

# Empowering **Sustainable Future** Through Innovation





# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF LISTED ENTITY

1.	Corporate Identity Number (CIN) of the Company	L25111MH1988PLC048925
2.	Name of the Company	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.	Email Address	investor@mitsuchem.com
7.	Telephone	022-25920055
8.	Website	<b>www.mitsuchem.com</b>
9.	Financial Year Reported	2023-2024
10.	Name of the Stock Exchanges where shares are listed	Bombay Stock Exchange Limited (BSE Limited)
11.	Paid-up Capital	12,82,71,375
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
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

## II. PRODUCTS/SERVICES

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

S . No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing	Plastic Manufacturing	96%

### 17. Products/Services sold by the Company (accounting for 90% of the 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	85.70%
2.	Manufacture of furniture primarily of plastic	31004	9.65%

## III. OPERATIONS

### 18. Number of locations where plants and/or operations/offices of the Company 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, Maharashtra.
- Plot No. J-237, MIDC, Tarapur, Tal. & Dist. Palghar-401506, Maharashtra.
- 5/11, 5/12, 5/15. 5/8B/2 & 6/1, Opp Birla Carbon Ind P Ltd, Maniknagar, Khalapur, Patalganga, Raigad, Maharashtra .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 REPORT (Contd.)

### 19. Markets served by the Company

#### a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	12

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

- Exports a percentage of the total turnover :0.143%

#### c. Types of customers

Mitsui Chem Plast Limited was established in 1988. Since then, we have become a prominent manufacturer, exporter, and trader of a quality-assured range of products including HDPE bottles, packaging bottles, HDPE drums, chair parts, and hospital beds. All our products are manufactured in strict adherence to established industrial quality standards.

To establish ourselves as a renowned name in the industry, we design and fabricate our range using high-quality raw materials sourced from the most trusted vendors in the market. Our products are admired by customers for their low maintenance, lightweight, dimensional accuracy, attractive designs, safety, leak resistance, tamper-proof packaging, and superior quality.

We also offer products in various colors, designs, shapes, and sizes to meet the diverse needs and demands of our valued clients. Our clientele includes major players in pharmaceuticals, chemicals, agrochemicals, FMCG, food, cosmetics, healthcare, furniture, and other industries. The Company boasts over 500 SKUs, serving more than 30 Fortune India 500 customers.

### IV. EMPLOYEES

#### 20. Details as at the end of Financial Year

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	239	199	83.26%	40	16.74%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>239</b>	<b>199</b>	<b>83.26%</b>	<b>40</b>	<b>16.74%</b>
<b>WORKERS</b>						
4.	Permanent (F)	199	192	96.48%	7	3.52%
5.	Other than Permanent (G)	565	506	89.56%	59	10.44%
6.	<b>Total workers (F + G)</b>	<b>764</b>	<b>698</b>	<b>91.36%</b>	<b>66</b>	<b>8.64%</b>

##### b. Differently abled Employees and workers:

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	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	4	3	75.00%	1	25.00%
5.	Other than permanent (G)	3	2	66.67%	1	33.33%
6.	<b>Total differently abled workers (F + G)</b>	<b>7</b>	<b>5</b>	<b>71.42%</b>	<b>2</b>	<b>28.57%</b>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 21. 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%

\* 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.

### 22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.60%	25.00%	21.34%	19.46%	29.03%	21.11%	21.89%	54%	29.22%
Permanent Workers	3.13%	14.29%	3.52%	6.12%	0%	5.69%	0.79%	0%	0.72%

Note: This includes employees/workmen who have retired during the year.

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

### 23. Name 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 the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
	NA	NA	NA	NA

## VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹ crores): 311.25

(iii) Net worth (in ₹ crores): 79.38

## VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2023-24 Current Financial Year			2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	YES	0	0	-	1	0	-
Investors (other than shareholders)	YES	0	0	-	0	0	-
Shareholders	YES	0	0	-	0	0	-
Employees and workers	YES	6	NIL	-	5	NIL	-
Customers	YES	155	0	-	144	0	-
Value Chain Partners	YES	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- **Communities**

We have established a formal Community Grievance Management Process that outlines the steps to be followed when receiving written or verbal complaints or grievances related to our operations and those of our contractors. This process ensures that all complaints and grievances are handled in a culturally sensitive, respectful, timely, and consistent manner. Additionally, our HR personnel gather on-site feedback and suggestions from the community regarding any concerns, addressing these issues promptly. This mechanism ensures that all community grievances are received, acknowledged, assessed, assigned, investigated, and responded to effectively.

- **Investors and Shareholders**

We have a well-established investor grievance mechanism in place to promptly address and resolve any grievances or concerns raised by our investors and shareholders.

- **Employee and Worker**

Our organisation has implemented grievance redressal procedures for our employees and workers. Additionally, our senior management team conducts an annual communication meeting, offering a platform for employees to voice any concerns they may have.

- **Customer**

Mitsu Chem Plast Limited (referred to as 'Mitsu Chem Plast' or 'The Company') has a customer complaints mechanism that addresses issues related to product quality, service, warranty, and other related grievances. All customer complaints are received, recorded, investigated, and appropriate actions are taken as outlined in our Quality Management System. The directors and marketing manager are responsible for handling customer complaints, while all Heads of Departments (HODs) are responsible for determining and implementing corrective actions. We also have annual KPIs and targets aimed at reducing customer complaints.

- **Value chain partner**

Grievances from value chain partners are managed formally in accordance with the supplier code of conduct and the specific terms and conditions of each contract. Furthermore, through regular engagement with suppliers and channel partners, such as at the annual channel partners meet, we identify and address any concerns or complaints they may have. These issues are presented to the relevant decision-makers, who work to resolve them within appropriate timelines.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

27. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, 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><b>Risk</b> Non-compliance to statutory regulations, spills.</p> <p><b>Opportunity</b> Increase in resource use efficiency, waste to wealth, reduction in raw material inputs, circular economy</p>	<p>Robust system of collection, storage, transportation and disposal of hazardous waste, E-waste, and bio-medical waste at our facilities.</p> <p>Disposal of these wastes in accordance with our authorisations and through Pollution Control Board authorized recyclers/Treatment Storage Disposal Facilities (TSDF)</p>	Positive
2	Employee Welfare	Opportunity	<p><b>Opportunity</b> 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><b>Risk</b> Evolving regulations around carbon emissions pricing, carbon border taxes and negative stakeholder feedback resulting in business implications.</p> <p><b>Opportunity</b> Reducing dependency on fossil fuels, positive climate impact and increased energy and resource use efficiency.</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</li> </ul>	Positive

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (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.	Occupational Health & Safety Management System certified under ISO 45001 covers all sites. <ul style="list-style-type: none"> <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.	A full-fledged corporate legal team to monitor and ensure that all our facilities are compliant with all applicable regulations. Regular review of compliance status and prompt action for addressing any potential noncompliance.	Negative
7	Raw Materials	Risk	Risk Scarcity of natural resources leading to rising prices. Raw material procurement impacted due to supply chain disruptions.	Circular Economy approach for all our processes. <ul style="list-style-type: none"> <li>Use of recycled Raw Material to the maximum extent in our processes.</li> <li>Resource use efficiency measures to reduce raw material input requirement. Major procurement from localised suppliers to abate supply chain disruptions.</li> </ul>	Negative

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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 the Company's policy/policies cover each principle and its core elements of the NGRBCs. (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. Weblink 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 Company 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 the Company's value chain partners? (Yes/No)</b>	<p>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.</p> <p><a href="http://www.mitsuchem.com/investors/policies">www.mitsuchem.com/investors/policies</a></p>								
<b>4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.</b>	<p>We adhere to the highest standards in quality, health, safety, and environmental practices as outlined by our Integrated Management Policy. We have achieved ISO 9001:2015 (QMS), ISO 14001:2015 (EMS), and ISO 45001:2018 (OHSMS) certifications for the design, manufacture, and supply of plastic containers, automotive parts, furniture parts, and related products. Additionally, we hold ISO 13485:2016 (MDQMS) certification for the design, manufacture, and supply of plastic healthcare and hospital bed furniture products, other hospital furniture, emergency and rescue products, and related accessories. We also have ISO 22000:2018 (FSMS) certification for the design, manufacture, and supply of plastic containers and related products for food industry packaging purposes.</p> <p>Furthermore, we have obtained the Certificate of Conformity for Spine Board (plastic blow-molded) identified by the "CE" symbol, affirming our commitment to high-quality standards and providing our clients with confidence in our products.</p> <p>In addition to our certified management systems, we are annually evaluated by ECOVADIS for their global business sustainability ratings. In September 2023, we achieved a 51st percentile ranking for our ESG disclosures based on our 2022-23 sustainability data.</p>								

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (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 Company with defined timelines, if any.</b></p>	<p>The baseline is considered as <b>2021-22</b>. Target year for the objectives below is <b>2024-25</b>.</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 organisation.</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 Company 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>Carbon intensity (scope 1 and 2 emissions) increased by 14.91% in 2023-24. Carbon intensity (scope 1 and 2 emissions) increased by 14.91% in 2023-24. This rise was driven by the introduction of new production lines that consumed carbon without generating saleable products, contributing to the overall increase in carbon intensity.</li> <li>Energy intensity increased by 9.82% in 2023-24. Energy intensity increased by 9.82% in 2023-24. During the year, a few new production lines were commissioned. These lines consumed energy but did not result in saleable production, leading to an increase in energy intensity.</li> <li>Rainwater harvesting structures installed for the collection &amp; usage of rainwater as an alternative source replacing freshwater withdrawn from surface &amp; ground sources.</li> <li>Water intensity reduced by 2.16%% in 2023-24.</li> <li>Zero fatalities in 2023-24.</li> <li>Our LTIFR for employees is zero, however our LTIFR for workers has increased by 14.27%</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 REPORT (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)

##### BRSR DIRECTOR'S STATEMENT

Dear Stakeholders,

I am pleased to present Mitsu Chem Plast Ltd.'s **Business Responsibility and Sustainability Report** (BRSR) for the financial year 2023-24. This report reflects our unwavering commitment to sustainable development, ethical business practices, and our dedication to creating long-term value for all our stakeholders.

At Mitsu Chem Plast Ltd, we are committed to integrating sustainability into every aspect of our business strategy and operations. Guided by our seven core values i.e. Value Engineering, Cost Cutting but not Cutting Corners, Employee Welfare, Quality Consciousness, Environment Friendly, Innovation and Customer Delight we aim to achieve a harmonious balance between economic growth, environmental stewardship, and social responsibility.

"Throughout FY 2023-24, it has been our endeavor to minimise our environmental footprint. We have implemented cutting-edge technologies and processes aimed at reducing energy consumption, minimising waste, and enhancing resource efficiency.

Our key initiatives included:

- **Energy Efficiency:** Installation of energy-efficient machinery and renewable energy sources, resulting in reduction in overall energy consumption.
- **Circular economy:** We are embracing sustainability with PCR or Post-Consumer Recycled plastic. It is set to be a game-changer for our environment by aligning our vision of progress and sustainability. It contains virgin and recycled materials, reducing waste and carbon emissions.
- **Water Conservation:** Adoption of water management practices, achieving reduction in water usage across our operations.

Our dedication to social responsibility is evident in our initiatives aimed at supporting and uplifting the communities where we operate. We have undertaken various programs to enhance education, healthcare, and livelihood opportunities for marginalised groups.

We prioritise the well-being of our employees, recognising them as our most valuable asset of our company.

During the year, we focused on enhancing employee engagement, safety, and development.

Key initiatives included:

- **Safety Training:** Regular safety training programs to ensure a safe working environment.
- **Professional Development:** Offering continuous learning and development opportunities to help employees achieve their full potential.
- **Work-Life Balance:** Implementing policies and programs that promote a healthy work-life balance.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Strong corporate governance and ethical business practices are the pillars of our operations. We adhere to the highest standards of transparency, accountability, and integrity. Our governance framework ensures robust oversight and management of environmental, social, and governance (ESG) risks and opportunities.

As we move forward, Mitsu Chem Plast Ltd remains committed to driving sustainable growth and creating a positive impact on the environment and society. We will continue to innovate and invest in sustainable practices, ensuring that our business operations are aligned with our sustainability goals.

I would like to extend my gratitude to our shareholders, customers, suppliers, employees, and partners for their unwavering support and trust. Together, we will build a more sustainable and resilient future.

This statement outlines our comprehensive approach to sustainability, highlighting our key initiatives and achievements in environmental stewardship, social responsibility, governance, and employee well-being. We look forward to your continued support as we strive to make a positive impact on the world around us.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>	<p>Mitsu Chem Plast monitors the implementation of business responsibility policies through a leadership team chaired by Mr. Jagdish Dedhia, Chairman and Whole Time Director. Environment, Social and Governance aspects are discussed at regular meetings.</p>
<b>9. Does the Company 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 reportees 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>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	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.																	
<b>11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>									
	Mitsu Chem Plast has certifications for ISO 9001, ISO 14001, ISO 45001, ISO 13485 & ISO 22000 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:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle 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 REPORT (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 INDICATOR:

##### 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	1	<p>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.</p> <p>Training Impact: Among designated Key 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.</p>	100%
Key Managerial Personnel	1	<p>We Delivered training to the KMPs 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.</p> <p>Training Impact: Among designated Key Management Personnel, the training increased awareness of important provisions, compliance and details which are aligned with SEBI guidelines. It also enhanced the KMP's understanding of the significance of sustainability and provided a clear roadmap for integrating sustainability into the Mitsu Chem Plast Limited strategy.</p>	100%
Employees other than Board of Directors and KMPs	146	Health, Safety & environment, Sustainability, Soft skill, COC training, Time Management, email Etiquette, financial freedom for women, POSH TRAINING gynecologist seminar, Business Work Ethics, Awareness on Anti-Corruption Policy, Awareness on Child Labour Policy, Awareness on Discrimination & Harassment Policy.	100%
Workers	15	HSE, 5S, Personal Hygiene, Awareness on Child Labour Policy, Awareness on Discrimination & Harassment Policy.	100%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 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:

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

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 Company 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 a comprehensive Anti-Corruption and Anti-Bribery Policy to prevent, deter, and detect fraudulent and corrupt business practices. Our commitment to conducting business with the highest levels of honesty, integrity, and ethical standards is unwavering. This policy is enforced across all our global operations and applies to all employees, directors, and other stakeholders. It is also a key component of our onboarding process for all new hire

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:

	2023-24	2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	2023-24		2022-23	
	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 conflict of interest.

Not Applicable

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

	<b>2023-24 (Current Financial Year)</b>	<b>2022-23 (Previous Financial Year)</b>
Number of days of accounts payables	38	41

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

Parameter	Metrics	<b>2023-24 (Current Financial Year)</b>	<b>2022-23 (Previous Financial Year)</b>
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	16.88	18.76
	b. Number of trading houses where purchases are made from	27	29
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	90.63	91.34
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1.83	1.61
	b. Number of dealers / distributors to whom sales are made	10	9
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100	100

Parameter	Metrics	<b>2023-24 (Current Financial Year)</b>	<b>2022-23 (Previous Financial Year)</b>
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	100	100

### LEADERSHIP INDICATORS-

#### 1. 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
18	Quality Management System, Quality and Vendor development and Ratings, Occupational Safety, Health and Environment, Food safety, Sustainability.	1%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Yes, 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, requiring individuals to act with honesty, ethics, and integrity. Those covered by the Code must disclose and avoid any potential or actual conflicts of interest. Additionally, the Code provides guidance on professional and respectful conduct to mitigate and prevent conflicts of interest.

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

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

#### ESSENTIAL INDICATOR:

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

Segment	2023-24	2022-23	Details of improvements in environmental and social impacts
R & D	2.07%	0.02%	1) Pneumatic Torque Range 2) QRC (Quick Release Coupling) 3) Installation of PPR pipes for chilling line replacing with MS pipes 4) Shredder for Grinding
Capex	0.00%	0.20%	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

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

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

Yes. We are practicing sustainable procurement in line 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.

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

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

(a) Plastics (including packaging)	Not Applicable
(b) E-waste	Not Applicable
(c) Hazardous waste	Not Applicable
(d) other waste.	Not Applicable

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

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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 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 #	
	2023-24	2022-23
Recycled Plastic	1.35%	1.28%

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

	2023-24			2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	N/A	N/A	N/A	N/A	N/A	N/A
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A
Other waste	N/A	N/A	N/A	N/A	N/A	N/A
Battery waste	N/A	N/A	N/A	N/A	N/A	N/A
Bio-medical waste	N/A	N/A	N/A	N/A	N/A	N/A

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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

**PRINCIPLE 3: BUSINESS SHOULD RESPECT AND PROMOTE THE WELLBEING 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	199	199	100%	199	100%	NA	NA	NA	NA	0	0
Female	40	40	100%	40	100%	40	100%	NA	NA	0	0
<b>Total</b>	<b>239</b>	<b>239</b>	<b>100%</b>	<b>239</b>	<b>100%</b>	<b>40</b>	<b>100%</b>	<b>NA</b>	<b>NA</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	192	192	100%	192	100%	NA	NA	0	0	0	0
Female	7	7	100%	7	100%	7	100%	NA	NA	0	0
<b>Total</b>	<b>199</b>	<b>199</b>	<b>100%</b>	<b>199</b>	<b>100%</b>	<b>7</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	506	506	100%	506	100%	NA	NA	0	0	0	0
Female	59	59	100%	59	100%	59	100%	0	0	0	0
<b>Total</b>	<b>565</b>	<b>565</b>	<b>100%</b>	<b>565</b>	<b>100%</b>	<b>59</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	<b>FY24</b> Current Financial Year	<b>FY 23</b> Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.029%	0.021%

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

	2023-24			2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	60.67%	100%	Yes	48.89%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI	21.76%	69.85%	Yes	20.56%	61.61%	Yes
Others-please specify	NA	NA	NA	NA	NA	NA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

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

### 4. Does the Company 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 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://mitsu-chem.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 worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Mitsu Chem Plast has established a Grievance Redressal Mechanism managed by the Human Resource department to address complaints.
Other than permanent workers	We also conduct open house sessions, such as Company Communication Meets, Plant Communication Meets, and Open Forums, providing employees and workers a platform to voice their grievances. Workforce grievances can be communicated to the respective HR personnel, after which they are discussed internally and a resolution plan is formulated.
Permanent employees	
Other than permanent employees	

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

Category	2023-24			2022-23		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
-Male	NA	NA	NA	NA	NA	NA
-Female	NA	NA	NA	NA	NA	NA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Category	2023-24			2022-23		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
<b>Total Permanent Workers</b>	199	177	88.94%	211	88	41.7%
-Male	192	171	89.06%	196	81	41.32%
-Female	7	6	85.71%	15	7	46.66%

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

Category	2023-24					2022-23				
	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	199	199	100%	199	100%	149	149	100%	90	60.40%
Female	40	40	100%	40	100%	31	31	100%	16	51.61%
<b>Total</b>	<b>239</b>	<b>239</b>	<b>100%</b>	<b>239</b>	<b>100%</b>	<b>180</b>	<b>180</b>	<b>100%</b>	<b>106</b>	<b>58.88%</b>
<b>Workers</b>										
Male	698	698	100%	698	100%	750	750	100%	256	100%
Female	66	66	100%	66	100%	67	67	100%	31	100%
<b>Total</b>	<b>764</b>	<b>764</b>	<b>100%</b>	<b>764</b>	<b>100%</b>	<b>817</b>	<b>817</b>	<b>100%</b>	<b>287</b>	<b>100%</b>

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

Category	2023-24			2022-23		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	199	199	100%	149	149	100%
Female	40	40	100%	31	31	100%
<b>Total</b>	<b>239</b>	<b>239</b>	<b>100%</b>	<b>180</b>	<b>180</b>	<b>100%</b>
<b>Workers</b>						
Male	192	192	100%	196	196	100%
Female	7	7	100%	15	15	100%
<b>Total</b>	<b>199</b>	<b>199</b>	<b>100%</b>	<b>211</b>	<b>211</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, the coverage such 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 operations, maintenance, and safety personnel. We have well-defined SOPs, operational controls, and a work permit system to ensure safe operations. Our emergency plans are documented to prepare us for any emergency situations.

Based on incident statistics, we have performed critical risk identification to determine top risks and have implemented safety standards to mitigate these risks. Our Health, Safety, and Environment (HSE) committee meets monthly to assess these risks and discuss health and safety parameters.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Regular safety training and mandatory induction programs cover hazard identification and reporting for all employees and workers. We also conduct periodic safety inspections and audits to ensure compliance and take immediate corrective actions when necessary.

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

Yes, we have implemented multiple procedures across all locations to report work related hazards and remove hazards from the 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 the workplace.

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

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.

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

Safety Incident/Number	Category	2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	11.85	10.37
Total recordable work-related injuries	Employees	0	0
	Workers	62	56
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

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

At Mitsui Chem Plast, we prioritise a safe and healthy workplace not only to protect employees from injury and illness but also to enhance their morale and overall wellbeing. Safety is our utmost priority, and we are dedicated to fostering a culture of excellence in safety. Over the past five years, we have implemented the ISO 45001:2018 occupational health and safety management system, resulting in continuous improvement in safety performance across all our facilities.

We employ various measures to ensure safety, including hazard identification and risk assessment, emergency response drills, inspection of tools and tackles by qualified personnel, adherence to work permits, Lock Out Tag Out (LOTO) systems, engineering controls inspections, and comprehensive safety training for both new hires and regular employees. Mitsui Chem Plast Limited adheres strictly to all relevant national and international safety standards. We are proactive in adopting advanced technologies and management practices to enhance our working environment continuously.

To maintain a safe working environment, we have implemented the following measures:

1. Work Permit System
2. Internal workplace safety audits
3. Regular inspection of lifting tools, tackles, and pressure vessels by competent authorities
4. Safety committee meetings
5. Ongoing safety training programs
6. Behavior-based safety (BBS) practices at all locations
7. Emergency preparedness and response drills
8. Engineering controls inspections, lifting tools, and material handling equipment controls
9. Lock Out Tag Out (LOTO) procedures for energy isolation
10. Monitoring workplace noise and illumination levels
11. Comprehensive risk assessments for all activities and new initiatives

We continue to uphold best practices in maintaining and monitoring ventilation systems to ensure a safe and healthy work environment for all our employees.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

	2023-24			2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	6	0	-	5	0	-
Health & Safety	0	0	-	0	0	-

### 14. Assessments for the year:

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

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

Mitsu 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 the Provident fund scheme are covered for life insurance under EDLI scheme.

#### 2. Provide the measures undertaken by the entity to ensure payment of statutory dues 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 grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who are 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	
	2023-24	2022-23	2023-24	2022-23
Employees	0	0	0	0
Workers	0	1	0	1

#### 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) – 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 practices	1%
Working Conditions	1%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 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.

Mitsu 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 the assessment of our value chain partners.

### PRINCIPLE 4: BUSINESS 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 Company.

Identification of key stakeholders is integral to our integrated management system at Mitsu Chem Plast. Senior management, in collaboration with board members and various departments, has conducted a thorough stakeholder identification exercise. The process is structured with the following sequential steps:

1. Establishing the purpose of stakeholder analysis.
2. Identifying potential stakeholders who may impact or be impacted by our business.
3. Categorising stakeholders as internal or external.
4. Prioritising stakeholders based on their influence on our business.
5. Gathering information on stakeholder expectations.
6. Developing a stakeholder engagement plan.

Stakeholder identification is an ongoing process that necessitates continuous monitoring and engagement to ensure the Company meets stakeholder needs and achieves its objectives. Our stakeholder engagement plan is regularly reviewed and adjusted based on assessments.

Key stakeholders for Mitsu Chem Plast include employees and workers, investors and shareholders, government and regulators, vendors, customers and dealers, banks and financial institutions, and the community.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
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
Local community	Yes	Mitsu 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

### LEADERSHIP INDICATORS

- 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 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.

- 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, Mitsu Chem Plast Limited endeavors to instill a sense of responsibility among its employees, customers, investors, and broader stakeholders, including society at large. This responsibility extends to the environment, local governments, and future generations in the regions where we operate and contribute. Stakeholder engagement is a formalised process where feedback and suggestions are actively considered for integration into our policies and procedures.

To drive sustainable progress, Mitsu Chem Plast Limited has aligned its business operations and manufacturing processes with global best practices. The Company focuses on addressing issues that are most significant or "material" to both stakeholders and our business. Material issues are those that directly or indirectly impact our ability to create, preserve, or diminish economic, environmental, and social value for ourselves and society.

To identify these material issues, the Company conducted a thorough materiality assessment. This involved gathering inputs from a diverse range of internal and external stakeholders, including employees, customers, local communities, and investors. These inputs were benchmarked against global and sector-specific trends, major social concerns, our business model, regulatory requirements, and established sustainability standards. The resulting issues were evaluated for their impact on Mitsu Chem Plast Limited and on stakeholders alike.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Subsequently, the Company has adjusted its policies and introduced new procedures to address these material issues effectively. Key performance indicators (KPIs) have been developed to measure progress on these issues, accompanied by defined goals and targets aimed at making a positive impact across all material concerns.

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

The Company's 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:

**Promotion of Health care:** The Health Check-up Lounge at Hira Mongi Navneet Hospital was launched with pride. As part of our commitment to women's health, a Cervical Cancer Screening Programme screened 92 females for early detection and prevention. It was an enriching event that fosters a healthier, empowering, and caring society. Together, we're making a difference in lives.

**Promotions of Sports:** Mitsu proudly participated in the 2nd All Maharashtra Masters (Veterans) KK Rai Memorial Open Ranking Table Tennis Tournament. Our involvement in this tournament was a testament to our commitment to promoting health, sportsmanship, and personal growth through competitive sports. This event exemplified our dedication to fostering a culture of excellence and camaraderie in the world of table tennis.

**Promotions of Health:** Mitsu, in collaboration with the Bhojay Sarvoday Trust Hospital, successfully organised the "Medico Surgical Camp 2023" in the Month of October 2023, with remarkable participation.

Mitsu, in collaboration with the Bhojay Sarvoday Trust Hospital, successfully organised the "Gynaecological Surgical Camp 2024" in the month of March 2024, with remarkable participation by women.

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 has won several competitions at state, national and even International level tournaments. We are looking forward to watch him break records and Make India proud!

#### **Promotion of Health Care:**

At Mitsu, we believe in the power of community and compassion. That's why we're proud to announce our support for the Access Life Foundation, an organisation dedicated to providing a cozy temporary home for families with children battling cancer

**Promotion of Education:** At Mitsu, we believe in the transformative power of education. That's why we're thrilled to announce our successful collaboration with the K P SANGHVI CHARITABLE TRUST in promoting education initiatives. Together, we've worked tirelessly to provide opportunities for learning and growth to individuals from all walks of life. Through our joint efforts, we've been able to support schools, scholarships, and educational programs that empower students and communities. By investing in education, we're not just shaping minds; we're shaping futures.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### PRINCIPLE 5: BUSINESS 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	2023-24			2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	239	239	100%	180	180	100%
Other than Permanent	0	0	0	0	0	
<b>Total Employees</b>	<b>239</b>	<b>239</b>	<b>100%</b>	<b>180</b>	<b>180</b>	<b>100%</b>
<b>Workers</b>						
Permanent	199	199	100%	211	211	100%
Other than Permanent	565	565	100%	606	606	100%
<b>Total Workers</b>	<b>764</b>	<b>764</b>	<b>100%</b>	<b>817</b>	<b>817</b>	<b>100%</b>

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

Category	2023-24				2022-23					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	239	0	0	239	100%	180	0	0	180	100%
Male	199	0	0	199	100%	149	0	0	149	100%
Female	40	0	0	40	100%	31	0	0	31	100%
<b>Other than Permanent</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>
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

Category	2023-24				2022-23					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
Permanent	199	0	0	199	100%	211	0	0	211	100%
Male	192	0	0	192	100%	196	0	0	196	100%
Female	7	0	0	7	100%	15	0	0	15	100%
<b>Other than Permanent</b>	<b>565</b>	<b>565</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>606</b>	<b>606</b>	<b>100%</b>	<b>0</b>	<b>0</b>
Male	506	506	100%	0	0	554	554	100%	0	0
Female	59	59	100%	0	0	52	52	100%	0	0

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

- a. The details are provided below:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	5	67,50,000	1	1,50,000
Key Managerial Personnel (KMP)	3	67,50,000	1	5,33,275
Employees other than BoD and KMP	194	3,46,096	38	2,83,476
Workers	192	2,45,593	7	2,49,471

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

	<b>2023-24</b> Current Financial Year	<b>2022-23</b> Previous Financial Year
Gross wages paid to females as % of total wages	1.09%	1.58%

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)**

Mitsubishi 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 HR 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.**

Mitsubishi 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:** Mitsubishi Chem Plast Limited has established a policy to address concerns and to foster a healthy and cohesive work culture among Mitsubishi 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. No complaints were received during the year.

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

The details are provided below:

	2023-24			2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related issues	0	0	-	0	0	-

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY24 Current Financial Year	FY23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

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

### 9. 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

### 10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	-

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

No significant 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 FY 2024-25.

#### 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.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 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	NIL
Child Labour	NIL
Forced Labour/Involuntary Labour	NIL
Wages	NIL
Others – please specify	NIL

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

There were no significant risks / concerns identified.

### PRINCIPLE 6: BUSINESS 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	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	68,085.81	60,735.93
Total fuel consumption (E) (GJ)	5,894.32	6,141.20
Energy consumption sources (F) (GJ)	-	-

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>Total energy consumed from non-renewable sources (D+E+F) (GJ)</b>	73,980.13	66,877.13
<b>Total energy consumed (A+B+C+D+E+F) (GJ)</b>	73,980.13	66,877.13
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) (GJ/ ₹ Cr)	237.69	216.44
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	5,438.34	4,952.14
<b>Energy intensity in terms of physical output</b>		
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Independent assurance has not been carried out by external agency

### 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.

None of our sites / facilities have been identified as designated consumers under the PAT scheme of Government of India.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	40,233	42,402
(iii) Third party water	26,176	24,978
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	66,409	67,380
<b>Total volume of water consumption (in kilolitres)</b>	66,409	67,380
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) (KL/₹ Cr)	213.36	218.07
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	4,881.68	4,989.44
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity</b> (optional) –the relevant metric may be selected by the entity	-	-

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

Independent assurance has not been carried out by external agency.

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

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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 – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	0	0

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.

Independent assurance has not been carried out by external agency.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 5. Has the Company 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 do not discharge any wastewater outside our premises, our sites are zero liquid discharge sites.

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

Parameter	Unit	2023-24	2022-23
NOx	Mg/Nm <sup>3</sup>	11.21	16.27
SOx	Kg/ Day	0.32	1.41
Particulate matter (PM)	Mg/Nm <sup>3</sup>	66.26	62.34
Persistent organic pollutants (POP)	Mg/Nm <sup>3</sup>	-	-
Volatile organic compounds (VOC)	Mg/Nm <sup>3</sup>	-	-
Hazardous air pollutants (HAP)	Mg/Nm <sup>3</sup>	-	-
Others – please specify	Mg/Nm <sup>3</sup>	-	-
Mercury, Cadmium, Chromium etc.	-	-	-

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.

Independent assurance has not been carried out by external agency.

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

The details are provided below:

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (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	417.90	435.59
<b>Total Scope 2 emissions</b> (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	13,541.51	11,978.47
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO <sub>2</sub> equivalent / ₹ crore turnover	46.05	40.18
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		1,053.62	919.32
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.

Independent assurance has not been carried out by external agency.

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

As part of our endeavour to constantly seek opportunities to reduce our energy consumption and carbon footprint the following measures have been taken:

- 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.
- Usage of electric bikes for administrative travel.

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

The required details are provided below:

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	28.22	54.00
E-waste (B)	0.04	0.10
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Battery waste (E)	0.47	4.86
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	89.32	64.49
<b>Total (A+B + C + D + E + F + G + H)</b>	118.05	123.45
<b>Waste intensity per crore of turnover</b> (Total waste generated / Revenue from operations)	0.38	0.39
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	8.70	8.92
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

#### For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
(i) Recycled	118.05	123.45
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	118.05	123.45

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	0	0

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.

Independent assurance has not been carried out by external agency

### 10. Briefly describe the waste management practices adopted in your establishment. 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 Limited 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.

- 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.

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

S. No.	Location of operations/offices	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.

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

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

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



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>NA</b>	<b>NA</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.

Parameter	Unit	2023-24	2022-23
<b>Total Scope 3 emissions</b> (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 Reported	Not Reported
<b>Total Scope 3 emissions per rupee of turnover</b>	Kg CO <sub>2</sub> / Rupee turnover	Not Reported	Not Reported
<b>Total Scope 3 emission intensity</b> kg CO <sub>2</sub> /T of Cementitious material	Kgs	Not Reported	Not Reported

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

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	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
6	EV Mobility	Use of electric motorcycle for administrative jobs	Scope 1 emission reduction
7	Water conversation	Rain water collection & usage in cooling towers	Fresh water consumption reduction
8	Waste water treatment	Commissioning of 30.0 KLPD Sewage treatment plant for domestic waste water	Fresh water consumption reduction

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

### 5. 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.

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

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.

### 7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts? 1% of our value chain partners were assessed for- environmental impacts.

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

#### ESSENTIAL INDICATORS

##### 1. a. Number of affiliations with trade 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 body) the Company 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	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 Company, based on adverse orders from regulatory authorities.

There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

Name of the authority	Brief of the case	Corrective action taken
NIL		

#### LEADERSHIP INDICATORS

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

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 Company, 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
NA					

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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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	Amount sent on R&R activities during 2023-24 (In ₹)
NA						

No Rehabilitation and Resettlement projects are on-going for Mitsu Chem Plast Limited

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 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. 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:

	2023-24	2022-23
Directly sourced from MSMEs/ small producers	19.07%	9.24%
Directly from Within India	45.79%	50.27%

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

Location	2023-24 Current Financial Year	2022-23 Previous Financial Year
Rural	34.75%	28.58%
Urban	46.59%	53.22%
Metropolitan	18.66%	18.20%

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

### LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
NIL	NIL

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

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

Our manufacturing sites are not falling under designated aspirational districts as identified by the government.

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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- (b) From which marginalised/vulnerable groups do you procure? – NA  
 (c) What percentage of total procurement (by value) does it constitute? – NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (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
NA				

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
NA		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised group
	Promotion of Health care	92	90%
	Providing Health Care and Surgical Camps	100	100%
	Providing Health Care and Medicines at affordable cost	100+	100%
	Promoting Sports	50+	90%
	Promoting Sports	1	100%
	Promoting Education	100+	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 Limited 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:

	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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Number of consumer complaints in respect of the following:	2023-24 (Current Financial Year)			2022-23 (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	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

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

### 5. Does the Company 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

### 7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	0

### LEADERSHIP INDICATORS

#### 1. Channels/platforms where information on products and services of the Company 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 of 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 whole? (Yes/No)

Not Applicable





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