

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L15140MH1985PLC286828						
2.	Name of the Listed Entity	Privi Speciality Chemicals Limited						
3.	Year of incorporation	1985						
4.	Registered office address	Privi House, A-71, TTC Thane Belapur Road, Kopar Khairane, Navi Mumbai-400710						
5.	Corporate address	Privi House, A-71, TTC Thane Belapur Road, Kopar Khairane, Navi Mumbai-400710						
6.	E-mail	ashwini.shah@privi.co.in						
7.	Telephone	022-33043500						
8.	Website	http://www.privico.com						
9.	Financial year for which reporting is being done	April 2024– March 2025						
10.	Name of the Stock Exchange(s) where shares are listed :	<table><thead><tr><th>Name of the Exchange</th><th>Stock Code</th></tr></thead><tbody><tr><td>BSE Ltd.</td><td>530117</td></tr><tr><td>National Stock Exchange of India Ltd.</td><td>PRIVISCL</td></tr></tbody></table>	Name of the Exchange	Stock Code	BSE Ltd.	530117	National Stock Exchange of India Ltd.	PRIVISCL
Name of the Exchange	Stock Code							
BSE Ltd.	530117							
National Stock Exchange of India Ltd.	PRIVISCL							
11.	Paid-up Capital:	₹ 39,06,27,060/-						
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –	Ms. Ashwini Saumil Shah, Company Secretary, Telephone number: 022-33043500 Email: ashwini.shah@privi.co.in						
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis, unless otherwise specified.						
14.	Name of assurance provider	NA						
15.	Type of assurance obtained	NA						

II. Products/ services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
a.	Manufacturing of Chemicals	Manufacturing and trading of Aroma Chemicals	100%

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Aroma Chemicals	20119	100%

* Note: For detailed list of products, refer to our website <https://www.privico.com/fragrances/our-product>

III. Operations

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

Location	Number of plants	Number of offices	Total
National	8	2	10
International	-	2*	2

* Our International Offices or stocking points are located in New Jersey, USA and Rotterdam, Netherlands.

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

Locations	Number
National (No. of States)	21*
International (No. of Countries)	38

* Note: Number of States includes 3 Union Territories

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

The export contribution for the reporting period is 69.17% of the total turnover.

c. A brief on types of customers:

Privi supplies to the top 10 fragrance companies, which collectively control a major portion of the global fragrance market. Notable clients include Givaudan, Firmenich, Symrise, Mane, International Flavors & Fragrances (IFF), and Takasago.

The Company also supplies aroma chemicals to top FMCG companies such as Procter & Gamble, Reckitt Benckiser, Henkel, Colgate-Palmolive, Christian Dior (perfumery company) as the aroma chemicals forms an integral part of their product. These customers utilise Privi's aroma chemicals in a wide array of products, including personal care items, household cleaners, and fine fragrances, underscoring Privi's role as a key supplier in the global aroma chemicals industry.

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	543	505	93.00%	38	7.00%
2.	Other than Permanent (E)	116	105	90.52%	11	9.48%
3.	Total employees (D + E)	659	610	92.56%	49	7.44%
WORKERS						
4.	Permanent (F)	165	165	100.00%	0	0.00%
5.	Other than Permanent (G)	329	329	100.00%	0	0.00%
6.	Total workers (F + G)	494	494	100.00%	0	0.00%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100.00%	0	0.00%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	1	1	100.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total differently abled workers (F + G)	Nil	Nil	Nil	Nil	Nil

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00
Key Management Personnel	2	1	50.00

22. Turnover rate for permanent employees and workers (in percent)

Particulars	FY 2024 - 25			FY 2023 - 24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.69%	2.63%	10.13%	15.08%	21.88%	15.45%	13.97%	14.63%	14.02%
Permanent Workers	0%	0%	0%	0.60%	0.00%	0.60%	0.59%	Nil	0.59%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Privi Biotechnologies Private Limited	Subsidiary	100.00%	No
2.	Privi Speciality Chemicals USA Corporation	Subsidiary	100.00%	No
3.	Prigiv Specialties Private Limited	Subsidiary	51.00%	No
4.	Radiance MH Sunrise Ten Private Limited	Associate	26.00%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) – 1,73,367.75 Lakhs

(iii) Net worth (in ₹) – 78,341.39 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	2024-25			2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the organisation has grievance mechanism in place, and the concerned aggrieved can raise their concern at info@privi.co.in	NIL	NIL	NIL	NIL	NIL	NIL



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	2024-25			2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes: The organisation has grievance policy in place wherein the aggrieved investor can write at investors@privi.co.in	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	Yes: A SEBI specified mechanism is in place and the shareholders can write their concerns to the Audit Committee: investors@privi.co.in	1	0	Compliant received from Shareholder in quarter ended September 30, 2024, on delayed response by RTA on issue of Duplicate Share certificate which was dully replied by RTA	NIL	NIL	NIL
Employees and workers	Yes: The organisation has a mechanism, wherein the aggrieved can report their concern to Human Resource Department.	NIL	NIL	NIL	NIL	NIL	NIL

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	2024-25			2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes, the organisation has a grievance mechanism in place, and the concerned aggrieved can raise their concern at info@privi.co.in	43	9	34 Complaints were disposed of during the year and pending complaints under review	48	5	43 Complaints were disposed of during the year. Notably, all these customers' complaints were promptly addressed and resolved as a matter of urgent priority for the respected and valued customers. \ pending complaint closed subsequently
Value Chain Partners		NIL	NIL	NIL	NIL	NIL	NIL



26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water Conservation	Risk and Opportunity	Water is a vital and irreplaceable natural resource, and its scarcity poses a significant risk to industrial operations. At Privi, we acknowledge our dependency on water and recognise water conservation as a strategic opportunity, not only to reduce operational risks but also to enhance long-term sustainability and regulatory compliance. Effective water management contributes to cost savings, improves resource efficiency, and strengthens our water stewardship program, aligning with stakeholder expectations and global sustainability goals.	To address water-related risks and seize conservation opportunities, Privi has adopted key measures: <ul style="list-style-type: none">i) Zero Liquid Discharge (ZLD) across all running plants ensures no wastewater is released.ii) RO and MEE systems further treat wastewater, with recovered water reused for non-potable needs.iii) Rainwater harvesting systems support water supply and recharge.iv) Internal reuse of treated water, especially for cooling and utilities, reduces freshwater dependency.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Climate Change and Carbon Emissions	Risk and Opportunity	<p>Climate change presents both a challenge and an opportunity for responsible businesses. Privi recognises the urgency to transition toward a low-carbon economy and views this transition as a strategic opportunity to build resilience, improve operational efficiency, and align with global climate expectations.</p> <p>By adopting science-based emission reduction targets (validated by the SBTi), the Company is committed to reducing its carbon footprint in line with the goals of the Paris Agreement. This commitment also enhances our reputation with stakeholders, including investors, customers, employees and regulators.</p>	<p>i) Energy Transition: Shifting toward low-emission and renewable energy sources to reduce dependency on fossil fuels.</p> <p>ii) Carbon Footprint Reduction: Implementation of energy-efficient technologies across operations and the supply chain.</p> <p>iii) SBTi Commitment: Science-Based Targets initiative (SBTi) validated GHG reduction targets provide a clear, measurable pathway for emissions reduction aligned with climate science.</p> <p>iv) Process Optimisation: Continuous improvement in process efficiency and fuel mix to lower Scope 1 and Scope 2 emissions.</p> <p>v) Green Procurement & Logistics: Engaging suppliers and logistics partners to adopt lower-emission practices and materials.</p> <p>vi) Climate Risk Assessment: Integration of climate-related physical and transition risks into company's risk management to protect long-term value.</p>	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Energy Management and Efficiency	Risk and Opportunity	Energy efficiency is central to Privi's operational strategy, offering both environmental and financial benefits. Rising energy costs and regulatory expectations present a risk, but also an opportunity to innovate, reduce emissions, and improve competitiveness. Efficient energy use lowers greenhouse gas emissions, reduces operational costs, and strengthens climate resilience.	By embedding energy efficiency into our operational strategy, Privi not only mitigates risks associated with energy costs and regulation but also leverages opportunities to innovate, reduce environmental impact, and enhance market competitiveness. Its a three pronged approach. first is to get energy audits done & implement improvement actions. second is to replace old equipments with new energy efficient ones & this is to improve the processes to consume less energy.	Positive
4	Waste Management and Circular Economy	Opportunity	<p>Inefficient waste handling can become a liability, Increasing environmental risks and compliance costs. At Privi, we embrace a circular economy approach viewing waste as a resource to be repurposed rather than discarded. By designing out waste, keeping materials in use, and supporting the regeneration of natural systems, we turn environmental challenges into opportunities for innovation, cost savings, and sustainability leadership.</p> <p>This approach enhances resource efficiency, reduces operational waste, and aligns with global sustainability goals, strengthening our reputation and resilience.</p>	<p>We create economic value by keeping materials in use and regenerating natural systems.</p> <ul style="list-style-type: none"> i) Waste Valorisation: Converting waste into useful by-products. ii) Circular Design: Designing processes to minimise waste from each step. iii) Reuse : Extending material life through reuse in operations. iv) Recycling: Implementing systems to recover and recycle waste responsibly. V) Process Efficiency: Reducing waste at source through operational improvements 	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Ethics, Compliance, and Anti-Corruption	Risk and opportunity	<p>Strong ethical governance is not only essential for legal compliance but also a key driver of long-term business sustainability and stakeholder trust. At Privi, we see robust ethics and anti-corruption practices as a strategic opportunity to build reputation, minimise legal risks, and ensure responsible growth.</p> <p>Upholding integrity across operations reduces the risk of financial penalties, enhances investor confidence, and strengthens global partnerships.</p>	<p>i) Anti-Bribery & Anti-Corruption Policy: A formal policy governs our commitment to ethical conduct and zero tolerance for bribery or corruption.</p> <p>ii) Internal Controls: Strong internal checks and reporting mechanisms to detect and prevent misconduct.</p> <p>iii) Employee Training: Regular training and awareness sessions to reinforce ethical behavior and compliance expectations.</p> <p>iv) Ethical Culture: Promoting a culture of responsibility, transparency, and accountability at all organisational levels.</p> <p>v) Whistleblower Protection: Secure channels for reporting unethical behavior without fear of retaliation.</p> <p>vi) Ongoing Monitoring: Regular internal audits and reviews to ensure adherence to policies and continuous improvement.</p>	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Occupational Health and Safety	Risk and Opportunity	<p>Occupational Health and Safety (OHS) is a critical material topic for the Company, given its direct impact on employee well-being, operational continuity, and regulatory compliance. The Company's commitment to OHS is reflected through its ongoing efforts to promote a strong safety culture by conducting periodic training and mock drill sessions across all employee and worker levels. These initiatives aim to build awareness, preparedness, and capability to effectively prevent and respond to potential safety incidents.</p> <p>Trained safety professionals are deployed on-site to monitor accident statistics and ensure proactive risk identification and mitigation. The systematic tracking and analysis of safety data enable the Company to detect patterns, uncover root causes, and implement corrective measures. Regular reporting of safety performance and incidents to senior management, including the Board of Directors, ensures accountability and supports strategic oversight.</p>	<p>At Privi, a robust OHS framework positions the Company as a responsible employer and business partner, strengthening its reputation and stakeholder trust. It also creates a foundation for continuous improvement through data-driven decision-making and feedback loops. In an evolving regulatory and societal landscape, such proactive OHS practices provide a competitive advantage by aligning with expectations for ethical, sustainable business conduct.</p> <p>The Company's focus on Occupational Health and Safety not only safeguards its workforce and operations but also creates long-term value through enhanced compliance, stakeholder confidence, and organisational performance.</p> <p>It can be seen from the awards & recognition the Company has received from National Safety Council, Maharashtra for its meritorious performance in Safety.</p> <p>The practice of Behavior Based Safety followed by the Company indicates the culture of preventing unsafe behavior itself. Safe behavior is part of individual employee's KPI's.</p>	Negative
7	Supply Chain Transparency	Opportunity	A sustainable supply chain adopts environmentally and socially responsible practices at every stage, from raw materials procurement to final production. The organisation maintains environmental and social standards within its own operations as well as those of its suppliers.	The Company continually strives to procure materials from alternative and sustainable sources (including biomass) and to diversify its energy portfolio, contributing to the nation's energy security	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Product Innovation and Sustainable Design	Risk and Opportunity	<p>Product Innovation and Sustainable Design is a key material topic that supports the Company's long-term competitiveness, environmental responsibility, and alignment with evolving customer expectations. As markets and regulatory landscapes shift toward sustainability and circular economy principles, the ability to innovate products with reduced environmental impact is both a strategic imperative and an opportunity for differentiation.</p> <p>The Company integrates sustainability considerations early in the product development lifecycle by adopting principles such as resource efficiency, recyclability, and eco-friendly material selection. This proactive approach reduces the environmental footprint of its products while meeting stringent environmental regulations and standards. Innovation efforts are also geared towards enhancing product performance, longevity, and usability, thereby delivering greater value to customers while minimising waste and emissions across the product lifecycle.</p>	<p>From a risk perspective, failure to innovate sustainably may lead to product obsolescence, regulatory non-compliance, and loss of market relevance. Additionally, stakeholders including investors, customers, and supply chain partners are increasingly evaluating companies based on their sustainability credentials. Lagging in this area can result in reputational damage and reduced access to key markets.</p> <p>Conversely, there are significant opportunities associated with sustainable product innovation. These include unlocking new markets, attracting sustainability-conscious customers, and securing long-term growth through responsible innovation. Sustainable design also opens avenues for cost reduction through material efficiency, energy savings, and improved production processes. It further supports the Company's ESG commitments and strengthens its position in sustainability indices and ratings.</p>	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Diversity, Equity, and Inclusion (DEI)	Risk and Opportunity	<p>Diversity, Equity, and Inclusion (DEI) is a critical material topic that influences the Company's organisational culture, talent acquisition, innovation capacity, and stakeholder relationships. A commitment to DEI reflects the Company's dedication to fostering an environment where all employees, regardless of their background, feel valued, respected, and empowered to contribute their unique perspectives.</p> <p>Implementing DEI initiatives enhances creativity and problem-solving by bringing together individuals with diverse experiences and viewpoints. Research indicates that diverse teams are more innovative and make better decisions, leading to improved business performance and competitiveness.</p> <p>From a risk perspective, neglecting DEI can result in a work environment that stifles creativity and innovation. It may also lead to higher employee turnover, particularly among underrepresented groups, and potential reputational damage as stakeholders increasingly prioritise diversity and inclusion in their evaluations.</p>	<p>Embracing DEI presents significant opportunities. It enables the Company to attract and retain top talent from a broader pool, enhancing organisational performance and adaptability. Inclusive workplaces foster higher employee engagement and satisfaction, which are linked to increased productivity and reduced turnover. Thus, prioritising Diversity, Equity, and Inclusion not only mitigates risks associated with talent retention and innovation but also unlocks opportunities for enhanced organisational performance, stakeholder trust, and long-term success.</p> <p>The Company identifies & grooms talent pool for future leadership positions. it also has developed infrastructure which can help differently abled persons to work at its facilities by providing equal opportunities.</p>	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Community Engagement and Development	Risk and Opportunity	<p>Community Engagement and Development is a material topic because it directly influences an organisation's social acceptability to operate, long-term viability, and its role as a responsible corporate citizen. At Privi, we contribute to the well-being of the communities in which we operate, not only to mitigate risks but also to unlock new opportunities for shared value creation.</p> <p>Failure to engage effectively with local communities poses significant strategic, operational, and reputational risks. Poor engagement can lead to community dissatisfaction, protests, project delays, or even shutdowns. These disruptions can incur direct financial losses and cause reputational harm that affects investor confidence and stakeholder trust. Furthermore, neglecting community concerns may result in heightened regulatory scrutiny or the revocation of permits, particularly in industries with high environmental or social footprints. Inaction or superficial engagement increases the risk of being perceived as exploitative or disconnected, undermining long-term business sustainability.</p> <p>Conversely, meaningful community engagement presents an opportunity to build strong, trust-based relationships that foster mutual benefit. By supporting local development through employment, education, infrastructure, or entrepreneurship initiatives, organisations can strengthen their social capital, secure long-term community support, and create resilient operational environments. Active collaboration with communities can also drive innovation, generate local knowledge, and open new markets or partnerships. Beyond direct benefits, strong community ties contribute to a positive brand image, improved employee morale, and stronger ESG performance all of which enhance competitiveness and long-term value creation.</p>	The Company's approach to community engagement is guided by its CSR policy, which emphasises impact-driven initiatives to uplift communities in its operational areas. Aligned with Schedule VII of the Companies Act, 2013, and the UN Sustainable Development Goals (SDGs), our CSR efforts focus on three core areas: Education, Health & Hygiene, and Environmental Sustainability. Programs are implemented in collaboration with local stakeholders to ensure relevance, transparency, and measurable social impact. Through these initiatives, the Company aims to foster inclusive growth, strengthen community relations, and contribute to long-term sustainable development.	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Sustainable Land Use and Habitat Preservation	Risk and Opportunity	<p>Biodiversity is a critical aspect of environmental sustainability and is essential for maintaining healthy ecosystems that support business operations and community well-being. Recognising the potential impact of its activities on local flora and fauna, the Company prioritises biodiversity conservation as a material topic.</p> <p>Biodiversity loss poses significant risks to the Company's operational sustainability, reputation, and regulatory compliance. Direct impacts, such as habitat destruction or ecosystem degradation around operational sites, can lead to conflicts with local communities, increased regulatory scrutiny, and operational disruptions. Indirect risks arise through the supply chain, where sourcing natural raw materials from non-certified, unsustainable sources may contribute to deforestation, ecosystem damage, and exposure to reputational and compliance risks. Failure to address biodiversity impacts can result in financial losses, legal penalties, and erosion of stakeholder trust.</p> <p>Conversely, proactive biodiversity conservation offers substantial opportunities to strengthen the Company's environmental leadership and social license to operate.</p>	<p>Initiatives like Miyawaki forest development and crocodile conservation demonstrate tangible commitment to ecosystem restoration and species protection, which can enhance community relations and improve biodiversity outcomes. Additionally, sourcing natural raw materials from RSPO and FSC certified suppliers helps ensure sustainable supply chains, reduces risk of deforestation, and aligns the Company with global best practices and investor expectations. These efforts contribute to positive brand value, long-term resilience, and compliance with evolving environmental regulations.</p> <p>By integrating biodiversity conservation into operational and supply chain strategies, the Company effectively mitigates environmental and reputational risks while unlocking opportunities for sustainable growth, compliance, and stakeholder engagement.</p>	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

Web links for the policies are as mentioned below:

Vigil Mechanism & Whistleblower Policy:

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Vigil-Mechanism-Policy-V-1-1.pdf> | P1

Risk Management Policy:

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Risk-Management-Policy--V-1-1.pdf> | P1, P2

Policy on Related Party Transaction:

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Policy-on-Related-Party-Transactions-V-1-2.pdf> | P1, P4, P7

Policy on Determination of Material Subsidiary

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Policy-on-Material-Subsidiary.pdf> | P1

Familiarisation Programmer for Independent Directors

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Directors-Familiarization-Programme.pdf> | P1

Policy on Corporate Social Responsibility:

https://www.privi.com/Downloads/Policies-PSCL/PSCL-Corporate-Social-Responsibility-Policy-Ver_1_1.pdf | P4, P8

Policy on Code of Conduct

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Code-of-Conduct-V-1-1.pdf> | P1

Policy on Dividend Distribution Policy

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Dividend-Distribution-Policy.pdf> | P3, P4

Policy on Determination of Materiality of Events

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Determination-of-Materiality-V-1-3.pdf> | P1, P4

Policy on Nomination and Remuneration Policy:

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Nomination-and-Remuneration-Policy.pdf> | P3, P4

Policy on Integrated Management System Policy

https://www.privi.com/Downloads/Policies-PSCL/IMS-policy-revised-13_08_2020.pdf | P1, P3

Terms and Conditions of Appointment of Independent Director

<https://www.privi.com/Downloads/Policies-PSCL/Terms-Conditions-of-Appointment-of-ID.pdf> | P1

Supplier code of conduct guidelines

<https://www.privi.com/Downloads/Policies-PSCL/Supplier-Code-of-Conduct-guidelines.pdf> | P2, P3, P9

Cyber Security Policy:

https://www.privi.com/Downloads/Policies-PSCL/POL-IT-003_Cyber_Security_Policy.pdf

Few of the companies' policies form the part of HR manual accessible to all employees which covers all the Principles of NGRBC.

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	No	Yes	No	Yes	No	No



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All applicable national and international laws as well as international conventions are captured in the policies articulated by the Company. In addition, they reflect the purpose and intent of the United Nations Global Compact (UNGC) principles and Sustainable Development Goals (SDGs), GRI standards and international standards. Also, all our manufacturing sites have received ISO 14001, ISO 9001, ISO 27001, ISO 45001 certification. In addition to aforesaid certifications, all our products are also certified under HALAL, KOSHER etc.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	PRIVI remains steadfast in its commitment to contribute towards achieving the goals set under UNGC (United Nations Global Compact) and submitting its COP (Communication on Progress) report and Net Zero commitments under Paris Agreement to SBTi (Science based Targets initiatives).								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has set several goals in line with NGRBC principles, the Government of India's targets, and UN Sustainable Development Goals (UN-SDGs). The Company regularly monitors its performance against key ESG parameters, details of which are available in BRSR's disclosures and Company's sustainability report (https://www.privi.com/sustainability/sustainability-report)								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

As part of Privi's sustainability commitment, we are committed to achieve our Net Zero target by 2050. We have pledged our commitment to UNGC as well as SBTi. As per the Net Zero strategy, we actively work to minimize our environmental impact by embedding responsible practices across our operations. Our approach includes reducing greenhouse gas emissions, conserving natural resources such as energy and water, managing waste sustainably, and promoting circular economy strategies.

We continue to invest in innovative technologies and process improvements that enhance resource efficiency and mitigate environmental risks. We have already implemented 10 MW renewable solar power under open Access, 0.5 MW under roof top & further implementing 5 MW solar projects to be completed before December 2025.

Delivering safe, sustainable, and high-quality products remains central to our mission. We rigorously adhere to applicable regulations and industry standards, while proactively addressing environmental, safety, and quality considerations throughout the product lifecycle. Through ongoing research and development, we are creating environmentally conscious solutions that contribute to a more sustainable and resilient future.

Privi Speciality Chemicals Limited is firmly committed to global sustainability standards and ethical business practices. As a UN Global Compact signatory since 2023, we submit our annual Communication on Progress (CoP) to demonstrate alignment with the UNGC's principles on human rights, labor, environment, and anti-corruption.

Our near-term emission reduction targets are validated by the Science Based Targets initiative (SBTi) include a 50.4% reduction in Scope 1 and 2 emissions by FY2032 and a 35% reduction in Scope 3 emissions by FY2034. These goals align with the 1.5°C climate trajectory. We have planted over 80000 trees in last 2 years & plan to take this number to 120000 trees by 2026. Most of these are fruit trees which will benefit the community livelihood. This will also have carbon sequestration of around 2500 MT of carbon.

We hold key certifications including ISO 9001, 14001, 45001, and 27001, reflecting our commitment to quality, safety, environmental stewardship, and information security. We've also earned a Gold rating from EcoVadis and actively engage with platforms such as Sedex, RSPO, and TFS to promote responsible sourcing and transparency. We also actively work on 10 out of 17 UN SDG's under our CSR obligations.

These achievements reinforce Privi's position as a sustainability leader in the chemical sector as we move upwards on various global disclosure platforms in our ratings.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. R S Rajan, President rajan@privi.co.in								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The Company has constituted ESG Committee.								

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No major non-compliance of material nature has been reported. Operational issues are being addressed on an 'ongoing basis' as and when identified. Each functional head monitors and ensures compliance applicable to their respective functions									Quarterly/ Annually wherever applicable.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Y	Y	Y	Y	Y	Y	Y	Y	Y
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	In addition to statutory audits, certifications, the Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of the aspects of business responsibility and sustainability. The Company has been audited by SGS, India during SEDEX audit for the performance and policies around Governance, Health & Safety, Ethics and Sustainable procurement which covers all BRSR principles.								

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

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



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

SDG's aligned



Essential Indicators

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

Segment	Total Number of training and awareness programs held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Familiarisation Programme	100%
Key Managerial Personnel	3	<ul style="list-style-type: none"> - POSH Awareness - LRM-Compliance Management 	100%
Employees other than BoD and KMPs	473	<ul style="list-style-type: none"> - HRMS Software training - Safety Training - SAP Training - POSH Awareness - HR Induction & Privi Values - ISO Training - IMS Policy & EHS Policy Awareness - Business Ethics & Code of Conduct - Sustainable Business Practices - Human Rights - Employee Wellbeing and Health Awareness - LRM - Compliance Management 	87.10%
Workers	148	<ul style="list-style-type: none"> - Health & Safety - Awareness Training - Human Rights - Micro-Learning Module - Skill Training 	89.69%

- b. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Nil	Nil

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

The organisation is committed to fostering a culture of transparency and openness. To uphold these values, it has implemented a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy aimed at the detection, prevention, and elimination of fraud, bribery, and other corrupt practices. This policy applies to all individuals working with or associated directly or indirectly with the organisation.

Additionally, the organisation has established a Vigil Mechanism and Whistleblower Policy, enabling employees to confidentially report their concerns directly to the Chairperson of the Audit Committee. The policy ensures adequate safeguards to protect employees from any form of victimisation for raising their concerns in good faith.

The ABAC Policy forms part of the organisation's HR Manual, while the Vigil Mechanism and Whistleblower Policy is publicly available on the Company's website at: <https://www.privi.com/investor-relations/corporate-governance/company-policies>.

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

Particulars	2024-25	2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

**f. Details of complaints with regard to conflict of interest:**

	2024-25		2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

g. Provide details of any corrective action taken or underway on issues related to fines / penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

The organisation has an established Anti-Bribery and Anti-Corruption (ABAC) policy, which is reviewed periodically to ensure its effectiveness, with corrective actions taken as necessary. However, as no incidents have been reported, the need for corrective measures has not arise.

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

	2024-25	2023-24
Number of days of account payables	130	94

i. Open-ness of business

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

Parameter	Metrics	2024-25	2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	26.72%	15%
	b. Number of trading houses where purchases are made from	98 Nos	107 Nos
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	73.99%	74%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	17%	18%
	b. Number of dealers / distributors to whom sales are made	89 Nos	112 Nos
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	12%	6%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	10%	15%
	b. Sales (Sales to related parties / Total Sales)	17%	20%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	21%	14%
	d. Investments (Investments in related parties / Total Investments made)	0%	17%

Leadership Indicators

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

Total number of awareness programs held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
2	<ul style="list-style-type: none"> - Sustainable Business Practices - Product Sustainability (GHG Emission calculation) - Supplier Code of Conduct - Health and safety - Sustainable procurement 	50%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If yes, provide details of the same.

Yes. To avoid and manage conflicts of interest involving Board members, the Company has implemented a 'Code of Conduct for Board Members and Senior Management Personnel'. Under this Code, Directors are required to submit a mandatory declaration confirming that they will not engage in any situation where they have, or may have, a direct or indirect conflict of interest with the Company. Additionally, the Code specifies that Directors must refrain from participating in any decision-making process where a conflict of personal interest exists or is likely to arise. The Code of Conduct is available on the website.

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Code-of-Conduct.pdf>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

SDG's Aligned



Essential Indicators

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

	2024-25 (In Lakhs)	2023-24 (In Lakhs)	Details of improvements in the environmental and social impacts
R&D	₹ 300.5	₹ 283.94	The R&D investments are directed toward sustainable technologies aimed at improving environmental and social outcomes. Our R&D focuses on green chemistry, the use of renewable raw materials, safer formulations, and process innovations that enhance yield and reduce waste. These initiatives help reduce emissions, improve material efficiency, minimise by-product generation, and lower overall resource consumption, while also ensuring better worker safety. In 2024-25, we invested a total of ₹ 300 Lakhs in R&D, including ₹ 124 Lakhs for new sustainable development, ₹ 117 Lakhs for process improvements, and ₹ 59 Lakhs for yield enhancement. These efforts contribute not only to environmental protection but also to operational efficiency and long-term value creation. Through these innovations, Privi continues to drive progress toward a more responsible, health-conscious, and sustainable fragrance industry.



	2024-25 (In Lakhs)	2023-24 (In Lakhs)	Details of improvements in the environmental and social impacts
Capex	₹ 599.5	₹ 3,326.56	<p>Our organisation strategically allocates capital expenditure (capex) to projects that drive environmental sustainability, reflecting our commitment to sustainable development beyond regulatory obligations. In 2024-25, we invested approximately ₹ 599.5 Lakhs in various environmental sustainability initiatives. This includes ₹ 11.5 Lakhs for acid concentration control to enhance process safety, minimise waste generation and increase the reuse of purified acid, and ₹ 69.92 Lakhs toward improving coal handling systems and establishing a dust-free atmosphere, thereby reducing particulate emissions and ensuring a safer working environment. A significant investment of ₹ 212.23 Lakhs was made in controlling emissions from diesel generator sets through the installation of Retrofit Emission Control Devices (RECDs), supporting our air quality improvement goals. In alignment with our transition to cleaner energy, ₹ 264 Lakhs were directed toward solar power installations, reducing dependency on fossil fuels and lowering our carbon footprint. Additionally, ₹ 13.14 Lakhs were invested in advanced energy monitoring software to enable real-time tracking and optimisation of energy consumption, thereby enhancing energy efficiency across operations.</p> <p>These capex investments align with our broader ESG goals of pollution control, energy efficiency, emission reduction, and climate resilience. In addition, we have made significant strides in water stewardship through the adoption of Zero Liquid Discharge (ZLD) systems, ensuring that all wastewater is treated and reused internally. We are also actively pursuing zero waste to landfill, reinforcing our commitment to circular economy principles. Investments in effluent treatment plants (ETPs), air scrubbers, and fire protection systems safeguard human health and the environment.</p> <p>Furthermore, Privi supports ethical supply chain practices through certifications that ensure responsible procurement and the use of sustainable raw materials. As part of this commitment, an investment of ₹ 28.7 lakhs has been made towards certifications that strengthen supply chain transparency and promote the sourcing of sustainable inputs</p>

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

Yes. The organisation acknowledges its responsibility to minimise its impact on human health, the environment, and the community. To support this commitment, it has implemented a Sustainable Sourcing Policy, which aims to procure materials, products, and services in a way that upholds fiscal responsibility, promotes social equity, and ensures environmental stewardship.

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

The organisation sources 90% (inputs to total inputs by value) of its feedstocks from sustainable sources.

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

The organisation does not reclaim products, since all the wastes generated are disposed off scientifically to the authorised vendors certified by the Pollution Control Board.

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

Yes, the Company is in compliance with the requirements of Extended Producer Responsibility (EPR) under the Plastic Waste Management Rules, 2016 (as amended).

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
20119	Aroma Chemicals	75%	Cradle to gate	Yes	NO

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
All Products	Since all the products of the organisation are biodegradable, no major risk anticipated	Nil

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

Indicate input material	Recycled or re-used input material to total material	
	2024-25	2023-24
	NIL	NIL

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

Particulars	2024-25			2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	NIL	NIL	NIL	NIL
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous Waste	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

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

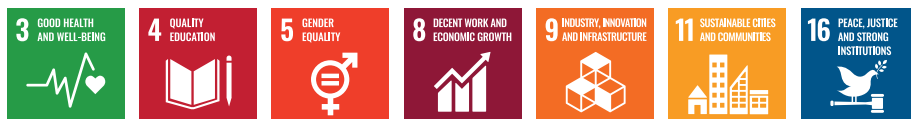
Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
Nil	Nil

* Since the organisation disposes off all the packaging material and since our products are bio-degradable we do not reclaim product and their packaging material.



PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL- BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAIN

SDG's Aligned



Essential Indicators

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	505	505	100%	505	100%	0	0%	0	0	0	0
Female	38	38	100%	38	100%	38	100%	0	0	0	0
Total	543	543	100%	543	100%	38	7.00%	0	0	0	0
Other than Permanent Employees											
Male	105	105	100%	105	100%	0	0%	0	0	0	0
Female	11	11	100%	11	100%	11	100%	0	0	0	0
Total	116	116	100%	116	100%	11	9.48%	0	0	0	0

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	165	165	100%	165	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	165	165	100%	165	100%	0	0	0	0	0	0
Other than Permanent Employees											
Male	329	0	0	329	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	2024-25	2023-24
Cost incurred on well- being measures as a % of total revenue of the Company	0.057 %	0.065 %

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

Benefits	2024-25			2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	1.33%	0.00%	Y	0.99%	0.00%	Y
Others – (Please Specify)	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

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

Yes, the organisation with the intention of promoting a culture of diversity and inclusion for all at its workplace, has enabled premises accessible to differently abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the organisation strongly promotes equal work opportunity for all and is thereby committed to provide environment that aims at creating a harmonious workplace through supportive work life policies for employees and a culture that creates a sense of belonging such that all employees can achieve their full potential, and thereby the organisation has Anti-Discrimination and Equal Opportunity Policy as the part of their HR manual.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Privi is committed to provide a productive and conducive work environment where grievances are dealt with fairly and promptly. The Grievance Redressal Policy ensures that any/all grievances are dealt with promptly, fairly and in accordance with Policies of the Organisation. This Policy should be read in conjunction with other Policies such as the Whistleblower Policy etc. The mechanism to redress grievances is stated in the said Policy which advocates forming a Grievance Redressal Committee to deal with grievances of its employees and other stakeholders. There is a three tier Grievance Redressal procedure with a timeline of two weeks for completing the process.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	2024-25			2023-24		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	543	0	0	505	0	0
Male	505	0	0	473	0	0
Female	38	0	0	32	0	0
Total Permanent Worker	165	165	100%	167	167	100%
Male	165	165	100%	167	167	100%
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Data	2024-25					2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	505	377	75%	366	72%	474	343	72%	367	77%
Female	38	33	87%	32	84%	32	25	78%	32	100%
Total	543	410	76%	398	73%	506	368	73%	399	79%
Workers										
Male	165	135	82%	79	48%	167	141	84%	103	62%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	165	135	82%	79	48%	167	141	84%	103	62%

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

Category	2024-25			2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	505	505	100	473	473	100
Female	38	38	100	32	32	100
Total	543	543	100	505	505	100
Workers						
Male	165	165	100	167	167	100
Female	0	0	0	0	0	0
Total	165	165	100	167	167	100

10. Health and safety management system:

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

Yes, the Organisation is certified ISO 45001:2018 standard Certification Accredited by Bureau Veritas (Occupational Health & Safety Management System (OHSMS) for all Manufacturing Units.

PRIVI continues to uphold health and safety management system which are designed to ensure the well-being of all individuals involved in its operations. This system integrates various standards and guidelines such as Plant Safety Inspection, HRA (Hazard Identification & Risk Assessment), HAZOP (Hazard Operability) Study, Contractor Safety Management, Safety Round observations on a daily basis. These various checks and balances including SOP's emphasises proactive measures to identify and mitigate risks, promote a safety-oriented culture, and comply beyond regulatory requirements.

Regular health and safety training which includes process safety, mock fire drills are conducted to ensure all employees and workers are aware of the processes in place

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

PRIVI undertakes regular safety audits to identify hazardous and unsafe acts, ensure compliance with standard operating procedures, and assess the performance of the Company's safety measures. The Company focuses on formation, review and enforcement of SOPs, safety in operations, statutory compliance, emergency preparedness, awareness creation and progress review on policy compliance. Our top management periodically reviews progress on compliance of various statutory audits and time bound action plans for redressal of safety observations. Considering the hazards associated with operations and hazardous chemicals used, the site uses structured Hazard Assessment, and Management processes that are regularly reviewed to ensure safety. The process also considers roles and responsibilities, monitoring control and measures, competency training and awareness of individuals associated with such activities.

The organisation follows various measures to identify work-related hazards.

- Hazard identification and risk assessment checklists are used to assess the work-related hazard and to evaluate risk with mitigation measures. All routine and non-routine activities are covered under this tool.
- Risk assessment of new process is evaluated through HAZOP (Hazard and Operability) study and before startup / commissioning of any activity of process/ equipment, we conduct Pre-start up Safety Review (PSSR).
- Job Safety Analysis is conducted for critical hot work, lifting work etc.

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

Yes, PRIVI has several processes and forums for workers to report work-related hazards formally/ informally and through BBS (Behavior Based Safety Observations). Workers are also encouraged to participate in resolving and mitigating hazards. Such forums include Departmental & Central Safety Committee Meetings, Field Audits/ Observations and Training & Awareness Sessions. These training modules cover aspects of the methodology to identify work-related hazards, analyse the risks associated with it and take subsequent steps to mitigate them. All individuals are expected to set examples with safety behaviours. Each individual is expected to look for unsafe conditions and acts at the workplace and thereafter report them.

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

Yes, the primary focus of PRIVI on Occupation health and safety (OHS) refers to all aspects of health and safety in the workplace with particular focus on preventing accidents and hazards. The Company's commitment to health and safety is also extended to its customers and the communities close to its operations. As per the Factories Act, PRIVI conducts annual medical check-ups twice in a year for all its employees and contract labour working in operating locations. PRIVI also carry- out following activities towards OHS.

1. First aid kit is maintained at both the manufacturing units.
2. 20% of the employees are given first-aid training and refresher course.
3. OHC Centre is maintained at both the operating locations which can be accessed by employees/workers working at locations.



Occupational Health Centre is located at Unit-II.

The OHC has necessary equipment and arrangements for first-aid treatments in compliance with the requirements of Factories Act and Maharashtra Factories Rules.

The OHC is manned with medical assistant and trained first aiders round the clock.

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

Safety Incident/Number	Category	2024-25	2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one Mn-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	0	1
	Workers	0	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company's plants, facilities and equipment are designed based on careful consideration of statutory requirements, applicable Indian and International Standards for a healthy and safe workplace. One of the key focus areas is the safety of employees by investing in technologies and processes to avoid and minimise the manual interfaces with machines.

A safe workplace is ensured with the help of various elements of Safety Management System which are Operation and Maintenance Procedure, Work Permit System, Personnel Safety using PPEs, Trainings, Risk Analysis and Management, Process Safety information, Management of Change, Safety Audit, Employee Participation in building Safety Culture, Incident Investigation and Analysis, Emergency Planning and Response.

PRIVI continuously identifies and implements solutions to strengthen our safety culture. Adequate emergency preparedness is also put in place to mitigate any unforeseen eventualities. Acting responsibly according to the guidelines is a long term investment for the Company to continuously improve our environmental health and safety performance and to monitor this progress.

To ensure a healthy workplace, the following measures are taken:

1. On Site Emergency Plan available with clear identification of likely worst-case scenario and responsibilities.
2. Integrated Management System is implemented comprising of ISO 9001, ISO 14001 and OSHA 45001.
3. The Safety Management System comprises of Work Permit System which includes Job Safety Analysis, working at height, Incident Reporting System, Safety Meetings at various levels.
4. Capability building comprises of imparting training at entry level, refresher training and workshops.

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

	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	There were no Complaints, only observations that are done pro-actively, so that action can be taken and can closed in timely manner.	Nil	Nil	Nil
Health & Safety	Nil	Nil		Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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

Incidents are investigated in accordance with the applicable statutory regulations and guidelines for identification of potential gaps and compliance to the recommendations for systemic improvement with the objective of learning and to avoid recurrence of the same accidents.

PRIVI sees that the recommendations are implemented in time bound manner. Corrective or preventative actions are suggested / recommended for elimination of the causes of potential incidents and PRIVI ensures that the suggested CAPA are appropriate to the magnitude of problems and commensurate with the risks encountered. The Company also ensures that the learnings are disseminated to all associated stakeholders to address all Safety related incident concerns and implement corrective and preventive actions, which are being tracked and reviewed periodically for compliance in time-based manner.

Further, organisation also follows certain regular practices such as:

- All actions compliance levels are tracked, and their statuses are discussed during daily meetings and in departmental safety meetings.
- All actions are characterised by engineering control, administrative controls and are effectively implemented.
- We have also implemented ISO 45001(OSHA) to assure safe and healthful conditions for workers by setting and enforcing standards and providing training, outreach, education and compliance assistance.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, all employees and workers are covered under the Term Life Insurance, Personal Accident policy. Workers are also covered under the workman compensation policy. Further, all employees and workers are covered under Group Term Life Insurance.

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

The organisation takes proper measures and monitors whether statutory dues have been deducted and deposited by the value chain partners through checklists which is followed by HR department and through periodic audits by various internal and external audit agencies.

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

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

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

Yes, the entity provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	90.00%
Working Conditions	90.00%

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

Privi believes that its workforce is one of its most valuable assets, playing a pivotal role in the Company's continued success. In alignment with this belief, Privi ensures that Occupational Health and Safety (OHS) standards across all its locations are benchmarked against global best practices.

The Company's commitment to maintaining world-class OHS standards is clearly articulated in its Environmental, Health & Safety (EHS) Policy. A qualified and experienced OHS management team is deployed across all sites to continuously monitor operations, manage safety measures, and respond effectively to any emergencies.

All of Privi's manufacturing facilities are ISO 45001 certified. Employees with access to operating sites are comprehensively covered under the OHS management system, which undergoes regular audits. Additionally, all visitors are given a safety briefing prior to entering any facility premises to ensure awareness and compliance with safety protocols.

Any risks identified through assessments of health and safety practices or working conditions are promptly addressed by the site EHS team through appropriate corrective and preventive actions. These actions are regularly reviewed by site heads to ensure continuous improvement and accountability.

Extending its commitment to health and safety beyond internal operations, Privi has also implemented a 'Sustainable Procurement Policy' for its suppliers, including contract manufacturers. This policy outlines clear expectations regarding the provision of safe and healthy working environments and adherence to fair labour practices. The Company periodically conducts Environment, Health, and Safety (EHS) / Sustainability audits for its critical suppliers and shares observations and recommendations with the suppliers' management for necessary action.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

SDG's Aligned



Essential Indicators

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

The Company employs a robust procedure to identify its internal and external stakeholders, considering the impact of Privi's operations on them and their ability to influence the Company. Privi have identified Regulatory authorities, Industry associations, Customers, Competitors, Community and NGOS, Dealers and distributors, Suppliers & Contractors, Industry Trade Association as its external Stakeholders and Employees, Investors and Shareholders etc. as its Internal Stakeholders. These stakeholder groups are significant to the Company's operations.

Privi believes in upholding the highest standard of ethics, integrity, transparency and accountability in conducting the affairs of the Company so as to disseminate the information to the stakeholders in a transparent manner. We have, therefore, designed our systems and action plans to enhance performance and stakeholders' value in the long run. Through good corporate governance the Company ensures that business have appropriate decision-making processes

and controls in place so that the interests of all stakeholders (shareholders, employees, suppliers, customers and the community) are balanced. To create a culture of good governance, your Company has adopted practices that comprise of performance accountability, effective management control, constitution of Board Committees as a part of the internal control system, fair representation of professionally qualified, non-executive and Independent Directors on the Board, adequate and timely compliance, disclosure of information on performance, ownership and governance of the Company and payment of statutory dues.

Privi's 5S Values are a reflection of our commitment to our stakeholders, Internal as well as External. Employees enable us to create value for our clients and for the organization and in turn, they enjoy fulfilling careers. Suppliers are our key stakeholders who enable us to deliver business value. Regular engagement with these stakeholders helps the Company in understanding their expectations, review the same internally and imbibe these in developing strategies, plans & business activities

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> ✓ Communication with VP's, ✓ Goal setting and performance appraisal meetings/review, ✓ Exit interviews, ✓ Union meetings, ✓ Wellness initiatives, ✓ Engagement activities, ✓ Email, ✓ Intranet, ✓ Website, ✓ Training programs, ✓ Circulars, publications, newsletter 	Ongoing	<ul style="list-style-type: none"> ✓ Operational efficiencies, ✓ Company Strategy, ✓ Healthy working environment, ✓ Improvement areas, ✓ Career enhancement, ✓ Succession planning, ✓ Long-term strategy plans, training and awareness, ✓ Responsible marketing, ✓ Brand communication, ✓ Health, safety and engagement initiatives.
Shareholders	No	<ul style="list-style-type: none"> ✓ General Meetings, ✓ Shareholder meets, ✓ Email, ✓ Stock Exchange (SE) intimations, ✓ Investor / analysts meet / conference calls, ✓ Annual report, ✓ Quarterly results, ✓ Media releases, ✓ Company / SE website 	Quarterly	<ul style="list-style-type: none"> ✓ Profitability and financial stability, ✓ Growth prospects, ✓ Information update, ✓ ESG practices, ✓ Share price appreciation/ depreciation, Dividend



Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> ✓ Website, ✓ Customer meets, ✓ Customer plant visits, ✓ Focussed group discussion, ✓ Trade body membership, ✓ Complaints management, ✓ Email, ✓ Helpdesk, ✓ Conferences, ✓ Business Development meetings with key customers, satisfaction Survey 	Ongoing	<ul style="list-style-type: none"> ✓ Product compendium, ✓ Quality and availability ✓ Responsiveness to needs, ✓ After sales service, ✓ Responsible guidelines/ manufacturing, ✓ Company's Sustainability disclosures, ✓ Life cycle assessment
Suppliers/ Vendors	No	<ul style="list-style-type: none"> ✓ Website, ✓ Vendor Assessment/ Onsite Audit, ✓ Suppliers Meet, Prequalification / vetting, ✓ Trade Association Meets/ Seminar, ✓ Exhibitions, contract management/review 	Ongoing	<ul style="list-style-type: none"> ✓ Quality, ✓ Timely delivery and payments, ✓ ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ✓ ISO and OHSAS standards ✓ Supplier Code of Conduct guidelines
Communities	No	<ul style="list-style-type: none"> ✓ Meets (of community / local authority and town council / committee / location head), ✓ Community visits and projects, ✓ Partnership with local charities, ✓ Volunteerism, seminars / conferences 	Quarterly	<ul style="list-style-type: none"> ✓ Waste management, ✓ Pure drinking Water System, ✓ Climate change impacts ✓ Community development ✓ Sustainability, ✓ Livelihood support, ✓ Disaster management training, ✓ Support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, ecosystem development

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Statutory Authorities	No	<ul style="list-style-type: none"> ✓ Meetings with local / state/ national government and ministries, ✓ Seminars, ✓ Media releases, ✓ Circulars, ✓ Membership in local enterprise partnership and industry bodies (CHEMEXCIL, FICCI, FAFAI, IFRA, MMA) 	Ongoing	<ul style="list-style-type: none"> ✓ ESG practices (climate change roadmap, Carbon footprint, frameworks for sustainability, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), ✓ Advocacy policy, ✓ Timely contribution to exchequer/ local infrastructure, proactive engagement

Leadership Indicators

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

The organisation has a set procedure wherein, the management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The organisation has stakeholder relationship committee that updates the progress on the actions to the Management and takes inputs periodically on a quarterly basis.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the organisation engages through various interactive sessions with its stakeholders like that of talk forums, meetings, customer meets and many others, so as to identify and prioritise the issues pertaining to economic, environmental and social topics. Since this is an evolving process the suggestions by the stakeholders are filtered through Board processes made by policies/ SOP.

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

The organisation has not come across any such instance. However, it has proper procedure in place to identify and deal with any such issues which comes to its knowledge.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.
SDG's Aligned

Essentials Indicators

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

Category	2024-25			2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	543	543	100.00%	505	505	100.00%
Other than permanent	116	116	100.00%	98	98	100.00%
Total Employees	659	659	100.00%	603	603	100.00%
Workers						
Permanent	165	165	100.00%	167	167	100.00%
Other than permanent	329	329	100.00%	376	376	100.00%
Total Workers	494	494	100.00%	543	543	100.00%

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

Category	2023-24					2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	543	Nil	Nil	543	100.00%	505	Nil	Nil	505	100.00%
Male	505	Nil	Nil	505	100.00%	473	Nil	Nil	473	100.00%
Female	38	Nil	Nil	38	100.00%	32	Nil	Nil	32	100.00%
Other than Permanent	116	Nil	Nil	116	100.00%	98	Nil	Nil	98	100.00%
Male	105	Nil	Nil	105	100.00%	86	Nil	Nil	86	100.00%
Female	11	Nil	Nil	11	100.00%	12	Nil	Nil	12	100.00%
Workers										
Permanent	165	Nil	Nil	165	100.00%	167	Nil	Nil	167	100.00%
Male	165	Nil	Nil	165	100.00%	167	Nil	Nil	167	100.00%
Female	0	Nil	Nil	0	100.00%	0	Nil	Nil	0	100.00%
Other than Permanent	329	Nil	Nil	329	100.00%	376	Nil	Nil	376	100.00%
Male	329	Nil	Nil	329	100.00%	376	Nil	Nil	376	100.00%
Female	0	Nil	Nil	0	100.00%	0	Nil	Nil	0	100%

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

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	2	2,20,00,000	0	0
Key Managerial Personnel	1	1,14,82,672	1	14,78,416
Employees other than BoD and KMP	502	6,91,576	37	6,39,984
Workers	165	7,58,900	0	0

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

	2024-25	2023-24
Gross wages paid to females as % of total wages	5.37%	3.44%

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

Yes, the organisation strongly believes that for the employees to be productive and conducive at work, a proper mechanism needs to be implemented and thereby the organisation has framed grievance redressal policy to address any concerns relating to human rights. The organisation therefore has set up a grievance redressal committee for reporting such issues, consisting of senior officials of the organisation.

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

Privi is committed to provide a productive and conducive work environment where grievances are dealt with fairly and promptly. The Grievance Redressal Policy ensures that any/all grievances are dealt with promptly, fairly and in accordance with Policies of the Organisation. This Policy should be read in conjunction with other Policies such as the Whistleblower Policy etc. The mechanism to redress grievances is stated in the said Policy which advocates forming a Grievance Redressal Committee to deal with grievances of its employees and other stakeholders. There is a three tier Grievance Redressal procedure with a timeline of two weeks for completing the process.

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

	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human Rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filled under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	2024-25	2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

Necessary provision has included in various policies to deal with discrimination and harassment in any form.

Awareness sessions are undertaken for spreading awareness on gender sensitivity and POSH Act for employees. Further, the Company takes necessary measures to protect the complainant employee's identity confidential and ensures no harm to his/her employee.

The mechanisms to prevent adverse consequences are:

- 1) Grievance Redressal Policy for employees
- 2) Internal Complaints Committee (ICC) constituted as per provisions of POSH Act 2013

9. Do human rights requirements form part of your business agreements and contracts?

Yes, human rights requirements are included in business agreements and contracts. All purchase contracts contain clauses/conditions that address human rights requirements, Policy deployment on Child labor, Force labor, Discrimination, Harassment, Health & Safety, Working hours, Remuneration, Bribery & Corruption, Anti competition, Money Laundering & information security.

10. Assessments for the year.

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	90.00%
Forced/involuntary labour	90.00%
Sexual Harassment	90.00%
Discrimination at workplace	90.00%
Wages	90.00%
Others- (please specify)	Nil

Formal assessment has been done through SMETA Audit (SEDEX guidelines) by SGS India Pvt Ltd.

11. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above.

Not applicable, since no significant risks/ concerns arose from the assessment, and thereby no actions are required to be taken pursuant to the assessments done.

Leadership Indicators

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

The organisation with the aim to keep its working environment great, has in place grievance redressal policy, applicable to all individuals associated with the organisation.

However, the organisation during the year have not identified any major issue relating to Human Rights violation, however, the policy has regularly been monitored and requisite modification are made as and when required.

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

Not Applicable, since during the reporting period no formal due-diligence was conducted.

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

Yes, the organisation promotes a culture of diversity and inclusion for all at its workplace, and thereby has developed premises accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	All these factors are part of Privi's Code of Conduct and added into the vendor assessment criteria. The 90% of value chain partners on these topics as a part of vendor assessment programme.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others- (please specify)	

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

No such significant risks / concerns and hence not applicable.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

SDG's Aligned



Essential Indicators

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

Parameter	2024-25 In GJ	2023-24 in GJ
From renewable sources		
Total electricity consumption (A)	64,035	1,38,80
Total fuel consumption (B)	84,049	110
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	1,48,084	1,39,90
From non-renewable sources		
Total electricity consumption (D)	1,76,127	1,93,640
Total fuel consumption (E)	21,46,306	20,05,390
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	23,22,433	21,99,030
Total energy consumed (A+B+C+D+E+F) in GJ	24,70,517	22,13,020
Energy intensity per rupee of turnover (Total energy consumed in GJ / Revenue from operations in rupees)	0.0001221	0.0001292
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ / Revenue from operations adjusted for PPP in \$)*	0.00050	0.00046
Energy intensity in terms of physical Output (Total energy consumed in GJ / Total production in KG)	0.065	0.065

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

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

Yes, Ernst & Young Associates LLP has provided limited assurance on data reported under this indicator and assurance statement is available as a part of our sustainability report.



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

Not applicable, since the organisation does not have sites/ facilities identified as Designated Consumer under the PAT Scheme.

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

Parameter	2024-25	2023-24
Water withdrawal by source (in litres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water (MIDC water)	62,41,18,000	52,84,21,000
(iv) Seawater / desalinated water	Nil	Nil
(v) Others – (Tanker Water)	4,93,59,000	1,33,06,240
(vi) Rainwater	36,03,000	40,15,000
Total volume of water withdrawal (in litres) (i + ii + iii + iv + v + vi)	67,70,80,000	54,57,42,000
Total volume of water consumption (in litres)	63,11,48,790	50,02,70,000
Water intensity per rupee of turnover (L of consumption/ turnover in rupees)	0.031	0.029
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in Litres / Revenue from operations adjusted for PPP in \$)*	0.129	0.105
Water intensity in terms of physical output – (L of consumption/ KG of production)	16.75	14.80

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

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

Yes, Ernst & Young Associates LLP has provided limited assurance on data reported under this indicator and assurance statement is available as a part of our sustainability report.

4. Provide the following details related to water discharged:

Parameter	2024-25	2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	CETP	CETP
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	45,931 KL	45,472 KL

Parameter	2024-25	2023-24
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment	Nil	Nil
Total water discharged (in kilolitres)	45,931 KL	45472 KL

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

Yes, Ernst & Young Associates LLP has provided limited assurance on data reported under this indicator and assurance statement is available as a part of our sustainability report.

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

The organisation has implemented Reverse Osmosis Plant and Multi Effect Evaporator plant to recycle, and reuse treated wastewater which enables to utilise treated water. The organisation's Jhagadia unit (Gujarat) is designated as ZLD by Gujarat Pollution Control Board. Further, at Mahad unit (Maharashtra) the organisation has implemented ZLD in its Unit-I, unit-II & U-III and the maximum water has been recycled back into the process.

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

Parameter	Please specify unit	2024-25	2023-24
NOx	MT	0.0032	0.928
SOx	MT	18.77	38.85
Particulate matter (PM)	MT	10.03	4.11
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others		Nil	Nil

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

Yes, Ernst & Young Associates LLP has provided limited assurance on data reported under this indicator and assurance statement is available as a part of our sustainability report.

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

Parameter	Unit	2024-25	2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,12,476MTCO ₂ e	1,78,619.21 MT CO ₂ e
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	35,568 MTCO ₂ e	38,512.50 MT CO ₂ e
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in ₹ Crore)		116.94 MTCO ₂ e per Cr Turnover	126.82MT CO ₂ e per Cr Turnover



Parameter	Unit	2024-25	2023-24
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions in MTCO ₂ e / Revenue from operations adjusted for PPP in \$ CR)*		504.13 MTCO ₂ e per \$ Crore	457.71 MTCO ₂ e per \$ Crore
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MTCO ₂ e of consumption/ MT of production)		6.58 MTCO ₂ e per MT production. Total considered 37677 MT	6.42 MT CO ₂ e per MT production. Total production considered: 33800 MT

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

*Note (Scope-2 Emissions): Corporate office emissions (owing to electricity consumption at HO) were not included as no significant contribution to emissions was observed.

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

Yes, Ernst & Young Associates LLP has provided limited assurance on data reported under this indicator and assurance statement is available as a part of our sustainability report.

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

Yes, the Company has embarked on a carbon emission reduction journey and has developed a ESG roadmap with several initiatives to achieve this goal. The Company has invested in renewable energy sources to reduce dependency on fossil fuels and reduce greenhouse gas emissions (GHG) and other energy solutions like use of biomass and biofuel, transition to Electric Vehicles (EVs) company-owned, for employee travel. The Company has also focussed on improving energy efficiency in manufacturing processes by adopting advanced technologies, optimising equipment efficiencies and implementing energy management systems. The Company is implementing interventions such as solar projects, waste generation reduction and waste heat recovery. The Company has implemented systems to monitor and measure greenhouse gas emissions across its operations for identifying areas for improvement and drive a continuous reduction in emissions. The Company supports research and development initiatives aimed at developing new technologies and processes that reduce greenhouse gas emissions to fulfil its Science Based Targets commitment for Near term target by 2032 and Net Zero by 2050.

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

Parameter	2024-25	2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.580	Nil
E-waste (B)	1.303	0.73
Bio-medical waste (C)	0.470101	0.0002519
Construction and demolition waste (D)	0	3368.55
Battery waste (E)	7.64	1.0715
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. (G) (ETP waste, sludge from Multiple Effect Evaporator (MEE) and other waste residues sent to Authorised member of solid waste treatment (Mahad Waste Management Limited (MWML) and Bharuch Enviro Infrastructure Limited (BEIL).	6,315.07	5,567.45
Other Non-hazardous waste generated (H). (Other scrap, Boiler ash, paper etc.)	6,202.832	2,224.612
Total (A+B + C + D + E + F + G + H)	12,527.89	11,162.41

Parameter	2024-25	2023-24
Waste intensity per rupee of turnover (Total waste generated in MT / Revenue from operations in ₹ Crore)	6.19	6.52
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in MT / Revenue from operations adjusted for PPP in \$ Crore)*	25.67	23.53
Waste intensity in terms of physical output of (Total waste generated / MT of production)	0.3325	0.3302
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	37,638.433	17,086.54
(ii) Re-used	10.447	9.358
(iii) Other recovery operations	Nil	Nil
Total	37,648.88	17,095.89
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	238.99	348.49
(ii) Landfilling (we are sending waste to authorised member of waste treatment plant (Mahad Waste Management Limited (MWML) and Bharuch Enviro Infrastructure Limited (BEIL) who further processed for landfilling and Incineration)	5,939.117	5,260.34
(iii) Other disposal operations	Nil	Nil
Total	6,178.10	5,608.83

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

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

Yes, Ernst & Young Associates LLP has provided limited assurance on data reported under this indicator and assurance statement is available as a part of our sustainability report.

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

The Company has a membership with Mumbai Waste Management Limited (MWML) in Maharashtra and Bharuch Enviro Infrastructure Limited (BEIL) in Gujarat who are responsible for further processing of landfilling and incineration operation as per local laws. For discharge of treated effluent, the Company has the membership of Common Effluent Treatment Plants (CETP) at Mahad. The annual returns on quantity of waste generated is being reported to the state pollution control board by filling and submission of form IV & V (Rules & Regulation Published in the Gazette of India, Part-II, Section-3, Sub-section (ii)] Ministry of Environment, Forest and Climate Change).

The (Effluent Treatment Plants) ETP of each unit is equipped with primary, secondary, tertiary treatment followed by Reverse Osmosis (RO) system. Tertiary treated effluent is either recycled through RO or discharged to the common effluent system. The Aqueous effluent generated from processes having low COD and high Total Dissolved Solids (TDS) is fed to the Multiple Effect Evaporator (MEE) along with the RO reject, and condensate of the evaporator is sent for treatment in the Effluent treatment plant or recycled/reused. The sludge generated from the evaporator/ETP is sent to an authorised secured landfill site. High calorific and high TDS value hazardous waste is sent for processing to the authorised co-processors and further to cement industry.



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

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable, since none of our unit is located at ecologically sensitive area.

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

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

Note* - The latest SIA was done in Year 2022 and there was no expansion proposed since 2022, therefor no EIA conducted as per EIA notification 2006 requirement.

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

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
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Yes, the organisation is fully compliant with all the applicable environmental legislations.

Leadership Indicators

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

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	2024-25	2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable, since the Company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (water consumed in KL/ Turnover of Cr in rupee)		
Water intensity (Water consumed in KL /production qty in MT)		

Parameter	2024-25	2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres) - No water discharge as unit is ZLD (Zero Liquid Discharge).		

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

Not applicable, as the Company neither withdraws, nor discharge water in areas notified as water stressed by Central Ground Water Board (CGWB).

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

Parameter	Unit	2024-25	2023-24*
Total Scope 3 emissions	Metric tonnes of CO ₂ equivalent	2,13,959.76 MTCO ₂ e	2,23,916.77 MT CO ₂ e
Total Scope 3 emissions (MT of CO ₂ e/ Turnover in ₹ Crore)		105.82	130.79
Total Scope 3 emission intensity – (MT of CO ₂ e/ MT production)		5.67	6.62 MT CO ₂ e/ MT production

*Note – The Scope 3 data for the financial year 2023–24 has been recalculated to reflect a change in methodology.

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

Yes, Ernst & Young Associates LLP has provided limited assurance on data reported under this indicator, and assurance statement is included in our sustainability report.

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

Not Applicable, as none of our unit is located at ecologically sensitive area.



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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transitioning to renewables.	<p>Total installed solar power capacity stands at 10.5 MW as of March 2025.</p> <p>I. 10 MW is sourced through an open access solar farm located in Jalna,</p> <p>II. 400 kW rooftop solar is installed at Unit-10, Mahad,</p> <p>III. A newly commissioned 100 kW rooftop solar plant is operational at Unit-6, Jhagadia .</p> <p>IV. The Company is in the process of signing MoU for another 5 MW solar power through open access to start functioning by end 2025.</p>	<p>The Company achieved a total solar power consumption of 17,787,392 kWh during the financial year 2024-25.</p> <p>I. This shift to renewable energy resulted in an emission reduction of approximately 12,931.40 metric tonnes of CO₂e, significantly contributing to the Company's decarbonisation goals.</p> <p>II. By leveraging solar power, the Company anticipates a cost saving of approximately ₹ 14.87 Crores, based on an average energy rate of ₹ 8.36 per kWh.</p> <p>III. Additionally, a 100 kW rooftop solar system has been installed, generating 148,920 kWh annually and contributing to an annual reduction of 108 metric tonnes of CO₂ emissions.</p> <p>IV. This is in line with the Company's target for increase solar power share from current 25% to 50%.</p>
2	Energy Conservation	<p>I. Energy audit of main manufacturing facility conducted.</p> <p>II. Dry vac pumps (3 nos. Ital vac) installed to save Power consumption, steam consumption & Effluent load reduction.</p> <p>III. Process as well as waste heat recovery projects planned based on the energy audit recommendations.</p>	<p>The recommendations/Savings will be implemented in current year 2025-26.</p>
3	Water Conservation	<p>i. Process condensate recovery and reusing it in process.</p> <p>ii. Steam Condensate Recovery</p> <p>iii. The Company is investing to increase rooftop rainwater harvesting capacity at its Mahad units to conserve and harvest rainwater during the monsoons.</p> <p>iv. Increasing the no of ZLD units is planned which will further conserve fresh water.</p>	<p>I. The Company has achieved a notable reduction in overall water consumption through systematic conservation and efficiency initiatives.</p> <p>II. Approximately 34% of Privi's total water requirement is currently fulfilled through internal water recycling efforts, leading to an estimated cost saving of ₹ 1.17 Crores annually, based on a water rate of ₹ 55 per kilo Litre.</p> <p>III. In addition, 70.27% of treated effluent/wastewater has been recycled and reused within our manufacturing units, significantly reducing the dependency on freshwater resources and contributing to a circular water management approach.</p>

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Carbon sequestration Privi Lungs of Mahad – Miyawaki Combo Biodiversity & Livelihood plantation at AmshetMahad	I. Miyawaki Combo Biodiversity & Livelihood plantation of 43865 Trees Planted at Amshet, Mahad to help heal mother earth & help restore the Ecosystem + generate livelihood for local labours & Community. II. Another 20000 trees planted on a barren hill, around the factory & nearby villages	I. Sequester 1,100 tons of carbon every year. II. Community social commitment by helping to generate income for local farmers. III. Contributing to improve the air & ambient quality in Mahad IV. Helping to improve the water tables & water quality. V. Improve biodiversity of trees, birds, bees, butterflies, snakes & rabbits.
5	Waste Management Initiatives	i. The Company disposed collected plastic waste to authorised recyclers as part of its sustainability and waste management efforts. ii. Installation of advanced organic waste composter at Jhagadia and Mahad plant to convert food waste to soil additive and further to compost. iii. Spent acids and other byproducts are sent for recycling to authorise end user to make useful products. iv. Acetic acid recovery & recycle implemented in Jhagadia plant	I. In FY 2024–25, 0.580 metric tonnes of plastic waste were responsibly disposed of by sending it to authorised recyclers, ensuring compliance with environmental regulations and promoting sustainable waste management. II. The Company enhanced its composting practices, generating approximately 10.447 metric tonnes of compost from organic waste across operating locations. The compost produced has been effectively utilised for green belt development, contributing to site-level biodiversity and soil health. During the year, 31,435.60 metric tonnes of by-products were recycled or repurposed as raw materials by peer industries, reinforcing our commitment to circular economy principles and minimising waste sent to landfill.
6	Green transportation initiatives	The Company has introduced electric vehicles for company travel for employees from corporate office to Manufacturing site.	The initiative covers an approximate distance of 280–300 kilometres daily, resulting in a monthly fuel saving of up to 750 litres. This operational efficiency has led to an annual reduction of approximately 21.82 metric tonnes of CO ₂ e in greenhouse gas emissions, contributing significantly to our climate action goals.

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

Yes, the organisation has Business Continuity Plan (BCP) & Disaster management plans in place. The organisation has identified risk related to any loss of connectivity, utility service, injury, staff loss material shortage and many others, which can disrupt the continuity of business, thereby the organisation has mitigation plans in place mentioning all probabilities and ways through the same. The organisation also reviews the same every year.

The Disaster Management plan covers entire Plants and Office Operations, Supply Chain, IT, etc & all possible scenarios are covered and considered in the plan. The disaster management plan is submitted to Directorate of Industrial Safety and Health (DISH). We also conduct mock drills every quarter to maintain high state of emergency preparedness.



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

During the year, there were no significant adverse environmental impacts arising from the value chain of the entity.

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

We assess our supplier based on Environmental, Social and Governance (ESG) aspects. The protocol includes ESG criteria such as- Climate change, environment, health & safety, labour and human rights and governance such as ethics and compliance, fair business practices, etc. During the reporting period, 50.86% of our suppliers were assessed for environmental impacts

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.

SDG's Aligned



Essential Indicators

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

The organisation is affiliated with 9 trade and industry chambers/associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	International Fragrance Association (IFRA)	International
2	Chemical Export Promotion Council (CHEMEXCIL)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Flavours and Fragrance Association of India (FAFAI)	National
5	Export Inspection Agency (EIA)	National
6	Indian Institute of Packaging (IIP)	National
7	Indo-Arab Chamber of Commerce and Industries	National
8	Indian Merchants' Chamber (IMC)- Chamber of Commerce and Industry	National
9	Mahad Manufacturers Association (MMA)	State

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

Name of authority	Brief of the case	Corrective active taken
Not Applicable, as no adverse orders were received from regulatory authorities.		

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
1	Statutory and regulatory enactments, applicable to the Company	Representation Through the industry association.	-	As and when required	-

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

SDG's Aligned



Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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During the current financial year no SIA of projects were undertaken by the entity based on applicable laws.

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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The organisation has not undertaken any project during the year attracting the provisions of rehabilitation and resettlement.

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

The organisation engages with the community by conducting informal and formal meetings apart from program specific meetings to facilitate harmony.

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

	2024-25	2023-24
Directly sourced from MSMEs/ small producers	8.43%	6%
Sourced directly from within the district and neighbouring districts	28%	42%

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

Location	2024-25	2023-24
Rural	Nil	Nil
Semi-urban	78.30%	81.05%
Urban	Nil	Nil
Metropolitan	21.70%	19.50%

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



Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable, since no SIA was undertaken by the organisation	

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

S. No	State	Aspirational District	Amount spent (In ₹)
	Nil	Nil	Nil

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

Considering the type of industry and our requirements, we are committed to include the marginalised groups and look forward to jointly scale up the business.

- (b) From which marginalised /vulnerable groups do you procure?

While considering the type of industry and specialised requirements, the organisation has not been able to identify the marginalised/ vulnerable group, however, the same is being explored.

- (c) What percentage of total procurement (by value) does it constitute?

Not applicable at present.

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable, since no Intellectual Property was acquired by the entity				

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

Name of authority	Brief of the case	Corrective Action taken
Not Applicable, since no Intellectual Property was owned or acquired by the entity		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Health & Hygiene	6,500	Data for the above is not ascertainable, howsoever the CSR team would endeavour the data collection on the same in the coming years.
2	Environment	Public at Large	
3	Education	5,000	

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

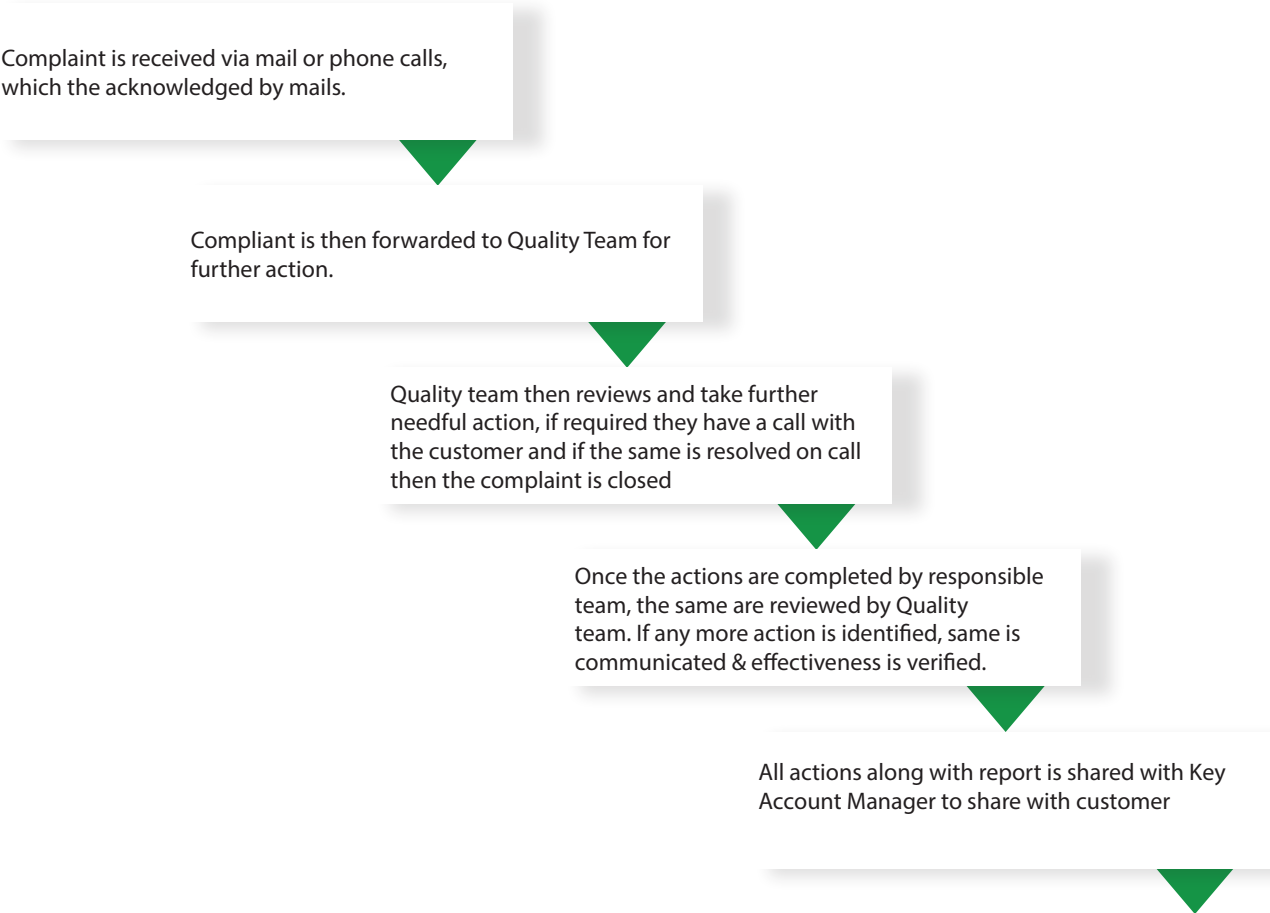
SDG's Aligned



Essential Indicators

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

For any organisation, it is important to keep its customers happy and resolve their concerns. The organisation has set procedure for the resolving its customers concern. The same is presented below:



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

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

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

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

Privi has a robust Cyber Security policy which provides guidelines for addressing cyber security and related risks and the mitigation of such risks.

Web Link: <https://www.privi.com/investor-relations/corporate-governance/company-policies>

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

Not Applicable, as no such incidents reported.

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches**

Since no such instance of data breach has occurred during the year, it is not applicable.

b. Percentage of data breaches involving personally identifiable information of customers.

Not applicable, since no such incidents were reported.

c. Impact, if any, of the data breaches

NA

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

The organisation being a customer driven entity, for easy accessibility of its product, it keeps the details and information related to product updated & available on its website.

The web-link for the same is: <https://www.privi.com/fragrances/our-product>

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

The organisation always ensures to keep its website updated and also educates customers about product's safe and responsible usage through its website. Further, the organisation also shares all products MSDS (Material Safety Data Sheet) & PDS (Product Safety Data Sheet) with all its customers and also labelling procedures are in place.

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

Even though the Company does not fall under the essential service category, through emails and phone calls, it informs its consumers of any risk of disruption/discontinuation of essential services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The Company being highly regulated industry, follows and fulfils all its statutory and mandatory labelling requirements, however, it does not provide any involuntary information over the product. The organisation further conducts customer satisfaction survey annually.