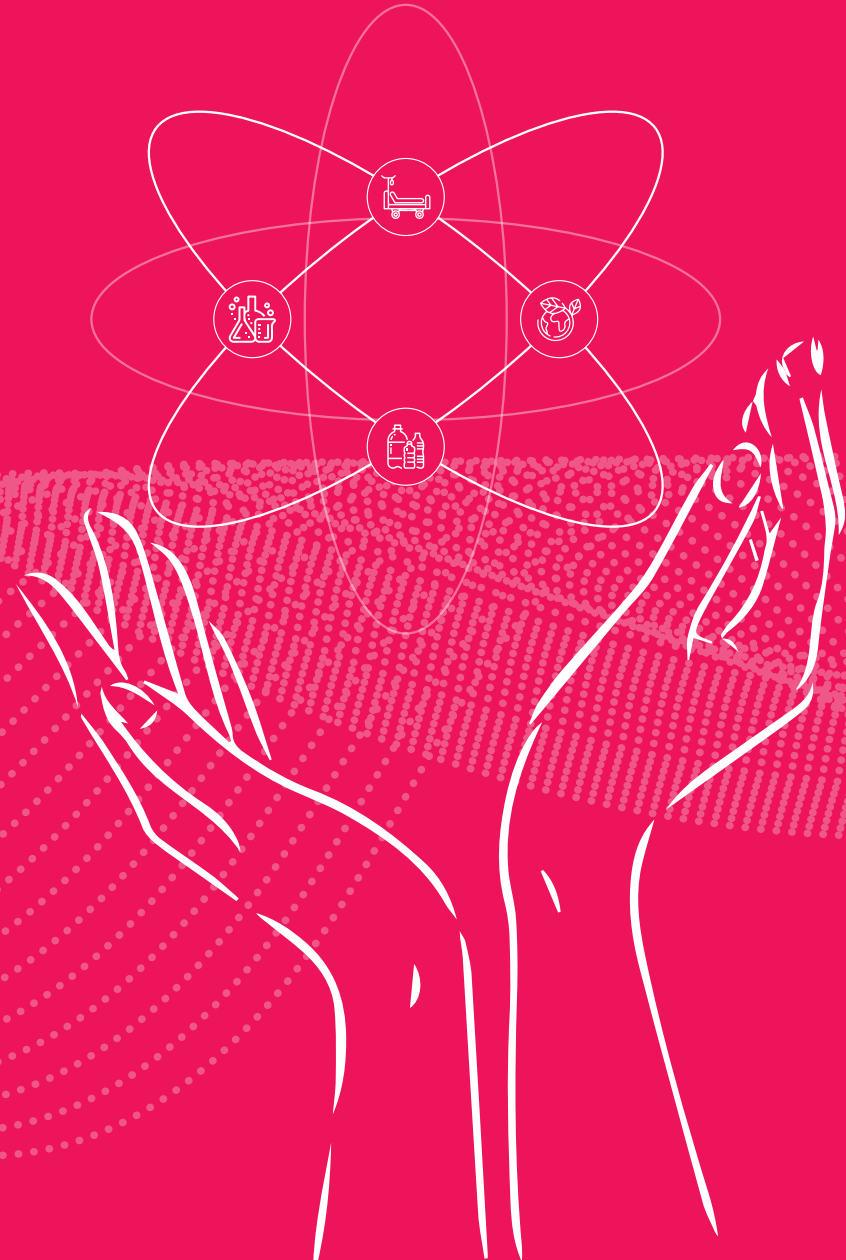


# TOMORROW'S SOLUTIONS, TODAY'S READINESS.

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Mitsubishi Chemical Limited

Business Responsibility and Sustainability Reporting 2022-23



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L25111MH1988PLC048925
2. Name of the Listed Entity	MITSU CHEM PLAST LIMITED
3. Year of incorporation	23/09/1988
4. Registered office address	329, Gala Complex, 3rd Floor, Din Dayal Upadhyay Marg, Mulund (West), Mumbai-400080.
5. Corporate address	329, Gala Complex, 3rd Floor, Din Dayal Upadhyay Marg, Mulund (West), Mumbai-400080.
6. E-mail	investor@mitsuchem.com
7. Telephone	022-25920055
8. Website	<b>www.mitsuchem.com</b>
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited (BSE Limited)
11. Paid-up Capital	120,726,000
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ankita Bhanushali Company Secretary 022-25920055 investor@mitsuchem.com
13. Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

### II. PRODUCTS/SERVICES

#### 14. 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 (2022-23)
1	Manufacturing	Plastic manufacturing	95%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Manufacture of plastic articles for the packing of goods (plastic bags, sacks, containers, boxes, cases, carboys, bottles etc.)	22203	84.59%
2	Manufacture of furniture primarily of plastic	31004	8.74%

### III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	3	2	5
International	0	0	0

#### Plant Locations:

- Plot No. N-83/84, MIDC, Tarapur, Tal. & Dist. Palghar-401506.
- Plot No. J-237, MIDC, Tarapur, Tal. & Dist. Palghar-401506.
- Plot No. 24/11, 24/12, 24/15, 24/8B & 25/1, Village – Talavli (Lohop), Post : Majgaon, Opp. Birla Carbon Ind. P. Limited Tal. Khalapur, Dist. Raigad -410220

#### Number of Offices

- Reg. & Corporate Office :329,Gala Complex , Din Dayal Upadhyay Road,Mulund (West), Mumbai -400080,
- Regional office: 602, Naurang Bhavan, 21 K. G. Marg, South Delhi, New Delhi, 110001

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

### 17. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	27
International (No. of Countries)	8

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

- Exports a percentage of the total turnover :0.025%

#### c. A brief on types of customers

Mitsu Chem Plast Limited was established in the year 1988. Since our inception, we are reckoned as one of the prominent manufacturers, exporters and traders of a quality assured collection of HDPE Bottle, Packaging Bottles, HDPE Drums, Chair Parts, Hospital Bed manufacturer etc. The entire product range is manufactured with strict adherence to set industrial quality standards. To rise up as a famous name in industry, we design and fabricate our range using excellent quality raw materials which we obtain from the most trusted vendors of the market. Our offered products are admired and appreciated amongst our customers for their remarkable features which include low maintenance, light weight, dimensionally accurate, attractive designs, safe to use, leak resistant, temper proof packaging and highest quality. We also provide these products in different colors, designs, shapes and sizes as per the needs and demands of our precious clients.

Our customers include big names from Pharmaceuticals, chemicals, Agrochemicals, FMCG, food, cosmetics, Healthcare & furniture, and similar other industries. The Company is having more than 500 plus SKU's catering to more than 30 plus Fortune (India) 500 customers in India.

### IV. EMPLOYEES

#### 18. Details as at the end of Financial Year: 2022-23

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	180	149	82.78%	31	17.22%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>180</b>	<b>149</b>	<b>82.77%</b>	<b>31</b>	<b>17.22%</b>
<b>WORKERS</b>						
4.	Permanent (F)	211	196	92.89%	15	7.11%
5.	Other than Permanent (G)	606	554	91.42%	52	8.58%
6.	<b>Total workers (F + G)</b>	<b>817</b>	<b>750</b>	<b>91.79%</b>	<b>67</b>	<b>8.20%</b>

##### b. Differently abled Employees and worker-

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	1	0	0	1	100%
5.	Other than permanent (G)	2	2	100%	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>3</b>	<b>2</b>	<b>66.66%</b>	<b>1</b>	<b>33.33%</b>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	6	1	16.67%
Key Management Personnel*	4	1	25.00%

\* Our board of directors consists of 3 Executive Directors and 3 Non-Executive Independent Director. Our Key Management Personnel (KMP) as defined under The Companies Act, 2013 include our 3 Executive Directors and Company Secretary.

### 20. Turnover rate for permanent employees and workers

	2022-23			2021-22			2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.46%	29.03%	21.11%	21.89%	54%	29.22%	11.83%	44%	19.18%
Permanent Workers	6.12%	0	5.69%	0.79%	0	0.72%	2.38%	0	2.16%

### V HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES): Not Applicable.

### 21. (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)
	NA	NA	NA	NA

### VI. CSR DETAILS

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes.
- (ii) Turnover (in ₹) - 308.98 crore
- (iii) Net worth (in ₹) – 62.42 crore

### VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No)	2022-23 Current Financial Year			2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	1	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	5	Nil	-	7	Nil	-
Customers (All 3 Units)	Yes	144	0	-	158	0	-
Value Chain Partners	Yes	0	0	-	0	0	-

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

- **Communities**

We have a formal Community grievance management process which defines the process that must be followed when written or verbal complaints/grievance are received relating to our own operations and/or Contractors. The process is to ensure that complaints/grievances are managed in a culturally sensitive, respectful, timely, and consistent manner. In addition, our HR personnel take on-site feedback and suggestions on issues that are of concern to communities and these issues are resolved at the earliest. Through this mechanism all community grievances are received, acknowledged, assessed, assigned, investigated and responded.

- **Investors and Shareholders**

We have a well-established investor grievance mechanism to respond to and redress investors'/ shareholders' grievances.

- **Employee and Worker**

Our organisation has established grievance redressal procedures for our employees and workers. Furthermore, our senior management team holds an annual communication meeting, providing them with a platform to express any concerns they may have.

- **Customer**

Mitsu Chem Plast Limited (also referred to as 'Mitsu Chem Plast' or 'The Company') customer complaints mechanism addresses product, quality, service, warranty, and related grievances. All customer complaints are received, recorded, investigated and appropriate actions are taken as defined in our Quality Management System. Directors and marketing manager are responsible for handling of customer complaints. All HOD's are responsible for determination and implementation of Corrective Action. We have annual KPIs and targets on reduction in customer complaints.

- **Value chain partner**

Grievances from value chain partners are handled formally in accordance with the supplier code of conduct and the specific terms and conditions of each individual contract. Additionally, by regularly engaging with suppliers and channel partners through events like the annual channel partners meet amongst others, we identify and handle any concerns or complaints they may have. We present these issues to relevant decision makers who work to resolve them within appropriate timelines.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

### 24. Overview of the entity's material responsible business conduct issues

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

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	Waste Management	Risk/ Opportunity	<p>Risk</p> <p>Non-compliance to statutory regulations, spills.</p> <p>Opportunity</p> <p>Increase in resource use efficiency, waste to wealth, reduction in raw material inputs, circular economy</p>	<ul style="list-style-type: none"> <li>Robust system of collection, storage, transportation and disposal of hazardous waste, E-waste, and bio-medical waste at our facilities.</li> <li>Disposal of these wastes in accordance with our authorisations and through Pollution Control Board authorised recyclers/Treatment Storage Disposal Facilities (TSDF)</li> </ul>	Positive
2	Employee Welfare	Opportunity	<p>Opportunity</p> <p>Creating a positive work environment to boost employee productivity, employee well-being, improve recruitment and retention, and to sustain high employee morale</p>		Positive
3	Emissions	Risk/ Opportunity	<p>Risk</p> <p>Evolving regulations around carbon emissions pricing, carbon border taxes and negative stakeholder feedback resulting in business implications</p> <p>Opportunity</p> <p>Reducing dependency on fossil fuels, positive climate impact and increased energy and resource use efficiency.</p> <p>Potential market of lithium-ion batteries</p>	<ul style="list-style-type: none"> <li>Accounting of carbon emissions in accordance with international standards.</li> <li>Carbon emissions reduction and energy efficiency projects to reduce carbon footprint.</li> <li>Renewable energy usage in the form of solar power.</li> </ul>	Positive

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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)
4	Water Footprint	Opportunity	Opportunity Cost savings from reduced freshwater usage. Increase in resource use efficiency.		Positive
5	Health and Safety	Risk	Risk Affects the basic right to life and well-being of individuals. Legal repercussions arising out of statutory laws such as Factories Act 1948 and various others applicable laws.	<ul style="list-style-type: none"> <li>Occupational Health &amp; Safety Management System certified under ISO 45001 covers all sites.</li> <li>Competent Health &amp; Safety teams deployed at all sites.</li> <li>Special provisions to deal with high consequence injuries and related rehabilitation measures.</li> <li>Standard Operating Procedures (SOPs) implemented for all critical jobs undertaken by the workforce.</li> </ul>	Negative
6	Compliance	Risk	Risk Non-compliance with statutory regulations and notifications would result in fines, litigations, penalties, decrease in the Company's reputation and even closure of operations.	<ul style="list-style-type: none"> <li>A full-fledged corporate legal team to monitor and ensure that all our facilities are compliant with all applicable regulations.</li> </ul> <p>Regular review of compliance status and prompt action for addressing any potential non-compliances.</p>	Negative
7	Raw Materials	Risk	Risk Scarcity of natural resources leading to rising prices. Raw material procurement impacted due to supply chain disruptions.	<ul style="list-style-type: none"> <li>Circular Economy approach for all our processes.</li> <li>Use of recycled RM to the maximum extent in our processes.</li> <li>Resource use efficiency measures to reduce raw material input requirement.</li> </ul> <p>Major procurement from localised suppliers to abate supply chain disruptions.</p>	Negative



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

### 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b>	<a href="https://www.mitsuchem.com/investors/policies">https://www.mitsuchem.com/investors/policies</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes, we have a Supplier's code of conduct which requires our suppliers and all other associates to commit to the spirit and intent of all our policies. <a href="http://www.mitsuchem.com/investors/policies">www.mitsuchem.com/investors/policies</a>								
<b>4. Name of the national and international codes/certifications/ labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.</b>	We maintain the highest benchmark in quality as per adherence to norms set by the quality policy. We have obtained ISO 9001:2015 (QMS), ISO 14001:2015 (EMS) and ISO 45001:2018 (OHSMS) certification for design, manufacture and supply of plastic containers, automotive parts, furniture parts and other related products. We have also obtained ISO 13485:2016 (MDQMS) for design, manufacture and supply of plastic healthcare & hospital bed furniture products, other hospital furniture related products, emergency & rescue products along with related accessories. Further, we have obtained the Certificate of Conformity for Spine Board (plastic blow molded) identified by the symbol "CE". This certification establishes our quality standards and provides the required comfort to our clients on the high quality of our products.  In addition to our certified management systems, we have been rated annually by ECOVADIS against their global Business sustainability ratings. We have obtained 66th Percentile for our ESG disclosures in April 2023 for our 2022-23 sustainability data.								

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p><b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b></p>	<p>May see further modifications The baseline is considered as 2021-22. Target year for the objectives below is 2024-25.</p> <p><b>Energy and Carbon</b></p> <ul style="list-style-type: none"> <li>Reduce carbon intensity (scope 1 and 2 emissions) by 20%.</li> <li>Reduce energy intensity by 20%.</li> </ul> <p><b>Water</b></p> <ul style="list-style-type: none"> <li>Reduce water intensity by 15%.</li> </ul> <p><b>Safety and Occupational Health</b></p> <ul style="list-style-type: none"> <li>Continue to be a zero-fatality organization.</li> <li>Reduce LTIFR by 7 %.</li> <li>100% compliance with initial medical examination and periodic medical examinations.</li> <li>Near miss reporting as a leading indicator as one per person per year.</li> </ul>								
<p><b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b></p>	<ul style="list-style-type: none"> <li>Reduced carbon intensity (scope 1 and 2 emissions) by 14.47% in 2022-23.</li> <li>Reduced energy intensity by 17% in 2022-23.</li> <li>Rain-water harvesting structures for the collection &amp; usage of rainwater as an alternative source replacing freshwater withdrawn from surface &amp; ground sources.</li> <li>Reduced water intensity by 13% in 2022-23.</li> <li>Zero fatalities in 2022-23.</li> <li>Reduced LTIFR by 5.69% in 2022-23</li> <li>100% compliance with initial medical examination and periodic medical examinations.</li> <li>Near miss reporting trainings initiated and targets set at all levels.</li> </ul>								

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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### 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 the director of Mitsu Chem Plast Limited, I am proud to present our latest **Business Responsibility and Sustainability Reporting (BRSR)** report. This report showcases our dedication to sustainability and social responsibility in all aspects of our operation.

Mitsu Chem Plast strongly believe in the importance of Environmental, Social and Governance (ESG) considerations in business. In this day and age, it is no longer enough to only focus on financial returns. The impact of business activities on the environment, society and governance practices are equally important and cannot be ignored.

Mitsu Chem Plast believe that businesses have a responsibility to operate in a way that benefits not only their bottom line but also the planet and society as a whole. We have taken many steps to ensure that we are minimiseng our environmental impact, treating our employees fairly, and contributing positively to our community.

In our sustained efforts to improve our sustainability performance & drive a positive change in society at large, we have taken measures to ensure responsible sourcing of input materials from our suppliers.

We have also engaged with our critical suppliers to further our goal of Supplier sustainability & integrate sustainability throughout our value chain.

We have made our production processes more efficient by increasing resource use efficiency of our processes through measures such as energy efficiency rain water harvesting, cutting down on waste disposal by increasing PCR material input into our production processes & circular economy principles.

Additionally, our R&D strategy is focused on optimiseng our products for increased material efficiency and reduced environmental impacts.

In terms of social responsibility, we are proud to have implemented policies that promote diversity and inclusion in our workforce, as well as providing competitive wages and benefits for our employees. We have also prioritised giving back to our community through charitable and volunteer opportunities.

Mitsu Chem Plast believe that responsible business practices are not only the right thing to do but also critical to the long-term success of our organisation.

While we are pleased with the progress we have made thus far, we recognise that there is always more work to be done. We are committed to continuing to improve our sustainability and social responsibility initiatives and to holding ourselves accountable to our values.

Overall, this BRSR report reflects our commitment to being a responsible and conscientious corporate citizen, and we hope to inspire others in our industry to do the same.

I am proud of the efforts that our organisation Mitsu Chem Plast has made in sustainable business practices, and we will continue to work towards building a more sustainable future for all.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</b>	Mitsu Chem Plast monitors the implementation of business responsibility policies through a leadership team chaired by the, Mr. Jagdish Dedhia, Chairman and Whole Time Director. Environment, Social and Governance aspects are discussed at regular meetings.								
<b>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.</b>	<p>Yes, the Company has formulated a sustainability committee which constitutes of the three Directors along with SBU Heads &amp; Company Secretary for sustainability to oversee the progress and implementation of sustainability linked initiatives on Quarterly basis. The committee is chaired by Mr. Jagdish Dedhia, Chairman and Whole Time Director and all direct reporties are permanent members of the committee.</p> <p>The broad objective of sustainability committee is:</p> <ul style="list-style-type: none"> <li>• Define ESG metrics and monthly monitoring of progress;</li> <li>• Review ESG projects (planned/potential) and provide inputs/ support;</li> <li>• Build ESG capability within the organisation;</li> <li>• Conduct periodic benchmarking and bring in external/customer perspective;</li> <li>• Develop &amp; roll out AR sustainability framework and assurance protocol;</li> <li>• Establishment of ESG targets, KPIs, and monitoring mechanisms;</li> <li>• Next steps and assignment of tasks Drafting of the communication and engagement plan for ESG stakeholders;</li> <li>• Communication of the Company's current ESG policies and practices.</li> </ul>								

### 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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Internally Mitsu Chem Plast policies are reviewed periodically or on a need basis by Functional Heads and Executive Directors etc. During this assessment, the efficacy of the policies is reviewed, and necessary changes are implemented. We have also engaged an accredited certification body to assess our policies and procedures.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Mitsu Chem Plast is compliant to all applicable regulations.																	

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	Mitsu Chem Plast has certifications for ISO 9001, ISO 14001, ISO 45001, and ISO 13485 and undergoes periodical assessment internally to evaluate the effectiveness of management system and policies. Additionally, an assessment is being carried out by an accredited certification body at our facilities.																	
12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:																		
<b>Questions</b>																		
The entity does not consider the Principles material to its business (Yes/No)																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
It is planned to be done in the next financial year (Yes/No)																		
Any other reason (please specify)																		
Not Applicable																		

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

## 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.**

### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD) and Key Management Personnel (KMP)	1	We Delivered training to the Board of Directors (BoD) on the Environment, Sustainability, and Governance roadmap, which outlines Mitsu Chem Plast Limited short and medium-term sustainability targets. The training was updated during the establishment and progress phases and included new sustainability reporting requirements such as the BRSR. Thus, all nine principles of BRSR were covered in the training.  Training Impact: Among designated Senior Management Personnel, the training increased awareness of important provisions, compliance and details which are aligned with SEBI guidelines. It also enhanced the BoD's understanding of the significance of sustainability and provided a clear roadmap for integrating sustainability into the Mitsu Chem Plast Limited strategy.	100%
Employees other than BoD and KMPs	12	Soft skill, COC training, Time Management, email Etiquette, financial freedom for women, gynecologist seminar, Business Work Ethics, Awareness on Anti Corruption Policy, Awareness on Child Labour Policy, Awareness on Discrimination & Harassment Policy.	80%
Workers	6	Business Work Ethics, Awareness on Anti Corruption Policy, Awareness on Child Labour Policy, Awareness on Discrimination & Harassment Policy.	100%

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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

Monetary					
	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		
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment				Nil	
Punishment					

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

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

**4. 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.**

Yes we have implemented an anti-corruption and anti-bribery policy to prevent, deter, and identify fraudulent and corrupt business practices. We are dedicated to conducting business with the utmost honesty, integrity, and ethical standards and are committed to enforcing these standards across all our global operations. This

policy applies to all employees, including directors and other stakeholders associated with us, and is included in the onboarding process for all new hires.

Link - <https://mitsuchem.com/investors/policies>

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

	2022-23 Current Financial Year	2021-22 Previous Financial Year
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	2022-23 Current Financial Year		2021-22 Previous Financial Year	
	Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

## LEADERSHIP INDICATORS

- Awareness Programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
11	Quality Management System, Quality and Vendor development and Ratings, Safety, Health and Environment	0.17%

- 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, Mitsu Chem Plast has a Code of Conduct that applies to the Board of Directors and senior management team. The Code includes measures to prevent and manage conflicts of interest and mandates that the individuals covered under it should act with honesty, ethics, and integrity. All those covered under the Code are required to disclose and avoid any potential or actual conflicts of interest. The Code also provides guidance on professional and respectful conduct, that mitigates and prevents any conflicts of interest that may arise.

For further details, please refer our policy at: <https://mitsuchem.com/investors/policies>

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

### ESSENTIAL INDICATORS

- 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.**

	2022-23 Current Financial Year	2021-22 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0.02%	0.82%	1) Pneumatic Torque Range 2) QRC (Quick Release Coupling) 3) Installation of PPR pipes for chilling line replacing with MS pipes
Capex	0.20%	1.96%	4) Shredder for Grinding 5) Digital Flow meters 6) Flow Audit on Water flow mapping study in Unit-1 & Unit-2 7) New header development to fulfil sufficient flow in cooling line of mould. 8) Ultrasonic Flow meter for flow mapping

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

Yes. We are practicing sustainable procurement in lines with our Sustainable Procurement policy covering all suppliers, vendors and input material. The policy covers the aspects ethics, business integrity, human rights, social responsibility, health and safety, environment, local community, green products & practices, Quality, Good Manufacturing Practices and legal compliance.

- 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.**

We do not directly reclaim our products from our customer at the end of life.

- 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.**

Mitsu Chem Plast has been registered with Maharashtra Pollution Control Board as a Producer under The Plastics Waste Management Rules, 2016 for disposal



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

of Multilayered plastic and other plastic waste as per the Extended Producer Responsibility (EPR) plan. We are in the process of meeting our targets and obligations as prescribed in our registration.

### 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?**

We have not conducted Life Cycle Assessment of our products. However, we do identify the significant environmental risks arising from production or disposal of our products through our Environmental Aspect & Impact Assessments.

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.
NA	NA	NA	NA	NA	NA

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
NA	NA	NA

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	
	2022-23 Current Financial Year	2021-22 Previous Financial Year
Recycled Plastics	1.28%	2.91%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.**

	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
		Recycled
NA	NA	NA

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 % of total products sold in respective category
NA	NA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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

### ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	149	149	100 %	149	100 %	NA	NA	0	0	0	0
Female	31	31	100%	31	100%	31	100%	NA	NA	0	0
<b>Total</b>	<b>180</b>	<b>180</b>	<b>100%</b>	<b>180</b>	<b>100%</b>	<b>31</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	196	196	100 %	196	100 %	NA	NA	0	0	0	0
Female	15	15	100 %	15	100 %	15	100 %	NA	NA	0	0
<b>Total</b>	<b>211</b>	<b>211</b>	<b>100 %</b>	<b>211</b>	<b>100 %</b>	<b>15</b>	<b>100 %</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)

<b>Other than Permanent workers</b>											
Male	554	554	100 %	554	100 %	NA	NA	0	0	0	0
Female	52	52	100 %	52	100 %	52	100 %	NA	NA	0	0
<b>Total</b>	<b>606</b>	<b>606</b>	<b>100 %</b>	<b>606</b>	<b>100 %</b>	<b>52</b>	<b>100 %</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### 2. Details of retirement benefits.

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total Worker	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	48.89%	100%	Y	53.42%	100%	Y

#### 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, Mitsu Chem Plast ensures that all premises and offices are accessible to employees and workers with disabilities.

#### 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.

We adhere to our equal opportunity policy outlined as per Rights of Persons with Disabilities Act, 2016. We are committed to providing equal employment

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

opportunities to all individuals who meet the qualifications specified in our Human Resources recruitment policies and selection processes, regardless of their physical or mental abilities, caste, gender, race, color, religion, or creed. As an equal opportunity employer and in accordance with the laws of the country, Mitsu Chem Plast does not discriminate or show preference based on any of these factors. Link - <https://mitsuchem.com/investors/policies>

### 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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

### 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.

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Mitsu Chem Plast has established a mechanism for addressing complaints, referred to as the Grievance Redressal Mechanism which is handled by the Human Resource department.
Other than Permanent Workers	
Permanent Employees	We also conduct open house sessions such as Company Communication Meet, Plant Communication Meet and Open Forums to provide employees and workers with a platform to voice their grievances.
Other than Permanent Employees	Any grievance from the workforce can be communicated to the respective Human Resource personnel. All such grievances are then discussed internally, and a resolution plan is formulated

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

Category	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	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 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 Permanent Employees	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	211	88	41.70%	139	89	64.02%
Male	196	81	41.32%	126	82	65.07%
Female	15	7	46.66%	13	7	53.84%

### 8. Details of training given to employees and workers:

Category	2022-23 Current Financial Year					2021-22 Previous Financial Year				
	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)
<b>Employees</b>										
Male	149	149	100%	90	60.40%	169	169	100%	95	56.21%
Female	31	31	100%	16	51.61%	50	50	100%	21	42%
<b>Total</b>	<b>180</b>	<b>180</b>	<b>100%</b>	<b>106</b>	<b>58.88%</b>	<b>219</b>	<b>219</b>	<b>100%</b>	<b>116</b>	<b>52.96%</b>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

Category	2022-23 Current Financial Year				2021-22 Previous Financial Year					
	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)
<b>Workers</b>										
Male	750	750	100%	256	34.13%	743	743	100%	198	26.64%
Female	67	67	100%	31	46.26%	72	72	100%	26	36.11%
<b>Total</b>	<b>817</b>	<b>817</b>	<b>100%</b>	<b>287</b>	<b>35.12%</b>	<b>815</b>	<b>815</b>	<b>100%</b>	<b>224</b>	<b>27.48%</b>

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

Category	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	149	149	100%	169	169	100%
Female	31	31	100%	50	50	100%
<b>Total</b>	<b>180</b>	<b>180</b>	<b>100%</b>	<b>219</b>	<b>219</b>	<b>100%</b>
<b>Workers</b>						
Male	196	196	100%	126	126	100%
Female	15	15	100%	13	13	100%
<b>Total</b>	<b>211</b>	<b>211</b>	<b>100%</b>	<b>139</b>	<b>139</b>	<b>100%</b>

### 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, what is the coverage of such a system?**

Yes, at Mitsu Chem Plast we have implemented a formal occupational health and safety management system since 2019. We have implemented a formal

Occupational Health & Safety Management System (OHSMS) based on ISO 45001 that covers all our operating and manufacturing facilities.

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

To identify work-related hazards across all units, we use the Hazard Identification and Risk Assessment (HIRA) process which involves a team comprising of operations, maintenance, and safety personnel. We have well-defined SOPs, operational controls, and work permit system to ensure safe operations. We have documented emergency plans to prepare us for emergency situations. We have performed critical risk identification based on incident statistics to identify top risks and have rolled out safety standards to mitigate the risks. Our Health, Safety, and Environment (HSE) committee meets on a monthly basis to assess top risks and discuss health and safety parameters. Regular safety training and mandatory induction cover hazard identification and reporting for all employees and workers. We conduct periodic safety inspections and audits to ensure compliance and take immediate corrective actions.

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

Yes we have implemented multiple procedures across the all locations to reports work related hazards and remove hazards from workplace. We have also implemented multiple levels of safety committees at manufacturing sites. Employees and workers are using these platforms to report hazards. There is regular practice of audits and inspections to identify hazards and deficiencies at workplace.

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

Yes all our employees/ workers are covered under Medical insurance schemes either through ESIC or Medical Insurance policy for non-occupational medical and healthcare services.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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

Safety Incident/ Number	Category	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees and Workers	10.37	10.99
Total recordable work-related injuries (LTIs + MTIs)	Employees and Workers	56	57
No. of fatalities	Employees and Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees and Workers	1	0

### 12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

At Mitsu Chem Plast we believe that a safe and healthy workplace not only protects employees from injury and illness, it also elevates employees' morale and well-being.

Safety has always been our top most priority and we are committed to developing a culture of excellence in safety. By adopting the occupational health and safety management system (ISO 45001:2018) for the last 4 years, our safety performance at all facilities has improved year on year. We implement measures such as hazard identification and risk assessment, emergency response drills, tools and tackles inspection by competent personnel, adherence to work permits, LOTO systems, inspection of engineering controls, training on safety systems and procedures for new and regular employees to excel in safety. Mitsu Chem Plast Limited adheres to all relevant national and international safety standards, and we are a front-runner in

adapting cutting-edge, business-relevant technologies and management practices to improve our working environment.

To ensure a safe working environment, the following measures have been implemented:

1. Work Permit System.
2. Workplace safety audit by internal teams.
3. Periodical inspection of lifting Tools and Tackles and pressure vessels by competent authority.
4. Safety Committee meetings.
5. Trainings to enhance a culture of safety.
6. Behavior-based safety (BBS) practices at all locations.
7. Drills for emergency preparedness and response.
8. Inspection of engineering controls, lifting tools and material handling equipment controls.
9. Lock Out and Tag Out for energy isolation.
10. Monitoring of workplace noise and illumination levels.
11. Risk assessment for all activities and new initiations.

We continue to implement good practices in the maintenance and monitoring of ventilation systems and ensure that a safe and healthy work environment is maintained.

### 13. Number of complaints on the following made by employees and workers

	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	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	5	0	0	7	0	0
Health and Safety	0	0	0	0	0	0

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

### 14. Assessments for the year

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

### 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 and safety practices and working conditions.

Mitsubishi Chem Plast has a management Programme in place to handle all significant risks brought on by incidents and safety recommendations, as well as effective progress monitoring and review.

### 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 our employees & workers are covered for accidental death insurance through ESIC Scheme or Workmen compensation Policy.

All employees eligible for Provident fund scheme are covered for life insurance under EDLI scheme.

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

Our Supplier Code of Conduct includes a clause that mandates suppliers to adhere with all relevant laws and regulations, tax obligations, and the code of conduct. We also encourage our Suppliers to maintain adequate documentation to demonstrate compliance with these principles.

#### 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	
	2022-23 Current Financial Year	2021-22 Previous Financial Year	2022-23 Current Financial Year	2021-22 Previous Financial Year
Employees	0	0	0	0
Workers	1	0	1	0

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

We do not have formal programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. However, our management has a lot of informal discussions with employees nearing retirement.

#### 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 conditions	0.17 %
Working conditions	

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

Mitsubishi Chem Plast Limited works with multiple partners and suppliers to deliver high-quality products and services to customers. We conduct stringent audits and reviews and take corrective actions, if required, to ensure compliance. No significant risks have been identified from assessment of our value chain partners.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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

#### ESSENTIAL INDICATORS

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

Identification of key stakeholders is being done as a part of integrated management system. The relevant stakeholder identification exercise has been carried out by senior management in consultation with board members and different departments.

The stakeholder identification process at Mitsu Chem Plast is built around the following procedures marked in order of execution as mentioned below:

1. Purpose of stakeholder analysis.
2. Identifying potential stakeholders who may affect or may be affected by the business.
3. Stakeholder categorisation. (internal or external)
4. Stakeholder prioritisation based on impact on the business.
5. Information gathering on stakeholder expectations.
6. Developing a stakeholder engagement plan.

Identifying key stakeholders is an ongoing process that requires regular monitoring and engagement to ensure that the Company is meeting the needs of its stakeholders and achieving its goals. Stakeholder engagement plan is periodically reviewed and revised as per assessments.

The key stakeholder for the Mitsu Chem Plast includes employees and workers, Investors and shareholders, Government and regulators, vendors, customers and dealers, bank and financial institution, and the community.

##### 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 and 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	Company Communication, Open Houses, Notice Boards, Email etc.	On Need basis	Employee engagement activities, training, awareness and welfare programs
Customers	No	Regular business meetings, Customer satisfaction surveys, Email, Advertisements, publications, website, social media	Frequent and need based	New product launches; customer satisfaction, grievance redressal, service support, product health checks
Suppliers	No	Regular business meetings, E-mails, One to one meetings, factory visits etc.	Frequent and need based	Business related discussions, awareness and training programmes, audits, supplier sustainability

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

Stakeholder Group	Whether identified as Vulnerable and 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
Local community	Yes	Mitsubishi Foundation, community meetings, newspapers	Frequent and need based	CSR projects delivery, managing community expectations & demands
Investors and Shareholders	No	Quarterly results, Annual Reports, Earnings call, Analyst meet, Earning release, press releases, website, Email, newspaper advertisement, intimation to stock exchanges, Annual General Meetings and investor meetings / conferences	Annual, Quarterly and need based	To inform the current performance of the Company and its future plans

### 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 Company has a Stakeholder Relationship Committee in place to ensure that an effective self-regulatory mechanism exists to protect the interest of various stakeholders. Stakeholder concerns are regularly reported to the committee for consideration, while the Company's policies and actions are shared as input for the stakeholders. The concerns identified and are resolved to the satisfaction of the shareholders.

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 inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Mitsui Chem Plast strives to awaken in its employees, customers, investors, and other stakeholders including the larger society, a spirit of responsibility to the society, the environment, the governments, in the regions where it works and contributes, and to the future generations. Stakeholder engagement is a formal process and feedbacks / suggestions received are considered for incorporation in policies and procedures.

To power the Company's progress sustainably, Mitsui Chem Plast Limited aligned its business operations and manufacturing processes to global best practices. To ensure that Mitsui Chem Plast Limited creates the best possible outcomes through its efforts, the Company focuses on the issues that are most important or material to its stakeholders and the business.

Material issues are those that have a direct or indirect impact on an organisation's ability to create, preserve or erode economic, environmental, and social value for itself, its stakeholders and society at large. To identify material issues, the Company conducted a materiality assessment. The resultant topics included those that concern key stakeholder groups and those that the Company can control and influence. The process of the assessment required Mitsui Chem Plast Limited to



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

gather inputs from a diverse group of internal and external stakeholders including employees, customers, local communities, investors etc. These inputs were benchmarked with internal understanding of global and sectoral trends, major social issues, business model, regulatory requirements, and those of well-established sustainability standards. Finally, the issues that emerged were evaluated for impact on Mitsu Chem Plast Limited as well as impact on stakeholders. The Company has since modified its policies, introduced some more policies & procedures to address these material issues. The Company has also developed key performance indicators regarding the same material issues. A defined set of goals & targets are also in place to positively impact all material issues.

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

The Company's Corporate Social Responsibilities (CSR) initiatives aim to improve the lives and livelihoods of underprivileged, marginalised, and vulnerable communities near its operating facilities. Periodic on-site discussions are held by our CSR personnel to gather feedback and suggestions on issues concerning the communities, which are then addressed promptly. These initiatives, which are led by the Mitsu Foundation, cover the following:

#### **Eradication of hunger:**

Our team recently undertook a Grain Distribution drive to provide a month-long supply of groceries to underprivileged families. This initiative was aimed at addressing the immediate needs of families who are struggling to make ends meet.

Our Commitment towards the wellbeing of communities is unwavering.

One of our major objectives is to play a substantive role in eradicating hunger and poverty in rural areas.

As a part of our endeavors, our team recently distributed a month long supply of groceries to underprivileged families. We covered villages such as Talavali, Washivali, Lohop, & Dandwadi Adivasi pada.

#### **Promotion of Health Care & Camps at affordable cost:**

Our team, in collaboration with the Shree Bhojay Sarvoday Trust Hospital, Kutch successfully organised the "Gynaecological Surgical Camp 2023" with remarkable participation by women.

The event was facilitated by a dedicated team, led by esteemed doctors, along with expert anaesthetists.

It proved to be an impactful initiative in the critical domain of women's health. We express our appreciation to everyone who contributed to its success, as we look forward to further endeavors to make a meaningful difference in society in alignment with our societal commitment.

#### **Promotion of Sports:**

Mitsu is glad to play a minor role in Jash Modi's, dream to represent India in table tennis and win gold in Olympics.

At a very young age Jash won several competitions at state, national and even International level tournaments.

We are looking forward to watch him break records and Make India proud!

#### **Rural Area Development:**

Mitsu is proud to be a part of Global Kachchh - Kutch, Bhuj Initiative, a people's movement initiated by KRIDA (Krishi Research Innovation and Development Association) and GVT (Global Vikas Trust) to find a long-term, sustainable solution to Kutch woes.

#### **Promoting Health Care Including Preventive Health Care:**

Our Team, in collaboration with the Shree Pragati Foundation's (Hira Mongi Navneet Hospital), Mumbai successfully helped in promotion of Health care and other surgical health care for people.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### ESSENTIAL INDICATORS

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

Category	2022-2023 Current Financial Year			2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	180	180	100%	219	219	100%
Other than permanent	0	0	0	0	0	0
Total employees	180	180	100%	219	219	100%
Workers						
Permanent	211	211	100%	139	139	100%
Other than permanent	606	606	100%	676	676	100%
Total workers	817	817	100%	815	815	100%

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

Category	2022-23 Current Financial Year				2021-22 Previous Financial Year					
	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	180	0	0	180	100%	219	0	0	219	100%
Male	149	0	0	149	100%	169	0	0	169	100%
Female	31	0	0	31	100%	50	0	0	50	100%

Category	2022-23 Current Financial Year					2021-22 Previous Financial Year				
	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)
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	211	0	0	211	100%	139	0	0	139	100%
Male	196	0	0	196	100%	126	0	0	126	100%
Female	15	0	0	15	100%	13	0	0	13	100%
Other than Permanent	606	606	100%	0	0	676	676	100%	0	0
Male	554	554	100%	0	0	617	617	100%	0	0
Female	52	52	100%	0	0	59	59	100%	0	0

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

#### Employees other than BoD and KMP:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	5	65,55,000	1	1,90,000
Key Managerial Personnel	3	1,08,00,000	1	3,82,578

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Employees other than BoD and KMP	146	4,40,670	30	3,81,356
Workers	196	2,40,124	15	2,21,018

\*Sitting fees for Non-Executive Director.

#### 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)

Mitsu Chem Plast Limited prioritises upholding and safeguarding human rights and we have a zero-tolerance policy towards any violations related to human rights. Guidelines incorporated in the Code of Conduct & Ethics, as well as HR policies and processes specifically address this subject.

To ensure that human rights are respected across the organisation, we have put in place a process through which incidents of human rights violations can be reported. Such incidents are thoroughly investigated by Human Resource Head and based on the seriousness escalated to senior management.

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

Mitsu Chem Plast Limited considers human rights to be a fundamental and essential value. We endeavour to uphold fair and ethical business and employment practices by supporting, safeguarding, and advocating for human rights. We have a strict policy of zero tolerance towards all forms of slavery, forced labour, child labour, human trafficking, and any kind of physical, sexual, psychological, or verbal abuse.

To demonstrate this dedication, we have implemented a range of human rights policies such as No Harassment at Workplace, Equal Opportunity for Employment and Diversity, Prevention of Child Labour, Discrimination and Equal opportunities, and Prevention of Sexual Harassment.

The mechanisms for redressing grievances concerning human rights are implemented through the following policies:

**Grievance Redressal Mechanism:** Mitsu Chem Plast Limited has established a policy to address concerns and to foster a healthy and cohesive work culture among Mitsu Chem Plast Limited employees. Through mutual trust and timely grievance resolution, this policy strives to improve employee and organisational performance. The policy provides a systematic procedure for addressing grievances, and amicable and speedy remedies for all employees.

**Prevention of Sexual Harassment Policy (POSH):** The Management has formed an Internal Complaints Committee (ICC) to investigate and resolve complaints of sexual harassment.

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

	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

We also have a zero-tolerance policy towards harassment of any employees in the workplace. Employees are strongly encouraged to report any incidents of

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

harassment to the appropriate person. Upon reporting, a thorough investigation will be conducted, and appropriate action taken.

In addition, at Mitsu Chem Plast Limited we prohibit any form of retaliation against an employee, potential employee, or former employee who makes a complaint or report of harassment in good faith or participates in the investigation. Any employee who retaliates or harasses any individual for reporting a claim of harassment or cooperating in the investigation will face disciplinary action.

An Internal Complaints Committee that operates independently has been set up to address complaints of sexual harassment. This committee provides safeguards to protect employees from victimisation. The members of the committee aim to resolve grievances in a peaceful and conciliatory manner. The complaints we receive are anonymised to ensure that the complainant's identity is not revealed.

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

Yes, our Supplier Code of Conduct aligns to the globally recognised standards such as the Core Conventions of ILO, UN's Universal Declaration of Human Rights, and UN Global Compact Principles, as well as relevant industry standards and statutory requirements.

### 9. Assessments of the year

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

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

No significant risks reported in the assessment.

## LEADERSHIP INDICATORS

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

Mitsu Chem Plast Limited policies are reviewed regularly and modified as required. The modifications take into consideration any grievances or incidents that are flagged through our redressal mechanisms. These policies serve as the foundation to our operating procedures and the way in which we conduct business.

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

We have planned to conduct Human rights due diligence based on UNGC protocol & assessment checklist in 2023-24.

### 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 premises / offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016. This demonstrates Mitsu Chem Plast Limited commitment to creating an inclusive and accommodating environments for all individuals.

### 4. Details on assessment of value chain partners:

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

We have not conducted assessments of value chain partners against modern slavery principles as of now.

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

Not Applicable.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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

#### ESSENTIAL INDICATORS

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

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Total electricity consumption GJ (A) (All Three Units)	60,735.93	58,180.65
Total fuel consumption GJ (B) (All Three Units)	6,141.20	8,917.35
Energy consumption through other sources GJ (C)	-	-
<b>Total energy consumption GJ (A+B+C)</b>	<b>66,877.13</b>	<b>67,098.00</b>
<b>Energy intensity per crore of turnover</b> (Total energy consumption (GJ/₹ crore)	<b>216.44</b>	<b>260.36</b>

**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.**

No, Independent assessment / assurance has not been carried out for our sustainability disclosures.

#### 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.

No, the organisation is not classified as a designated consumer for the Performance, Achieve, and Trade (PAT) program administered by the Bureau of Energy Efficiency (BEE).

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

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilo liters)</b>		
(i) Surface water M3	NA	NA
(ii) Groundwater M3	42,402	42,402
(iii) Third party water (Municipal water supplies)	24,978	22,232
(iv) Seawater / desalinated water	NA	NA
(v) Others (Packaged Drinking water)	NA	NA
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>67,380</b>	<b>64,634</b>
<b>Total volume of water consumption (in kiloliters) *</b>	<b>67,380</b>	<b>64,634</b>
<b>Water intensity per crore of turnover</b> (Water consumed / turnover in crores)	218.07	250.80

**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.**

No, Independent assessment / assurance has not been carried out for our sustainability disclosures.

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

Our process water consumption is limited to utilities like cooling towers & chilling plants. Water consumed is retreated and is circulated in a closed loop. The only losses are with respect to evaporation losses. We have septic tanks for treatment of sewage wastewater, which is further utilised for gardening purpose. Since we

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

do not discharge any waste water outside our premises, our sites are zero liquid discharge sites.

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

Parameter	Please specify unit	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
NOx	mg/Nm <sup>3</sup>	16.27	10.36
SOx	Kg/Day	1.41	1.44
Total Particulate matter	mg/Nm <sup>3</sup>	62.34	56.31
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

\*PM mentioned as PM10 and PM2.5

**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.**

These stack monitoring tests are conducted by MOEF approved & NABL Accredited labs.

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

Parameter	Unit	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	435.59	632.33

Parameter	Unit	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	11,978.47	11,474.51
Total Scope 1 and Scope 2 emissions per crore of turnover		40.18	46.98

**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.**

No, Independent assessment / assurance has not been carried out for our sustainability disclosures.

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

As part of our endeavor to constantly seek opportunities to reduce our energy consumption and carbon footprint the following measures were taken in 2022-23:

- ❖ Implementation of 'Theory of constraint' a scientific management practice for productivity improvement and energy conservation.
- ❖ Installation of energy efficient equipment and technological equipment to save energy.
- ❖ Addition of controller in machine, to switch-off automatically during idle load, which saves power consumption.
- ❖ Installed Harmonic Filter for reducing power factor & conversion.
- ❖ Replaced all Metal Halide lights, Sodium Vapor Lights, PLC power lights with LED lights and motion sensor lights.
- ❖ Used transparent Polycarbonate sheets for roofing at workplace for natural light penetration and increase in day lights for plants.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	54	77.92
E-waste (B)	0.10	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	4.86	2.10
Radioactive waste (F)	0	0
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. (G)	0	0
Other Non-hazardous waste generated (H). MS Scrap + Aluminum scrap (Break-up by composition i.e. by materials relevant to the sector)	64.49	35.9
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>123.45</b>	<b>115.92</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of waste</b>		
(i) Recycled	123.45	115.92
(ii) Re-used*	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>123.45</b>	<b>115.92</b>

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**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.**

No, Independent assessment / assurance has not been carried out for our sustainability disclosures.

9. 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.

Mitsu Chem Plast has implemented a waste classification system to manage the disposal and recycling of waste materials. We prioritise recycling and timely disposal of waste, using third-party contractors for controlled disposal. Solid waste is categorised into recyclable & Non-recyclable non-hazardous, and the team follows established procedures to collect and store waste in designated bins. The production plant has a temporary storage area for solid waste, with relevant signs and measures in place to prevent pollution and leakage.

All our three plants have green consent to operate from the Maharashtra Pollution control board. We do not generate any Hazardous waste at our sites. All Non-hazardous waste including scrap paper, plastic packaging, and metals, are forwarded to authorised recyclers.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

- a) **Plastics:** Only authorised recyclers receive the plastic waste that is generated. Plastics recycling, particularly packaging recycling, is underway as part of the plastic waste management standards.
- b) **E-waste:** We comply with E-waste regulations by ensuring that the E-waste generated is only sent to authorised recyclers.
- c) **Metal waste:** We send all our scrap metal to recyclers and keep records of the waste in a waste registry.

**10. 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	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

Note - We do not conduct any activities or operations in areas that are considered ecologically sensitive. This means that the Company is not engaged in any activities that could harm or negatively impact the environment or the natural habitats of endangered species.

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

Mitsubishi Chemical Plast does not have any green-field projects in the current reporting period which require EIA according to the EIA notification, 2006.

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

Yes, Mitsubishi Chemical Plast Limited is in adherence to all relevant environmental laws, regulations, and guidelines.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA				

### LEADERSHIP INDICATORS

**1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>0</b>	<b>0</b>
Total electricity consumption GJ (D)	60,735.93	58,180.65
Total fuel consumption GJ (E)	6,141.20	8,917.35
Energy consumption through other sources GJ (F)	0	0
<b>Total energy consumed from non-renewable sources GJ (D+E+F)</b>	<b>66,877.13</b>	<b>67,098.00</b>

**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.

No, Independent assessment / assurance has not been carried out for our sustainability disclosures.



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

### 2. Provide the following details related to water discharged:

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – Tertiary treatment	0	0
<b>Total water discharged (in kilo liters) *</b>	<b>0</b>	<b>0</b>

**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.**

No, Independent assessment / assurance has not been carried out for our sustainability disclosures.

### 3. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters):

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

(i) Name of the area.

(ii) Nature of operations

(iii) Water withdrawal, consumption, and discharge in the following format:

According to the Central Groundwater classification, the manufacturing units of the Company are not located in areas classified as “Critical” or “Over-exploited” with regards to groundwater:

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0	0
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	0

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

#### 4. Please provide details of total Scope 3 emissions and its intensity, in the following format:

Parameter	Unit	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not Calculated	Not Calculated
Total Scope 3 emissions per crore of turnover		Not Calculated	Not Calculated

**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.

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

Not applicable as Mitsui Chem Plast Limited does not conduct any activities or operations in areas that are designated as ecologically sensitive areas.

#### 6. 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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy efficient equipment	Installation of energy efficient equipment and technological equipment.	Energy savings & Emission reduction
2	Addition of controller in machine	Addition of controller in machine, to switch-off automatically during idle load, which saves power consumption.	Energy savings & Emission reduction
3	Harmonic Filter Installation	Installed Harmonic Filter for reducing power factor & conversion.	Reduction in power factor & conversion
4	LED light replacement	Replaced all Metal Halide lights, Sodium Vapor Lights, PLC power lights with LED lights and motion sensor lights.	Energy savings & Emission reduction
5	Natural Illumination	Used transparent Polycarbonate sheets for roofing at workplace for natural light penetration and increase in day lights for plants.	Energy savings & Emission reduction

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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

Currently we do not have a formal & documented business continuity and disaster management plan. We shall formulate the same in the next fiscal.

### 8. 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

We have not found any significant negative impact on the environment throughout our value chain. However, we have taken steps to ensure that our procurement policies promote environmentally friendly and responsible practices. Mitsu Chem Plast Limited aims to comply with all relevant environmental laws and regulations in the regions where we operate and from which we source materials, products, and services.

### 9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts- 0.17 %

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

### ESSENTIAL INDICATORS

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

The Company is a member of 4 trade and industry chambers/ associations.

#### b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	The All India Plastic Manufacturing Association	National
2	Organisation Plastic Processors of India	National
3	PLEX Council	National
4	Tarapur Industrial Manufacturing Associations	National

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

There have been no instances where regulatory authorities have issued adverse orders regarding anti-competitive conduct.

### LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
NIL					

## PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### ESSENTIAL INDICATORS

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

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
We are not required to carry our Social Impact Assessments as per law.					

#### 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)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
No Rehabilitation and Resettlement projects are on-going for Mitsu Chem Plast Limited						

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

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

We have a formal Community grievance management process which defines the process that must be followed when written or verbal complaints/grievance are received relating to our own operations and/or Contractors. The process is to ensure that complaints/grievances are managed in a culturally sensitive, respectful, timely, and consistent manner. In addition, our Human Resource personnel take on-site feedback and suggestions on issues that are of concern to communities and these issues are resolved at the earliest. Through this mechanism all community grievances are received, acknowledged, assessed, assigned, investigated and responded. The Company also proactively engages with the community as a part of the CSR initiatives.

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

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9.24%	9.08%
Sourced directly from within the district and neighboring districts	50.27%	49.35%

## LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
NA	NA

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

#### (a) Do you have a preferential procurement policy where you give preference

to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

No.

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

Not Applicable.

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

Not Applicable.

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

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

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

### 6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Providing health care and Surgical Camps - Shree Bhojay Sarvoday Trust	183	100%
2	Providing health care and medicines at affordable cost – Shree Pragati foundation (Hira Mongi Hospital)	1,000	90%
3	Promotion of Sports-Jash Modi	1	100%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

S . No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
4	Eradication for Hunger	215	100%
5	Rural area development - Global Kachchh (Global Vikas Trust)	555	100%

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

#### ESSENTIAL INDICATORS

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

Mitsu Chem Plast has a defined mechanism to receive and respond to consumer complaints and feedback and the same is recorded for reference and review purposes. Various team members are involved at different stages to handle consumer concerns including members from sales, marketing, quality and production.

Complaints are received via verbal/written/email mode of communication. The complaints are then registered, and the root cause is identified. Furthermore, a determination of correction and corrective action is taken. Corrective action taken is intimated to the customer and review/feedback is taken.

Lastly, the effectiveness of corrective action is taken to understand the satisfaction of the customer which is followed by closing of that particular query.

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

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

We are in B2B and not in B2C.

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

	2021-22 (Current Financial Year)			2020-21 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						Nil
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

No such case reported.

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

No. Currently we do not have Information Security Policy and Data Protection Policy complying with the ISO 27001 framework.

##### 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.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (Contd.)

### LEADERSHIP INDICATORS

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

Information relating to all the products provided by the Company are available on the Company's website.

<https://mitsuchem.com/our-products>

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

User manual/product leaflets are provided along with the products.

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

We take formal work orders and subcontract formats to inform consumers for any risk of disruption or discontinuation of essential services as per our Integrated Management System.

- 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)**

Not Applicable.

- 5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact**

None.

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

None.





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