0          |
| Labour grievances received                  | 0          |
| Labour grievances resolved                  | 100%       |
| Labour inspections conducted                | 100%       |
| Labour non-compliances                      | 100%       |
| Labour-related penalties                    | ₹ 0        |

|                             |                                |                             |               |
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## 30.3 Factory / Legal Requirements

The company is committed to complying with all applicable legal, statutory, regulatory, environmental, health & safety, labour, and factory-related requirements relevant to its operations. Applicable requirements are identified, periodically reviewed, and monitored through a Legal Compliance Register.

| Sr. No. | Law / Requirement                                                    | Main Compliance Area                                                       | Status                                  |
|---------|----------------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------|
| 1       | <b>Factories Act, 1948 / applicable current state framework</b>      | Factory registration, health, safety and welfare                           | License No. 4674 Valid Till- 31.12.2030 |
| 2       | <b>Occupational Safety, Health and Working Conditions Code, 2020</b> | Occupational safety, health, working conditions and welfare, as applicable | Yes                                     |
| 3       | <b>State Factory Rules</b>                                           | Detailed factory safety and operational requirements                       | Yes                                     |
| 4       | <b>Factory Licence / Registration</b>                                | Valid factory registration and licence                                     | Yes                                     |
| 5       | <b>Approved Factory Plans / Layout</b>                               | Approval of building, machinery and process layout, where applicable       | Yes                                     |
| 6       | <b>Working Hours &amp; Overtime Requirements</b>                     | Working hours, shifts, overtime and weekly holidays                        | Yes                                     |
| 7       | <b>Annual / Periodic Factory Returns</b>                             | Submission of statutory returns                                            | License No. 4674 Valid Till- 31.12.2030 |
| 8       | <b>Occupational Health Requirements</b>                              | Medical examinations and health surveillance, where applicable             | Yes                                     |
| 9       | <b>Safety Officer / Welfare Officer / Other Appointments</b>         | Appointment based on applicability and workforce size                      | NA                                      |
| 10      | <b>First Aid &amp; Medical Facilities</b>                            | First-aid boxes, medical room/ambulance arrangements, as applicable        | Yes                                     |
| 11      | <b>Emergency Preparedness</b>                                        | Emergency plan, mock drills and emergency equipment                        | Yes                                     |
| 12      | <b>Fire Safety Requirements</b>                                      | Fire NOC/approval, fire equipment, inspections and drills                  | NA                                      |
| 13      | <b>Electrical Safety Requirements</b>                                | Electrical inspection, earthing, protection and maintenance                | Yes                                     |

|                             |                                |                             |               |
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| Sr. No. | Law / Requirement                         | Main Compliance Area                                                      | Status |
|---------|-------------------------------------------|---------------------------------------------------------------------------|--------|
| 14      | Lifting Machines & Tackles                | Testing and certification of cranes, hoists, lifting equipment, etc.      | Yes    |
| 15      | Hazardous Process Requirements            | Additional controls for hazardous manufacturing processes                 | Yes    |
| 16      | Chemical Safety Requirements              | Safe storage, handling, labelling and emergency response                  | YEs    |
| 17      | Personal Protective Equipment (PPE)       | Provision, use and maintenance of PPE                                     | Yes    |
| 18      | Accident / Dangerous Occurrence Reporting | Statutory reporting and investigation                                     | Yes    |
| 19      | Contract Labour Requirements              | Contractor registration/licensing and worker compliance, where applicable | Yes    |

## KPI Report

| Factory / Legal Compliance Indicator | FY 2025-26         |
|--------------------------------------|--------------------|
| Factory registration/licence         | Valid / 31.12.2030 |
| Factory plan approval                | Yes/No             |
| Statutory inspections completed      | 100%               |
| Statutory returns submitted          | 100%               |
| Fire safety approval/NOC             | NA                 |
| Electrical safety inspection         | Completed / 100%   |
| Lifting equipment inspections        | 100%               |
| Pressure vessel/boiler inspections   | 100%               |
| Occupational health examinations     | 100%               |
| Emergency mock drills                | 02                 |
| Statutory accidents reported         | 00                 |
| Legal non-compliances                | 100%               |
| Regulatory notices received          | 00                 |
| Corrective actions closed            | 00%                |
| Factory-related penalties            | ₹ 0_               |

|                             |                                |                             |               |
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## 30.4 Consent / Authorization Status

The company maintains the required statutory consents, licenses, registrations, and authorizations applicable to its operations. Their validity is periodically reviewed, and renewals are initiated before expiry. The current status is maintained in the Legal Compliance Register.

| Sr. No. | Consent Authorization /                   | Issuing Authority          | Status      | Validity / Remarks                                            |
|---------|-------------------------------------------|----------------------------|-------------|---------------------------------------------------------------|
| 1       | Consent to Operate (CTO)                  | GPCB                       | Valid / N/A | AW11-131820_ Dale of issue. 23/01/2024. Valid Till 31.12.2028 |
| 3       | Hazardous & Other Waste Authorization     | GPCB                       | Valid / N/A | AW11-131820_ Dale of issue. 23/01/2024. Valid Till 31.12.2028 |
| 4       | Environmental Clearance (EC)              | MoEFCC / SEIAA             | Valid / N/A | NA                                                            |
| 5       | Groundwater Abstraction NOC               | CGWA / Competent Authority | Valid /     | 21-4/6873/GJ/IND/2021                                         |
| 6       | Fire NOC / Fire Safety Approval           | Fire Department            | N/A         | NA                                                            |
| 7       | Factory Licence / Registration            | Factory Inspectorate       | Valid       | License No. 4674 Valid Till- 31.12.2030                       |
| 8       | Boiler Registration/Certificate           | Competent Authority        | N/A         | NA                                                            |
| 9       | PESO Licence/Approval                     | PESO                       | N/A         | NA                                                            |
| 10      | Chemical Storage Permission               | Competent Authority        | NA          | NA                                                            |
| 11      | Plastic Waste / EPR Registration          | CPCB                       | NA          | NA                                                            |
| 12      | E-Waste / Battery-related Registration    | CPCB                       | Valid       | AW11-131820_ Dale of issue. 23/01/2024. Valid Till 31.12.2028 |
| 13      | Water Supply / Local Authority Permission | Relevant Authority         | N/A         | NA                                                            |
| 14      | Other statutory approvals                 | Relevant Authority         | Valid       | NA                                                            |

|                             |                                |                             |               |
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## VSME SUSTAINABILITY REPORT

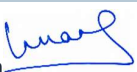
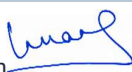
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### KPI Report

| Indicator                                     | FY 2025-26 |
|-----------------------------------------------|------------|
| Applicable consents/authorizations identified | 02_        |
| Valid consents/authorizations                 | All        |
| Consents expired                              | 0          |
| Consents under renewal                        | Yes        |
| Statutory conditions complied                 | 100 %      |
| Regulatory notices received                   | 00         |
| Major violations                              | 0          |
| Environmental penalties                       | ₹ 00       |

|                                                                                                |                                                                                                   |                                                                                                  |               |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|
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## 31. Management Systems & Certifications

| Certificate Description                          | Details        | Certificate Number  | Validity         |
|--------------------------------------------------|----------------|---------------------|------------------|
| Quality Management System                        | ISO 9001:2015  | 137685/Am1/NB/En    | 9 November 2027  |
| Environmental Management System                  | ISO 14001:2015 | 137685/B/0001/UK/En | 03 December 2027 |
| Occupational Health and Safety Management System | ISO 45001:2018 | 137685/00001/UX/En  | 03 December 2027 |

### 31.1 Internal Audits –Report

The organization conducts periodic internal audits to evaluate the effectiveness of its Integrated Management System (IMS) and sustainability-related processes, including environmental, occupational health & safety, labour, legal compliance and ESG requirements.

| Indicator                                    | FY 2025–26 |
|----------------------------------------------|------------|
| Internal audit programme established         | Yes        |
| Planned internal audits                      | 01         |
| Internal audits completed                    | 01         |
| Audit completion rate                        | 100%       |
| Environmental audits conducted               | 01         |
| Labour/Human Rights audits conducted         | 01         |
| H&S audits conducted                         | 01         |
| Legal compliance audits conducted            | 01         |
| ESG/Sustainability audits conducted          | 01         |
| Non-conformities identified                  | 06         |
| Major non-conformities                       | 00         |
| Minor non-conformities                       | 06         |
| Observations / Opportunities for Improvement | 02         |
| Corrective actions raised                    | 06         |
| Corrective actions closed                    | 100%       |
| Overdue corrective actions                   | —          |
| Audit effectiveness reviewed                 | Yes        |

### 31.2. External Audits –Report

The organization undergoes periodic external audits, certification audits, customer audits, regulatory inspections and other third-party assessments to evaluate compliance, management-system effectiveness and sustainability performance.

|                             |                                |                             |               |
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| Indicator                             | FY 2025-26   |
|---------------------------------------|--------------|
| External audit programme maintained   | Yes          |
| Total external audits conducted       | 01           |
| ISO certification audits              | Yes          |
| Surveillance / recertification audits | Surveillance |
| Customer audits                       | 01           |
| Environmental/regulatory inspections  | 00           |
| Labour/statutory inspections          | 00           |
| HSE audits                            | 01           |
| ESG / sustainability assessments      | 00           |
| Major non-conformities                | 00           |
| Minor non-conformities                | 03           |
| Observations                          | 00           |
| Corrective actions raised             | 03           |
| Corrective actions closed             | 100%         |
| Overdue corrective actions            | 00           |
| Certification status                  | Valid        |
| Regulatory penalties                  | ₹ 00         |

|                             |                                |                             |               |
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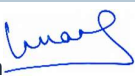
Reporting Period: FY 2025-26

### 32. Sustainability Initiatives & Case Studies

#### Installation of Solar PV System: Solar PV Installation:

The organization installed a 500 kW AC Solar Photovoltaic (PV) system with a 490 kW DC plant capacity in March 2026 as part of its commitment to increasing renewable energy utilization and reducing greenhouse gas emissions. As the system was commissioned recently, sufficient operational data is not yet available to quantify its annual electricity generation, energy savings and associated GHG emission reductions. Solar generation and performance will be monitored, and the resulting environmental benefits will be evaluated and reported based on actual operating data.

| KPI                           | FY 2025-26 Status                   |
|-------------------------------|-------------------------------------|
| Solar PV capacity installed   | 500 kW AC                           |
| Plant DC capacity             | 490 kW DC                           |
| Installation/commissioning    | Mar-26                              |
| Solar generation              | Under monitoring                    |
| GHG reduction                 | Not yet quantified                  |
| Renewable energy contribution | To be reported based on actual data |

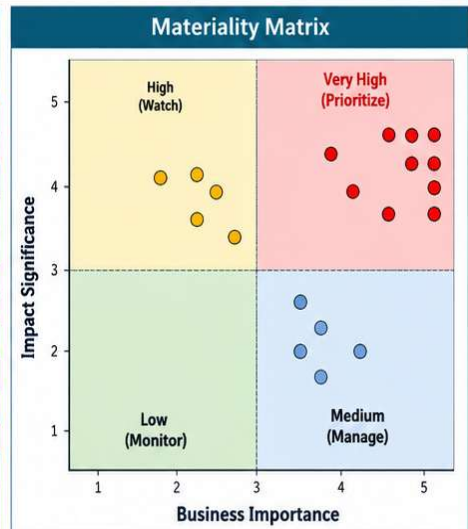
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## 33. Materiality Assessment

The company has assessed key sustainability topics based on their relevance to business operations, stakeholders, legal requirements, and environmental and social impacts. The assessment identified priority areas such as energy, GHG emissions, waste, water, occupational health & safety, employee welfare, ethics, and legal compliance. These material topics are considered in the company's sustainability planning and reporting.

|                                                                                                                                                                  |                                                                          |          |              |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|----------|--------------|
|  <b>Satyendra Fine Chem</b><br>Responsible Chemistry for a Sustainable Tomorrow | <b>Materiality Assessment</b><br>VSME Sustainability Report – FY 2025-26 | Doc. No. | SFC/SUS/E/01 |
|                                                                                                                                                                  |                                                                          | Rev. No. | 00           |
|                                                                                                                                                                  |                                                                          | Date     | 14-09-2025   |

| No. | Sustainability Topic                  | ESG Category | Score (1-5)         |                     |                     | Total Score (15) | Priority  |
|-----|---------------------------------------|--------------|---------------------|---------------------|---------------------|------------------|-----------|
|     |                                       |              | Impact Significance | Business Importance | Stakeholder Concern |                  |           |
| 1   | Climate Change & GHG Emissions        | E            | 5                   | 5                   | 5                   | 15               | Very High |
| 2   | Energy Consumption & Efficiency       | E            | 5                   | 5                   | 4                   | 14               | Very High |
| 3   | Renewable Energy (Solar PV)           | E            | 4                   | 4                   | 4                   | 12               | High      |
| 4   | Water Consumption & Conservation      | E            | 5                   | 4                   | 4                   | 13               | High      |
| 5   | Waste Management (Non-hazardous)      | E            | 4                   | 4                   | 4                   | 12               | High      |
| 6   | Hazardous Waste Management            | E            | 5                   | 5                   | 4                   | 14               | Very High |
| 7   | Air Emissions & Pollution Control     | E            | 5                   | 5                   | 4                   | 14               | Very High |
| 8   | Wastewater / Effluent Management      | E            | 5                   | 4                   | 4                   | 13               | High      |
| 9   | Environmental Legal Compliance        | E            | 5                   | 5                   | 5                   | 15               | Very High |
| 10  | Sustainable Procurement               | E            | 4                   | 4                   | 4                   | 12               | High      |
| 11  | Occupational Health & Safety          | S            | 5                   | 5                   | 5                   | 15               | Very High |
| 12  | Employee Welfare & Working Conditions | S            | 4                   | 4                   | 4                   | 12               | High      |
| 13  | Labour Compliance                     | S            | 4                   | 5                   | 4                   | 13               | High      |
| 14  | Human Rights                          | S            | 4                   | 4                   | 4                   | 12               | High      |
| 15  | Training & Development                | S            | 3                   | 4                   | 4                   | 11               | Medium    |
| 16  | Diversity & Non-discrimination        | S            | 3                   | 3                   | 4                   | 10               | Medium    |
| 17  | Community Development / CSR           | S            | 3                   | 3                   | 3                   | 9                | Medium    |
| 18  | Business Ethics & Anti-corruption     | G            | 5                   | 5                   | 4                   | 14               | Very High |
| 19  | Responsible Supply Chain              | G            | 4                   | 4                   | 4                   | 12               | High      |
| 20  | Data Privacy & Cybersecurity          | G            | 3                   | 3                   | 3                   | 9                | Medium    |



| Priority Level                                                       |                     |                                                                                                     |
|----------------------------------------------------------------------|---------------------|-----------------------------------------------------------------------------------------------------|
| <span style="background-color: red; color: white;">Very High</span>  | Very High (13 – 15) | Critical topics for business and stakeholders. To be addressed with clear targets and action plans. |
| <span style="background-color: orange; color: white;">High</span>    | High (11 – 12)      | Important topics. To be managed and regularly reviewed.                                             |
| <span style="background-color: yellow; color: white;">Medium</span>  | Medium (9 – 10)     | Relevant topics. To be monitored and improved where feasible.                                       |
| <span style="background-color: lightgreen; color: white;">Low</span> | Low (≤ 8)           | Lower priority topics. To be monitored.                                                             |

| Summary of Materiality Topics |               |                                                                                                                                                           |
|-------------------------------|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Priority Level                | No. of Topics | Key Topics                                                                                                                                                |
| Very High                     | 6             | Climate Change & GHG, Energy, Hazardous Waste, Air Emissions, Environmental Compliance, Occupational Health & Safety, Business Ethics                     |
| High                          | 8             | Renewable Energy, Water, Waste Management, Effluent, Sustainable Procurement, Employee Welfare, Labour Compliance, Human Rights, Responsible Supply Chain |
| Medium                        | 4             | Training & Development, Diversity & Non-discrimination, Community Development, Data Privacy                                                               |
| Low                           | 0             | -                                                                                                                                                         |

| Materiality Assessment Methodology |                                                                                                               |
|------------------------------------|---------------------------------------------------------------------------------------------------------------|
| 1                                  | Identify relevant sustainability topics (based on business context, value chain and stakeholder expectations) |
| 2                                  | Assess each topic for impact significance, business importance and stakeholder concern (score 1-5)            |
| 3                                  | Calculate total score and determine priority level                                                            |
| 4                                  | Review and validate results with management                                                                   |
| 5                                  | Integrate material topics into sustainability strategy, KPIs and action plans                                 |
| 6                                  | Review periodically (at least annually)                                                                       |

|                                                                                                |                                                                                                   |                                                                                                  |               |
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## 34. Conclusion & Way Forward

### 34.1 Conclusion

The organization recognizes sustainability as an important part of its long-term business strategy and is committed to continuously improving its **environmental, social and governance (ESG) performance**. During the reporting period, the organization focused on responsible resource utilization, environmental compliance, occupational health and safety, employee welfare, ethical business practices and sustainable supply-chain management.

Key initiatives undertaken include the **installation of a 500-kW AC / 490 kW DC Solar PV system in March 2026**, strengthening of environmental and legal compliance processes, improvement of workplace safety, employee awareness and training, responsible waste management, and integration of sustainability considerations into business operations.

As some initiatives were implemented toward the end of the reporting period, particularly the Solar PV installation, their full environmental benefits have **not yet been quantified**. The organization will continue monitoring actual performance and incorporate verified results into subsequent sustainability reporting.

### 34.2 Way Forward – FY 2026-27

The organization plans to focus on the following priorities:

#### 1. Renewable Energy

- Monitor solar PV generation and performance.
- Quantify renewable electricity contribution.
- Calculate associated GHG emission reductions based on actual generation.

#### 2. Climate Change & GHG Reduction

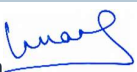
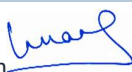
- Improve Scope 1 and Scope 2 GHG data collection.
- Identify further opportunities for energy and emission reduction.
- Establish measurable GHG reduction targets.

#### 3. Energy Efficiency

- Monitor energy consumption and energy intensity.
- Identify energy-saving opportunities in manufacturing operations.
- Improve process and equipment efficiency.

#### 4. Water Conservation

- Monitor water consumption.
- Increase water reuse/recycling where technically feasible.
- Implement water-efficiency initiatives.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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### 5. Waste & Circular Economy

- Reduce waste generation at source.
- Increase recycling and recovery.
- Strengthen hazardous-waste management and tracking.

### 6. Environmental Compliance

- Maintain valid environmental consents and authorizations.
- Conduct periodic legal compliance evaluations.
- Ensure timely closure of identified non-compliances.

### 7. Health & Safety

- Strengthen HIRA/JSA and workplace inspections.
- Continue safety training and emergency mock drills.
- Reduce incidents, near misses and occupational risks.

### 8. People & Human Rights

- Strengthen employee training and development.
- Maintain zero tolerance for child labour and forced labour.
- Promote non-discrimination, employee welfare and grievance resolution.

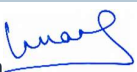
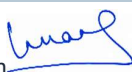
### 9. Responsible Supply Chain

- Expand ESG evaluation of suppliers.
- Implement supplier sustainability requirements.
- Strengthen third-party due diligence for higher-risk suppliers.

### 10. Governance & Ethics

- Continue ethics and anti-bribery awareness.
- Strengthen grievance and whistle-blower mechanisms.
- Maintain transparent and responsible business practices.

The organization is committed to continual improvement of its sustainability performance. Going forward, emphasis will be placed on measurable targets, reliable ESG data, renewable energy utilization, resource efficiency, legal compliance, employee well-being and responsible business practices. The organization will periodically review its sustainability performance and use the results to strengthen its sustainability strategy and create long-term value for its stakeholders.

|                                                                                                |                                                                                                   |                                                                                                  |               |
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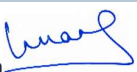
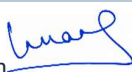


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**Manufacturing of Inorganic Chemicals**  
**Reporting Period: FY 2025-26**

## 34.3 Objective for FY 2026-27

| Sr. | Area                    | Objective FY 2026-27                                                      | KPI                                                         | FY 2026-27 Target                                                           |
|-----|-------------------------|---------------------------------------------------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------|
| 1   | Energy & Climate        | Improve energy efficiency and increase renewable energy use               | Renewable electricity contribution (%)                      | Monitor 100% monthly and report annual renewable contribution               |
| 2   | GHG Emissions           | Reduce greenhouse gas emissions through energy efficiency and solar power | GHG emission intensity                                      | 5% reduction vs FY 2025-26 baseline                                         |
| 3   | Water                   | Improve water conservation and monitoring                                 | Water consumption / water intensity                         | 100% monthly monitoring and 5% reduction in intensity                       |
| 4   | Waste                   | Reduce waste and improve responsible disposal                             | Waste recycled/recovered (%)                                | Increase recovery/recycling year-on-year; 100% hazardous waste traceability |
| 5   | Health & Safety         | Prevent workplace injuries and improve safety performance                 | Fatalities / LTIs / LTIFR                                   | 0 fatalities; 0 LTIs; LTIFR 0                                               |
| 6   | Employee & Human Rights | Strengthen employee welfare, human rights and competency                  | Training coverage (%) / Human Rights coverage (%)           | 100% relevant employees covered by required training and awareness          |
| 7   | Business Ethics         | Strengthen ethical business practices                                     | Ethics training coverage (%) / Significant ethics incidents | 100% employees covered by ethics awareness; 0 significant incidents         |
| 8   | Sustainable Procurement | Integrate sustainability criteria into supplier evaluation                | Suppliers evaluated on ESG criteria (%)                     | Evaluate at least 50% active suppliers and 100% high-risk suppliers         |
| 9   | Legal Compliance        | Maintain statutory and regulatory compliance                              | Legal compliance / penalties                                | 100% compliance; ₹0 regulatory penalties                                    |

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# Satyendra Fine Chem

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Manufacturing of Inorganic Chemicals

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### 35. VSME INDEPENDENT REVIEW & GHG VERIFICATION STATEMENT

**Company Name: Satyendra Fine Chem**

**Report: VSME Sustainability Report**

**Reporting Period: FY 2025-26**

**Date of Review: 31.03.2026**

I have independently reviewed the VSME Sustainability Report of Satyendra Fine Chem for FY 2025-26, including the sustainability policies, actions, performance indicators and reported sustainability information, with particular review of the organization's GHG inventory and related environmental disclosures.

The review was performed by applying relevant principles of the VSME Sustainability Reporting Standard and, for the GHG inventory, the requirements and principles of ISO 14064-1 and ISO 14064-3. The review included examination of relevant supporting records, methodologies, boundaries, activity data, emission factors, calculations and reported results, as applicable to the scope of the review.

Based on the review procedures performed, the VSME Sustainability Report was found to be prepared with relevant supporting evidence and the GHG information reviewed was found to be consistent with the stated methodology, organizational and operational boundaries and supporting records.

The reviewer is a trained sustainability and GHG professional having successfully completed the SGS India Pvt. Ltd. training course on ISO 14064-1, ISO 14064-2 and ISO 14064-3 – Greenhouse Gas Accounting (GHG) Lead Verifier / Lead Validator, and has also successfully completed the SGS India Certificate Course on Business Responsibility and Sustainability Reporting (BRSR).

This statement is issued as an independent professional review of the VSME Sustainability Report and GHG information within the defined scope. It does not represent an SGS certification of the VSME report.

#### Reviewer

Name: Prashant Thakur

Qualification: ISO 14064-1, ISO 14064-2 & ISO 14064-3 GHG Lead Verifier / Lead Validator Training

Additional Qualification: BRSR Certificate Course

Training Organization: SGS India Pvt. Ltd.

Certificate Nos.: 156684716/179172595 and 154119075/179811622

Signature:

Date: 31.03.2026

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Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

## 36. Copy of certificate of verifier.

Certificate Number 156684716/179172595

SGS

**PRASHANT THAKUR**

has successfully completed the

**ISO 14064 -1, ISO 14064-2 & ISO 14064-3  
Greenhouse Gas Accounting (GHG) Lead  
Verifier / Lead Validator Training Course**

Held at SGS India Pvt. Ltd.

On 14 December 2024 - 17 December 2024

*Kashish Kapoor*

Kashish Kapoor  
Head - Training Academy

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Manufacturing of Inorganic Chemicals  
Reporting Period: FY 2025-26

Certificate Number 154119075/179811622

SGS

## PRASHANT THAKUR

has been awarded a Certificate of Achievement for

### Certificate Course on Business Responsibility and Sustainability Reporting (BRSR)

By undergoing the training and successfully passing the written examination

Held at SGS India Pvt. Ltd.

On 28 December 2024 - 29 December 2024

*Kashish Kapoor*

Kashish Kapoor  
Head - Training Academy

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## 37. Abbreviations

| Sr. No. | Abbreviation    | Full Form                                                       | Sr. No. | Abbreviation       | Full Form                                              |
|---------|-----------------|-----------------------------------------------------------------|---------|--------------------|--------------------------------------------------------|
| 1       | VSME            | Voluntary Sustainability Reporting Standard for non-listed SMEs | 37      | PESO               | Petroleum and Explosives Safety Organisation           |
| 2       | SMEs            | Small and Medium-sized Enterprises                              | 38      | EPR                | Extended Producer Responsibility                       |
| 3       | FY              | Financial Year                                                  | 39      | MSIHC              | Manufacture, Storage and Import of Hazardous Chemicals |
| 4       | ESG             | Environmental, Social and Governance                            | 40      | EPF                | Employees' Provident Fund                              |
| 5       | GHG             | Greenhouse Gas                                                  | 41      | ESI                | Employees' State Insurance                             |
| 6       | HR              | Human Resources                                                 | 42      | OSHC               | Occupational Safety, Health and Working Conditions     |
| 7       | EHS             | Environment, Health and Safety                                  | 43      | ISO                | International Organization for Standardization         |
| 8       | HSE             | Health, Safety and Environment                                  | 45      | kW                 | Kilowatt                                               |
| 9       | HIRA            | Hazard Identification and Risk Assessment                       | 46      | kWh                | Kilowatt-hour                                          |
| 10      | JSA             | Job Safety Analysis                                             | 47      | tCO <sub>2</sub> e | Tonnes of Carbon Dioxide Equivalent                    |
| 11      | PPE             | Personal Protective Equipment                                   | 48      | mg/Nm <sup>3</sup> | Milligrams per Normal Cubic Metre                      |
| 12      | LTIFR           | Lost Time Injury Frequency Rate                                 | 49      | µg/Nm <sup>3</sup> | Micrograms per Normal Cubic Metre                      |
| 13      | CSR             | Corporate Social Responsibility                                 | 50      | MoEFCC             | Ministry of Environment, Forest and Climate Change     |
| 14      | KPI             | Key Performance Indicator                                       | 51      | SEIAA              | State Environment Impact Assessment Authority          |
| 15      | IMS             | Integrated Management System                                    |         |                    |                                                        |
| 16      | ETP             | Effluent Treatment Plant                                        |         |                    |                                                        |
| 17      | DG              | Diesel Generator                                                |         |                    |                                                        |
| 18      | DM              | Demineralized                                                   |         |                    |                                                        |
| 19      | LPG             | Liquefied Petroleum Gas                                         |         |                    |                                                        |
| 20      | PV              | Photovoltaic                                                    |         |                    |                                                        |
| 21      | AC              | Alternating Current                                             |         |                    |                                                        |
| 22      | DC              | Direct Current                                                  |         |                    |                                                        |
| 23      | MT              | Metric Tonne                                                    |         |                    |                                                        |
| 24      | HCL             | Hydrochloric Acid                                               |         |                    |                                                        |
| 25      | NH <sub>3</sub> | Ammonia                                                         |         |                    |                                                        |
| 26      | NO <sub>x</sub> | Nitrogen Oxides                                                 |         |                    |                                                        |
| 27      | SO <sub>2</sub> | Sulphur Dioxide                                                 |         |                    |                                                        |
| 28      | SO <sub>3</sub> | Sulphur Trioxide                                                |         |                    |                                                        |
| 29      | PM              | Particulate Matter                                              |         |                    |                                                        |
| 30      | NOC             | No Objection Certificate                                        |         |                    |                                                        |
| 31      | CTO             | Consent to Operate                                              |         |                    |                                                        |
| 32      | EC              | Environmental Clearance                                         |         |                    |                                                        |
| 33      | GPCB            | Gujarat Pollution Control Board                                 |         |                    |                                                        |
| 34      | CPCB            | Central Pollution Control Board                                 |         |                    |                                                        |
| 35      | SPCB            | State Pollution Control Board                                   |         |                    |                                                        |
| 36      | CGWA            | Central Ground Water Authority                                  |         |                    |                                                        |

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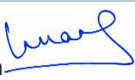
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