

Mitsuchem Plast Ltd.

(Formerly known as Mitsu Chem Pvt. Ltd.)

329, Gala Complex, Din Dayal Upadhyay Road,
Mulund (W), Mumbai - 400 080, Maharashtra, INDIA.

T : + 91 22 25920055 F : + 91 22 25920077

E : mcpl@mitsuchem.com W : www.mitsuchem.com

CIN : L25111MH1988PLC048925



Date: August 11, 2025.

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street
Mumbai- 400001

Script Code : 540078

Sub: Business Responsibility and Sustainability Report of the Company for Financial Year 2024-25.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2024-25 along with the GRI Report.

Kindly take the same on records.

Thanking you.

Yours truly,

FOR MITSU CHEM PLAST LIMITED

Manish
Mavji
Dedhia

Digitally signed by Manish
Mavji Dedhia
DN: cn=Manish Mavji
Dedhia, o=Mitsu Chem
Plast Limited, ou,
email=investor@mitsuche
m.com, c=IN
Date: 2025.08.11 18:57:07
+05'30'

Manish Dedhia
Managing Director
(DIN: 01552841)

Encl: as above

Manufacturing Units

Unit-I: N-83/84, MIDC, Tarapur,
Boisar, Dist. Palghar -401506.
Maharashtra.

Unit-II: J-237, MIDC, Tarapur,
Boisar, Dist. Palghar -401506.
Maharashtra.

Unit-III: Plot No. 24/11, 24/12, 24/15, 24/8B & 25/1,
Village-Talavali (Lohop) , Post: Majgaon,
Opp. Birla Carbon Ind.P Ltd., Tal. Khalapur,
Dist: Raigad, Pin: 410220. Maharashtra, India.

• Industrial Containers • Furniture Parts • Automotive Parts • Medical Devices etc.

Blow Molding | Injection Molding | Custom Molding

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

1.	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	www.mitsuchem.com
9	Financial Year Reported	2024-25
10	Name of the Stock Exchanges where shares are listed	Bombay Stock Exchange Limited (BSE Limited)
11	Paid-up Capital	1,35,77,956 equity shares of Rs. 10 each = ₹ 13,57,79,560.00
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Pankaj Gharat Mob. +91 7506338801 pankaj@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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Manufacturing	Plastic Manufacturing	98%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. 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	86.19%
2.	Manufacture of furniture primarily of plastic	31004	11.55%

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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Number of Offices:

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

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	15

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

- Exports a percentage of the total turnover :0.70 %

c. Types of customers

Mitsu Chem Plast Limited, established in 1988, has grown into a leading manufacturer, exporter, and trader of a wide range of quality-certified products, including HDPE

bottles, packaging bottles, HDPE drums, chair components, and hospital beds. Every product is manufactured in strict compliance with established industry standards to ensure reliability and performance.

To build a strong and reputable presence in the industry, we focus on designing and producing our offerings using premium raw materials sourced from the most reliable vendors. Our products are widely appreciated for their low maintenance, lightweight construction, precise dimensions, appealing designs, safety features, leak resistance, tamper-proof packaging, and overall superior quality.

We also provide a wide selection of products in various colors, designs, shapes, and sizes to cater to the diverse requirements of our valued clients. Our customer base spans across several key sectors, including pharmaceuticals, chemicals, agrochemicals, FMCG, food and beverage, cosmetics,

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

healthcare, and furniture. With a portfolio of over 500 SKUs, we proudly serve more than 30 companies listed in the Fortune India 500.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	243	202	83.13	41	16.87
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	243	202	83.13	41	16.87
WORKERS						
4.	Permanent (F)	191	184	96.34	7	3.66
5.	Other than Permanent (G)	594	540	90.91	54	9.09
6.	Total workers (F+G)	785	724	92.23	61	7.77

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D+E)	0	0	-	0	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	3	75.00	1	25.00
5.	Other than Permanent (G)	3	2	66.67	1	33.33
6.	Total differently abled workers (F+G)	7	5	71.42	2	28.57

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	4	1	25%
Personnel*			

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)

	FY2025			FY2024			FY2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.84%	19.51%	16.46%	20.60%	25.00%	21.34%	19.46%	29.03%	21.11%
Permanent Workers	1.63%	0.00%	1.57%	3.13%	14.29%	3.52%	6.12%	0%	5.69%

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

Sl. 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)
	N/A	N/A	N/A	N/A

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

VI. CSR Details

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

(ii) Turnover (in Rs. Lacs): 332.28 crore

(iii) Net worth (in Rs. Lacs): 96.98 crore

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)	FY25 ____ Current Financial Year			FY 24--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	-	0	0	-
Investors (other than shareholders)	YES	0	0	-	0	0	-
Shareholders	YES	1	0	-	0	0	-
Employees and workers	YES	10	0	-	6	0	-
Customers	YES	126	0	-	155	0	-
Value Chain Partners	YES	0	0	-	0	0	-
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Communities

We have implemented a formal Community Grievance Management Process to address both written and verbal complaints related to our operations and those of our contractors. This process ensures that all grievances are managed in a culturally sensitive, respectful, timely, and consistent manner. Our HR team also gathers on-site feedback and suggestions from community members and ensures any concerns are addressed promptly. The process covers all stages—receipt, acknowledgment, assessment, assignment, investigation, and resolution—ensuring effective grievance handling.

Investors and Shareholders

A robust Investor Grievance Mechanism is in place to efficiently handle and resolve any issues or concerns raised by our investors and shareholders in a timely manner.

Employees and Workers

We have established comprehensive grievance redressal procedures for all

employees and workers. Additionally, senior management conducts an annual communication meeting, offering employees a platform to express their concerns directly.

Customers

Mitsu Chem Plast Limited has a dedicated Customer Complaint Mechanism to address issues related to product quality, service, warranties, and other concerns. All complaints are systematically logged, investigated, and resolved in line with our Quality Management System. The company's directors and marketing manager are responsible for managing complaints, while department heads (HODs) oversee the implementation of corrective actions. We also track annual KPIs and targets to minimize customer complaints.

Value Chain Partners

Grievances from suppliers and channel partners are managed according to our Supplier Code of Conduct and specific contractual terms. Regular engagement—such as the annual business partners

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

meet—helps us identify and address any concerns. All issues are escalated to relevant decision-makers for resolution within defined timelines.

26. 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	Risk Non-compliance to statutory regulations, spills. Opportunity Increase in resource use efficiency, waste to wealth, reduction in raw material inputs, circular economy	Robust system of collection, storage, transportation and disposal of waste at our facilities. Disposal of these wastes in accordance with our authorizations and through Pollution Control Board authorized recyclers	Positive
2	Employee Welfare	Opportunity	Opportunity Creating a positive work environment to boost employee productivity, employee well-being, improve recruitment and retention, and to sustain high employee morale		Positive

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

3	Emissions	Risk/ Opportunity	<p>Risk Evolving regulations around carbon emissions pricing, carbon border taxes and negative stakeholder feedback resulting in business implications.</p> <p>Opportunity Reducing dependency on fossil fuels, positive climate impact and increased energy and resource use efficiency.</p>	<ul style="list-style-type: none"> • Accounting of carbon emissions in accordance with international standards. • Carbon emissions reduction and energy efficiency projects to reduce carbon footprint. • Renewable energy usage • Fuel switch from Diesel to CNG for transport vehicles 	Positive
4	Water Footprint	Opportunity	<p>Opportunity Cost savings from reduced freshwater usage. Increase in resource use efficiency.</p>		Positive
5	Health and Safety	Risk	<p>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.</p>	<p>Occupational Health & Safety Management System certified under ISO 45001 covers all sites.</p> <ul style="list-style-type: none"> • Competent Health & Safety teams deployed at all sites. • Special provisions to deal with high consequence injuries and related 	Negative

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

				<p>rehabilitation measures.</p> <ul style="list-style-type: none"> • Standard Operating Procedures (SOPs) implemented for all critical jobs undertaken by the workforce. 	
6	Compliance	Risk	<p>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.</p>	<p>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 non compliance.</p>	Negative
7	Raw Materials	Risk	<p>Risk Scarcity of natural resources leading to rising prices. Raw material procurement impacted due to supply chain disruptions.</p>	<p>Circular Economy approach for all our processes.</p> <ul style="list-style-type: none"> • Use of recycled RM to the maximum extent in our processes. • Resource use efficiency measures to reduce raw material input requirement. <p>Major procurement from localized suppliers to abate supply chain disruptions.</p>	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
Policy and management processes									
1. a. Whether the Company's policy /policies cover each principle and its core elements of the NGRBCs. (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
b. Has the policy been approved by the Board? (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
c. Weblink of the policies, if available	https://www.mitsuchem.com/investors/policies								
2. Whether the Company has translated the policy into procedures. (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	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. www.mitsuchem.com/investors/policies
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rain forest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	<p>We are committed to upholding the highest standards in quality, health, safety, and environmental practices, as guided by our Integrated Management Policy. Our dedication is reflected in the certifications we have achieved:</p> <ul style="list-style-type: none"> • ISO 9001:2015 (QMS) for quality management, • ISO 14001:2015 (EMS) for environmental management, and • ISO 45001:2018 (OHSMS) for occupational health and safety management—covering the design, manufacture, and supply of plastic containers, automotive parts, furniture parts, and related products. <p>We also hold ISO 13485:2016 (MDQMS) certification for the design, manufacture, and supply of plastic healthcare products, hospital bed furniture, emergency and rescue equipment, and accessories.</p> <p>For the food packaging segment, we are certified under ISO 22000:2018 (FSMS) for the design, manufacture, and supply of plastic containers and related products used in the food industry.</p> <p>In addition, our CE-marked Certificate of Conformity for the plastic blow-molded Spine Board underscores our commitment to product quality and safety, assuring customers of our compliance with international standards.</p> <p>Beyond certifications, our sustainability performance is independently assessed through ECOVADIS, a global platform for business sustainability ratings.</p>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p>The baseline is considered as 2024-25. Target year for the objectives below is 2025-26.</p> <p>Energy and Carbon</p> <ul style="list-style-type: none"> • Reduce carbon intensity (scope 1 and 2 emissions) by 5%. • Reduce energy intensity by 5%. <p>Water</p> <ul style="list-style-type: none"> • Reduce water intensity by 5%. <p>Safety and Occupational Health</p> <ul style="list-style-type: none"> • Continue to be a zero-fatality organization. • Reduce LTIFR by 7 %. • 100% compliance with initial medical examination and periodic medical examinations. • Near miss reporting as a leading indicator as one per person per year.
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	<ul style="list-style-type: none"> • During the year the company procured CNG material transport Vehicles of 8.25 MT Capacity thereby switching from HSD. • Rainwater harvesting structures were used for the collection & usage of rainwater as an alternative source replacing freshwater withdrawn from surface & ground sources • Zero fatalities in 2024-25 • 100% compliance with initial medical examination and periodic medical examinations. • Near miss reporting trainings initiated and targets.
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)

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

BSR DIRECTOR'S STATEMENT

Dear Stakeholders,

At Mitsu Chem Plast Limited, we remain steadfast in our commitment to creating long-term value through responsible business practices, innovation, and sustainability. As a leading manufacturer and exporter of high-quality plastic products, we understand our responsibility not just to our shareholders, but to the broader ecosystem in which we operate—including our employees, customers, communities, value chain partners, and the environment.

Over the years, we have continuously aligned our operations with the principles of environmental stewardship, social responsibility, and strong governance (ESG). Our adherence to globally recognized management systems—including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 13485:2016, and ISO 22000:2018—reflects our commitment to quality, safety, and sustainability. The CE certification and our participation in ECOVADIS sustainability assessments further underscore our dedication to continual improvement and transparency.

In FY 2024–25, we took meaningful steps to strengthen our stakeholder engagement, improve our resource efficiency, enhance workplace safety, and ensure regulatory compliance. Through structured grievance redressal mechanisms, formalized codes of conduct, and ongoing engagement programs, we strive to maintain a culture of accountability and trust across all stakeholder groups.

Our environmental initiatives include efforts to minimize plastic waste, improve energy efficiency, and adopt sustainable packaging solutions. Socially, we have continued to invest in employee well-being, inclusive growth, and community development programs. Governance remains a cornerstone of our operations, guided by a robust internal control framework and ethical business conduct.

Looking ahead, we are committed to integrating sustainability deeper into our core strategy, setting measurable targets, and contributing meaningfully to India's broader development goals and the United Nations Sustainable Development Goals (UN SDGs).

We thank all our stakeholders for their continued trust and support. Together, we aim to build a resilient, responsible, and future-ready organization.

8.

Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).

Mitsu Chem Plast monitors the implementation of business responsibility policies through a leadership team chaired by Mr. Jagdish Dedhia, Chairman and Whole Time Director. Environmental, Social and Governance aspects are discussed at regular meetings.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.	Yes, the Company has established a Sustainability Committee comprising three Directors, the Strategic Business Unit (SBU) Heads, and the Company Secretary. This committee is responsible for overseeing the implementation and progress of sustainability-linked initiatives on a quarterly basis. The committee is chaired by Mr. Jagdish Dedhia, Chairman and Whole-Time Director, and includes all direct reportees as permanent members. The key objectives of the Sustainability Committee are to: <ul style="list-style-type: none">• Define relevant ESG metrics and ensure monthly tracking of performance.• Review ongoing and potential ESG projects, providing strategic input and support.• Build organizational ESG capabilities through awareness, training, and capacity building.• Conduct periodic benchmarking and incorporate external and customer perspectives.• Set ESG targets, KPIs, and robust monitoring systems to track progress.• Determine the next steps and assign responsibilities, including the development of an ESG stakeholder communication and engagement plan.• Communicate the Company's current ESG policies, practices, and achievements both internally and externally.																	
10	Details of review of NGRBCs by the Company:																		
Subject for review		Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action		Internally Mitsu Chem Plast policies are reviewed periodically or on a need basis by Functional Heads and Executive Directors etc. During this assessment, the efficacy of the policies is reviewed, and necessary changes are implemented. We have also engaged an accredited certification body to assess our policies and procedures.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		Mitsu Chem Plast is compliant with all applicable regulations.																	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		Mitsu Chem Plast has certifications for ISO 9001, ISO 14001, ISO 45001, ISO 13485 & ISO 22000 standards 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		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)		Not Applicable								
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)										

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		<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		<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</p>	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

		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.	
Employees other than Board of Directors and KMPs	179	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	179	HSE, SS, Personal Hygiene, Awareness on Child Labour Policy, Awareness on Discrimination & Harassment Policy.	100%

2.Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

(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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding fee					

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 established a robust Anti-Corruption and Anti-Bribery Policy aimed at preventing, discouraging, and identifying fraudulent and corrupt practices. We are firmly committed to upholding the highest standards of honesty, integrity, and ethical conduct in all aspects of our business. This policy is implemented across our global operations and applies to all employees, directors, and relevant stakeholders. It also forms an integral part of our onboarding process for all new hires.

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

	FY2025	FY2024
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

	FY2025		FY2024	
	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	NIL			

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

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

	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Number of days of accounts payables	35	38

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	15.948	16.883
	b. Number of trading houses where purchases are made from	12	27
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	94.16	90.63
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1.963	1.831
	b. Number of dealers / distributors to whom sales are made	7	10
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100	100
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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

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 implemented a Code of Conduct that is applicable to the Board of Directors and senior management. This Code outlines clear provisions for identifying, preventing, and managing conflicts of interest, and emphasizes the importance of acting with honesty, integrity, and ethical responsibility. Individuals governed by the Code are required to disclose and steer clear of any actual or potential conflicts. Furthermore, it offers guidance on maintaining professional and respectful behavior to help prevent such conflicts from arising. For further details, please refer our policy at: <https://mitsuchem.com/investors/policies>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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	FY25	FY24	Details of improvements in environmental and social impacts
R & D	0.06	2.07	The company has taken various initiatives to conserve the energy by adopting innovative measures to reduce wastage and optimize consumption: A) TOC concept 1) Optimization of Cycle time by all means 2) Reduce setup time by implement SMED concept (Level III) 3) Logical Buffer Management 4) Supply Chain Management 5) Exploitation 6) During the year the company procured CNG material transport Vehicles of 8.25 MT Capacity thereby switching from HSD.
Capex	14.84	-	

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

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

Yes, we follow sustainable procurement practices in alignment with our Sustainable Procurement Policy, which applies to all suppliers, vendors, and input materials. The policy encompasses key areas such as ethics, business integrity, human rights, social responsibility, health and safety, environmental stewardship, community engagement, green products and practices, quality standards, Good Manufacturing Practices, and legal compliance.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 is registered with the Maharashtra Pollution Control Board as a Producer under the Plastic Waste Management Rules, 2016, for the disposal of multilayered plastic and other plastic waste in accordance with our Extended Producer Responsibility (EPR) plan. We are actively working towards fulfilling the targets and obligations outlined in our registration.

Leadership Indicators –

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

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.
N/A	N/A	N/A	N/A	N/A	N/A

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
N/A	N/A	N/A

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 #	
	FY2025	FY2024
Recycled Plastic	4.96%	1.35%

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:

	FY2025			FY2024		
	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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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
N/A	

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#	
		Numb er (B)	% (B/A)	Numb er (C)	%(C/A)	Numb er (D)	%(D/A)	Numb er (E)	%(E/A)	Numb er (F)	%(F/A)
Permanent employees											
Male	202	202	100%	202	100%	NA	NA	NA	NA	0	0
Female	41	41	100%	41	100%	41	100%	NA	NA	0	0
Total	243	243	100%	243	100%	41	100%	NA	NA	0	0
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#	
		Numb er (B)	% (B/A)	Numb er (C)	% (C/A)	Numb er (D)	% (D/A)	Numb er (E)	% (E/A)	Numb er (F)	% (F/A)
Permanent employees											
Male	184	184	100%	184	100%	NA	NA	0	0	0	0
Female	7	7	100%	7	100%	7	100%	NA	NA	0	0
Total	191	191	100%	191	100%	7	100%	0	0	0	0
Other than Permanent employees											
Male	540	540	100	540	100	NA	NA	0	0	0	0
Female	54	54	100	54	100	54	100	0	0	0	0
Total	594	594	100	594	100	54	100	0	0	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.032%	0.029%

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

Benefits	FY2025			FY2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	62.14	100	Y	60.67	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	25.93	55.50	Y	21.76	69.85	Y
Others- please specify	NA	NA	NA	NA	NA	NA

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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 follow our Equal Opportunity Policy in accordance with the Rights of Persons with Disabilities Act, 2016. Mitsu Chem Plast is committed to offering equal employment opportunities to all qualified candidates, as defined by our Human Resources recruitment policies and selection criteria—irrespective of physical or mental ability, caste, gender, race, color, religion, or creed. As an equal opportunity employer, we uphold a non-discriminatory approach and do not give preference based on any such factors, in full compliance with applicable laws.

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	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A

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 implemented a Grievance Redressal Mechanism, overseen by the Human Resources department, to effectively address employee concerns. We also organize open forums such as Company Communication Meets, Plant Communication Meets, and other interactive sessions to provide employees and workers with opportunities to express their grievances. Concerns can be reported to the respective HR representatives, after which they are reviewed internally and addressed through a structured resolution plan.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Category	FY2025			FY2024		
	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
Total Permanent Workers	191	171	89.53	199	177	88.94
-Male	184	165	89.67	192	171	89.06
-Female	7	6	85.71	7	6	85.71

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

8.Details of training given to employees and workers:

Category	Fy2025					Fy2024				
	Total (A)	On health and safety measures		On skill upgrad- ation		Total (D)	On health and safety measures #		On skill upgrad- ation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	202	202	100%	202	100%	199	199	100%	199	100%
Female	41	41	100%	41	100%	40	40	100%	40	100%
Total	243	243	100%	243	100%	239	239	100%	239	100%
Workers										
Male	724	724	100%	724	100%	698	698	100%	698	100%
Female	61	61	100%	61	100%	66	66	100%	66	100%
Total	785	785	100%	785	100%	764	764	100%	764	100%

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

Category	FY2025			FY2024		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	202	202	100%	199	199	100%
Female	41	41	100%	40	40	100%
Total	243	243	100%	239	239	100%
Workers						
Male	184	184	100%	192	192	100%
Female	7	7	100%	7	7	100%
Total	191	191	100%	199	199	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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?

We utilize the Hazard Identification and Risk Assessment (HIRA) process to identify work-related hazards across all our units. This process involves a cross-functional team including operations, maintenance, and safety personnel. To ensure safe operations, we have established clear Standard Operating Procedures (SOPs), operational controls, and a work permit system. Comprehensive emergency response plans are also in place to prepare for unforeseen situations.

Drawing from incident data, we have identified critical risks and implemented targeted safety standards to mitigate them. Our Health, Safety, and Environment (HSE) committee convenes monthly to review these risks and evaluate key health and safety metrics.

All employees and workers undergo regular safety training and mandatory induction programs that cover hazard identification and reporting. In addition, we carry out periodic safety inspections and audits to ensure ongoing compliance and implement prompt corrective measures when needed.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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	FY25	FY 24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	6.48	11.85
Total recordable work-related injuries	Employees	0	0
	Workers	23	62
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

At Mitsu Chem Plast, we place the highest priority on maintaining a safe and healthy workplace—not only to protect our employees from injury and illness but also to support their morale and overall well-being. Safety is central to our operations, and we are committed to cultivating a strong safety culture rooted in excellence.

Over the past five years, we have implemented the ISO 45001:2018 Occupational Health and Safety Management System, leading to continuous improvements in safety performance across all our facilities.

To uphold high safety standards, we employ a wide range of measures, including hazard identification and risk assessments, emergency preparedness drills, tool and equipment inspections by certified personnel, strict adherence to the Work Permit System, Lock Out Tag Out (LOTO) procedures, engineering controls, and comprehensive safety training for both new hires and existing staff. Mitsu Chem Plast strictly complies with all applicable national and international safety regulations and actively adopts advanced technologies and management practices to enhance workplace safety.

To ensure a consistently safe working environment, we have implemented the following key initiatives:

- Work Permit System
- Internal workplace safety audits
- Routine inspection of lifting tools, tackles, and pressure vessels by authorized personnel

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- Regular safety committee meetings
- Ongoing safety training programs
- Behavior-Based Safety (BBS) practices at all locations
- Emergency preparedness and response drills
- Inspections of engineering controls, lifting tools, and material handling equipment
- Lock Out Tag Out (LOTO) procedures for energy isolation
- Monitoring workplace noise and illumination levels
- Comprehensive risk assessments for all operations and new projects

Additionally, we consistently follow best practices in maintaining and monitoring ventilation systems to ensure a safe, healthy, and productive work environment for all our employees.

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

	FY2025			FY2024		
	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	10	0		6	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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.

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 provision requiring suppliers to comply with all applicable laws, regulations, tax obligations, and the standards outlined in the Code.

We also encourage suppliers to maintain proper documentation to demonstrate their adherence to these principles.

2.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:

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

	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	
	FY2025	FY2024	FY2025	FY2024
Employees	0	0	0	0
Workers	0	0	0	0

3.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.

4.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%

5.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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.

At Mitsu Chem Plast, the identification of key stakeholders is a fundamental component of our integrated management system. Senior management, in collaboration with the Board of Directors and various departments, has undertaken a comprehensive stakeholder identification exercise. This structured process involves the following sequential steps:

- Defining the purpose of the stakeholder analysis
- Identifying individuals and groups who may influence or be affected by our operations
- Classifying stakeholders as internal or external
- Prioritizing stakeholders based on their level of influence and impact
- Collecting insights on stakeholder expectations
- Formulating a stakeholder engagement plan

Recognizing that stakeholder identification is a dynamic process, we ensure ongoing monitoring and engagement to align with evolving stakeholder needs and organizational goals. Our stakeholder engagement plan is reviewed and updated regularly based on periodic assessments.

The key stakeholders identified for Mitsu Chem Plast include employees and workers, investors and shareholders, government bodies and regulators, vendors, customers and dealers, banks and financial institutions, and the surrounding community.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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
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 & investor meetings / conferences	Annual, quarterly and need based	To inform the current performance of the Company and its future plans

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

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

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

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

Yes, Mitsu Chem Plast Limited is committed to fostering a strong sense of responsibility among its employees, customers, investors, and broader stakeholders, including society as a whole. This commitment extends to protecting the environment, supporting local governments, and safeguarding the interests of future generations in the communities where we operate and contribute. Stakeholder engagement is a formalized process through which feedback and suggestions are actively sought and integrated into our policies and procedures.

To promote sustainable development, Mitsu Chem Plast Limited aligns its business operations and manufacturing processes with global best practices. The company prioritizes addressing issues that are most significant—or "material"—to both our stakeholders and business. Material issues are those that have a direct or indirect effect on our ability to create, maintain, or diminish economic, environmental, and social value for both the company and society.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

To identify these material issues, we conducted a comprehensive materiality assessment involving inputs from a diverse group of internal and external stakeholders, including employees, customers, local communities, and investors. These insights were benchmarked against global and sector-specific trends, key social concerns, our business model, regulatory requirements, and recognized sustainability standards. The identified issues were then evaluated for their significance to both Mitsu Chem Plast Limited and its stakeholders.

Following this assessment, the company updated its policies and introduced new procedures to effectively address these material concerns. Key performance indicators (KPIs) have been established to track progress, supported by clear goals and targets aimed at driving positive impact across all identified material issues.

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

The Company's CSR initiatives are focused on enhancing the lives and livelihoods of underprivileged, marginalized, and vulnerable communities near our operational facilities. Our CSR team regularly conducts on-site discussions to gather feedback and suggestions from the communities, which are promptly addressed to ensure their needs are met. These efforts, led by the Mitsu Foundation, encompass the following key areas:

1. Rural Area Development

We launched a key CSR project in Kutch, Gujarat, through Kutch Fodder Fruit & Forest

Development Trust, focused on water conservation through rainwater harvesting, restoration of traditional water bodies, and sustainable irrigation. The initiative actively involves the local community and uses modern

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

technology to drive change. ₹5,45,600 was spent during the F.Y. 2024-25 for this project.

Impact

The initiative has significantly improved water availability, boosted agricultural productivity, and enhanced the quality of life in Kutch's rural communities.

2.Promotion of Sports:

We are proud to support Jash Modi in his pursuit of representing India in table tennis ₹ 4,50,000 were contributed for this purpose.

Impact

Enabled Jash Modi to represent India in table tennis inspiring young people athletes nationwide.

3.Medical camp & medical expenses

In partnership with Bhojay Sarvoday Trust Hospital free EEG screenings, bone-disease consultations, and ENT services. An amount of Rs. 7,00,000/- was contributed for this CSR activity.

Impact

Promotion of health and awareness among people.

4.Promotion of education

In partnership with Shree Dombivli Mitra Mandal, has supported the construction of a new school building strengthening educational infrastructure and empowering the community through access to quality education. Rs. 11,00,000/- contributed for construction of school building.

Impact

Enabling students to access quality education in a modern, well-equipped learning environment.

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	FY2025			FY2024		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	243	243	100%	239	239	100%
Other than Permanent	0	0	100%	0	0	100%
Total Employees	243	243	100%	239	239	100%
Workers						
Permanent	191	191	100%	199	199	100%
Other than Permanent	594	594	100%	565	565	100%
Total Workers	785	785	100%	764	764	100%

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

Category	FY2025					FY2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	243	0	0	243	100%	239	0	0	239	100%
Male	202	0	0	202	100%	199	0	0	199	100%
Female	41	0	0	41	100%	40	0	0	40	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	191	0	0	191	100%	199	0	0	199	100%
Male	184	0	0	184	100%	192	0	0	192	100%
Female	7	0	0	7	100%	7	0	0	7	100%
Other than Permanent	594	594	100%	0	0	565	565	100%	0	0
Male	540	540	100%	0	0	506	506	100%	0	0
Female	54	54	100%	0	0	59	59	100%	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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	1,08,00,000	1	2,35,000
Key Managerial Personnel (KMP)	3	1,08,00,000	1	4,84,923
Employees other than BoD and KMP	199	3,84,296	38	3,11,094
Workers	184	3,06,790	7	3,27,519

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Gross wages paid to females as % of total wages	1.28	1.09

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

Mitsu Chem Plast Limited prioritizes 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 organization, 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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Mitsubishi Chem Plast Limited regards human rights as a core and indispensable value. We are committed to upholding fair and ethical business and employment practices by protecting, supporting, and promoting human rights. We maintain a strict zero-tolerance policy against all forms of slavery, forced labor, child labor, human trafficking, and any physical, sexual, psychological, or verbal abuse.

To reinforce this commitment, we have implemented comprehensive human rights policies, including No Harassment at Workplace, Equal Employment Opportunity and Diversity, Prevention of Child Labor, Non-Discrimination, and Prevention of Sexual Harassment.

Our grievance redressal mechanisms for human rights issues include the following:

Grievance Redressal Mechanism:

Mitsubishi Chem Plast Limited has established a formal policy to address employee concerns and foster a healthy, cohesive work environment. By encouraging mutual trust and timely resolution of grievances, this policy aims to enhance both employee satisfaction and organizational performance. It provides a clear, structured procedure for addressing complaints and ensures fair and prompt solutions for all employees.

Prevention of Sexual Harassment (POSH) Policy:

The management has constituted an Internal Complaints Committee (ICC) to investigate and resolve complaints related to sexual harassment effectively and confidentially.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

**Number of Complaints on the following made by employees and workers:
The details are provided below:**

	FY2025			FY2024		
	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	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other Human rights related issues	0	0	0	0	0	0

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

	FY25 Current Financial Year	FY24 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

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

We also have a zero-tolerance policy towards harassment of any employees in the workplace. Employees are strongly encouraged to report any incidents of harassment to the appropriate person. Upon reporting, a thorough investigation will be conducted, and appropriate action taken.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 victimization. The members of the

committee aim to resolve grievances in a peaceful and conciliatory manner. The complaints we receive are anonymized to ensure that the complainant's identity is not revealed.

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

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

9. 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	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

10. 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 conduct internal Human rights due diligence based on UNGC protocol & assessment checklists across all offices & plants.

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
Other- 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	FY25 Current Financial Year	FY24 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energyconsumption sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D) (GJ)	74,460.79	68,085.81
Total fuel consumption (E) (GJ)	5,878.99	5,894.32

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Energyconsumption other sources (F) (GJ)-	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	80,339.78	73,980.13
Totalenergyconsumed (A+B+C+D+E+F) (GJ)	80,339.78	73,980.13
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ INR Cr)	241.78	237.69
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	5,532.00	5,438.34
Energy intensity in terms of physical output	-	-
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	FY25 Current Financial Year	FY24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	30,669.88	40,233
(iii) Third party water	29,216	26,176
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	59,885.88	66,409
Total volume of water consumption (in kilolitres)	59,885.88	66,409
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR Cr)	180.22	213.36
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	4,123.59	4,881.68
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Independent assurance has not been carried out by external agency.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

4. Provide the following details related to water discharged:

Parameter	FY25 Current Financial Year	FY24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(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
Total water discharged (in kilolitres)	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.

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 utilized for

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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	FY2025	FY2024
NOx	Mg/Nm ³	8.36	11.21
SOx	Mg/Nm ³	0.58	0.32
Particulate matter (PM)	Kg/ Day	51.44	66.26
Persistent organic pollutants (POP)	Mg/Nm ³	-	-
Volatile organic compounds (VOC)	Mg/Nm ³	-	-
Hazardous air pollutants (HAP)	Mg/Nm ³	-	-
Others – please specify Mercury, Cadmium, Chromium etc.	Mg/Nm ³	-	-

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 (Scope1 and Scope 2 emissions) & its intensity, in the following format:

The details are provided below:

Parameter	Unit	FY25 (Current Financial Year)	FY2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tons of CO ₂ equivalent	415.72	417.90
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tons of CO ₂ equivalent	15,037.56	13,541.51

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO2 equivalent / INR Crore turnover	46.50	46.05
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	1,064.07	13,541.51
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- 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.
- During the year the company procured CNG material transport Vehicles of 8.25 MT Capacity thereby switching from HSD.

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

The required details are provided below:

Parameter	FY25 (Current Financial Year)	FY2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	68.89	28.22
E-waste (B)	0.14	0.04
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.47
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)	111.86	89.32
Total (A+B + C + D + E + F + G+ H)	180.89	118.05

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Waste intensity per crore of turnover (Total wastegenerated/ Revenue from operations)	0.54	0.38
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	12.45	8.70
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Category of waste		
(i) Recycled	180.89	118.05
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	180.89	118.05

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	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.)

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 established a comprehensive waste classification system to effectively manage the disposal and recycling of waste materials. We prioritize recycling and ensure timely disposal through the use of authorized third-party contractors for controlled waste management. Solid waste is systematically categorized into recyclable and non-recyclable non-hazardous waste, with our team adhering to established procedures for collection and storage in designated bins. Our production plant features a temporary storage area for solid waste, equipped with appropriate signage and safeguards to prevent pollution and leakage.

All three of our plants hold green consent to operate issued by the Maharashtra Pollution Control Board. We do not generate hazardous waste at any of our sites. All non-hazardous waste—including scrap paper, plastic packaging, and metals—is forwarded to authorized recyclers.

Plastics: Plastic waste is sent exclusively to authorized recyclers, with ongoing efforts to enhance packaging recycling as part of our plastic waste management standards.

E-waste: We comply fully with e-waste regulations by ensuring all electronic waste is disposed of through authorized recyclers.

Metal Waste: All scrap metal is directed to recyclers, and detailed records are maintained in a waste registry.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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:

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

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					

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

Yes, we are compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder.

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

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

Leadership Indicators -

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): According to the Central Groundwater classification, the manufacturing units of the Company are not located in areas classified as "Critical" or "Over-exploited" with regards to groundwater.

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

- (i) Name of the area -NA
- (ii) Nature of operations –NA
- (iii) Water withdrawal, consumption and discharge in the following format:

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	Fy25(Current Financial Year)	Fy24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
-No treatment	NA	NA
-With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
-No treatment	NA	NA
-With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
-No treatment	NA	NA
-With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
-No treatment	NA	NA
-With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
-No treatment	NA	NA
-With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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.

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

Parameter	Unit	FY 2025	FY 2024
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	Not Calculated	Not Calculated
Total Scope 3 emissions per rupee of turnover	<i>Kg CO₂/ Rupee turnover</i>	Not Calculated	Not Calculated
Total Scope 3 emission intensity kg CO ₂ /T of Cementitious material	Kgs	Not Calculated	Not Calculated

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:

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 conservation	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
9	Fuel Switch	Procurement of 4 nos of CNG trucks of 8.25 MT capacity instead of HSD trucks	Energy savings & Emission 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.

8. How Many green credits have been generated or produced.

A. By The Listed Entity	NIL
B. By the top ten (in terms of value of purchase and sales respectively) value chain partners	NIL

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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
NA		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 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.

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 FY 2023-24 (In INR)
	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 established a formal Community Grievance Management process that outlines the steps to be followed when written or verbal complaints related to our operations or those of our contractors are received. This process ensures that all grievances are addressed in a culturally sensitive, respectful, timely, and consistent manner. Additionally, our HR personnel actively gather on-site feedback and suggestions from community members regarding their concerns, which are addressed promptly. Through this mechanism, all community grievances are received, acknowledged, evaluated, assigned for action, investigated, and responded to appropriately. Furthermore, the Company proactively engages with the community as part of its CSR initiatives.

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

	FY 2025	FY 2024
Directly sourced from MSMEs / small producers	22.21	19.07
Directly from Within India	61.09	45.79

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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	FY 25 Current Financial Year	FY 24 Previous Financial Year
Rural	34.42	34.75
Urban	49.57	46.59
Metropolitan	16.11	18.66

(Place to be categorized 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
NA	NA

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 INR)
	NA		

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

(b) From which marginalized/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 marginalized group
1	Rural Area Development	300	90%
2	Promotion of Sports	1	100%
3	Medical Camp & Medical Expenses	458	100%
4	Promotion Of Education	150+	90%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

We are in B2B and not in B2C

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:	FY25(Current Financial Year)		Remarks	FY24(Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

No such case reported.

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Crafting a Sustainable Future Throught **Innovation & Growth**

Sustainability Snapshot FY 2025

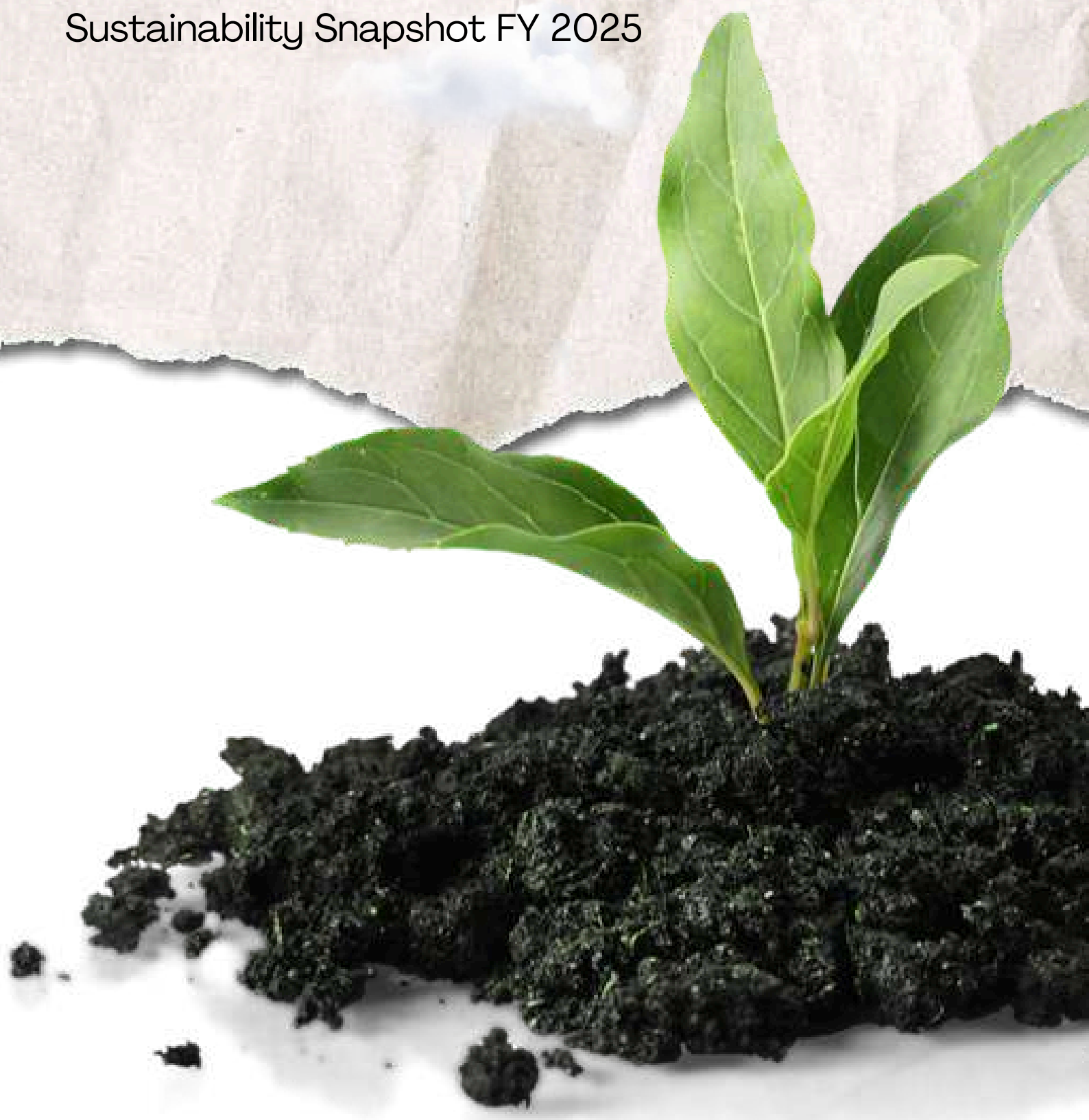


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About the Report

Mitsu Chem Plast Limited (MCPL), is recognized for its commitment to quality within the plastic industry. This sustainability snapshot provides a comprehensive overview of our dedication to sustainability and outlines our strategic initiatives for the fiscal year. The report covers key highlights across all MCPL operations.

The reporting period for this sustainability report spans from April 1, 2024, to March 31, 2025. The report has been prepared in reference to the Global Reporting Initiative (GRI) Universal Standards, 2021 and includes the GRI Content Index at the end. The GRI Standards are a set of globally agreed sustainability reporting requirements that enable organizations to consistently report on their sustainability performance and impacts. The report also aligns with the United Nations Sustainable Development Goals (SDGs) and the National Guidelines on Responsible Business Conduct (NGRBC).

The report contains forward-looking statements about future prospects, which involve various risks and uncertainties. These statements are based on assumptions made using available information, and since these assumptions can change over time, the associated estimates may also change. These forward-looking statements reflect the Company's current intentions and beliefs as of the date they were made, and the Company is not obligated to update them for new information or future events.

We welcome feedback from our stakeholders and value suggestions to help us improve our policies, processes, and performance. Please send your comments and suggestions to:

Jagdish Dedhia
Chairman & Whole Time Director
Mitsu Chem Plast Ltd
Email: jagdish@mitsuchem.com
Phone: +91 22 41550055



Message from the leadership

Dear Stakeholders,

At Mitsu Chem Plast Limited, we remain steadfast in our commitment to creating long-term value through responsible business practices, innovation, and sustainability. As a leading manufacturer and exporter of high-quality plastic products, we understand our responsibility not just to our shareholders, but to the broader ecosystem in which we operate—including our employees, customers, communities, value chain partners, and the environment.

Over the years, we have continuously aligned our operations with the principles of environmental stewardship, social responsibility, and strong governance (ESG). Our adherence to globally recognized management systems—including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 13485:2016, and ISO 22000:2018—reflects our commitment to quality, safety, and sustainability. The CE certification and our participation in ECOVADIS sustainability assessments further underscore our dedication to continual improvement and transparency.



In FY 2024–25, we took meaningful steps to strengthen our stakeholder engagement, improve our resource efficiency, enhance workplace safety, and ensure regulatory compliance. Through structured grievance redressal mechanisms, formalized codes of conduct, and ongoing engagement programs, we strive to maintain a culture of accountability and trust across all stakeholder groups.

Our environmental initiatives include efforts to minimize plastic waste, improve energy efficiency, and adopt sustainable packaging solutions. Socially, we have continued to invest in employee well-being, inclusive growth, and community development programs. Governance remains a cornerstone of our operations, guided by a robust internal control framework and ethical business conduct.

Looking ahead, we are committed to integrating sustainability deeper into our core strategy, setting measurable targets, and contributing meaningfully to India's broader development goals and the United Nations Sustainable Development Goals (UN SDGs).

We thank all our stakeholders for their continued trust and support. Together, we aim to build a resilient, responsible, and future-ready organization.

Jagdish Dedhia
Chairman & Whole Time Director



Embedding Sustainability into Strategy, Brand, and Business



At Mitsu Chem Plast Ltd, sustainability is not a peripheral initiative — it is central to how we conduct business, innovate, and serve our customers. As the Joint Managing Director, I see sustainability as an integral part of our brand promise and long-term value creation.

In a rapidly evolving market, where customers and partners are increasingly demanding accountability, transparency, and purpose-led performance, we have embraced sustainability as a strategic differentiator. Our efforts are aligned with our vision of building a responsible and future-ready enterprise — one that drives positive impact across our value chain, from sourcing to end-use.



Through consistent engagement with our stakeholders, we are gaining deeper insights into the environmental and social challenges they care about. These insights guide our approach to product design, innovation, and market expansion. We are developing packaging and polymer solutions that not only meet industry standards but are also designed with resource efficiency and recyclability in mind. This reinforces our commitment to a circular economy and supports our customers in achieving their sustainability goals.

Our marketing and product strategies are now increasingly influenced by environmental benchmarks and lifecycle thinking. We are also investing in sustainable branding, green certifications, and awareness-building — helping shape responsible consumption habits among end users.

As a Joint Managing Director, I remain focused on building a culture of responsibility across all functions. We are aligning our internal operations with global sustainability frameworks and continuously strengthening our governance and disclosure practices. This report reflects our progress and our resolve to do more — guided by ethical leadership, resilient business models, and inclusive growth.

Sustainability is no longer just good business practice — it is the business imperative. Together with our teams, partners, and stakeholders, we are committed to growing with responsibility and purpose, contributing meaningfully to both industry transformation and national development goals.

Sanjay Dedhia
Joint Managing Director

Aligning Financial Stewardship with Sustainable Transformation

At Mitsu Chem Plast Ltd., we have always believed that the long-term health of our business is intrinsically linked to the well-being of the environment, the strength of our communities, and the integrity of our operations. As the Joint Managing Director & Chief Financial Officer, I see sustainability not as a peripheral agenda but as a fundamental pillar of financial prudence, risk mitigation, and strategic growth.

The global business landscape is undergoing a paradigm shift. Stakeholders—investors, regulators, customers, and communities alike—are increasingly demanding transparency, accountability, and action on environmental, social, and governance (ESG) performance. In response, we have taken deliberate steps to weave sustainability into the fabric of our financial and operational decision-making.

In FY 2025, we sharpened our focus on sustainable capital deployment. Every investment we undertake is

now assessed not just for its economic return, but also for its environmental footprint and social impact. Be it through process innovation, transitioning to cleaner energy sources, or optimizing raw material usage, we are aligning our financial strategies with our ESG goals. These efforts are aimed at building long-term competitiveness while reducing our exposure to regulatory, reputational, and resource-related risks.

From a financial perspective, we have introduced mechanisms to track and report ESG-linked KPIs, enabling greater visibility into the value we create beyond the balance sheet. We are also exploring green finance and sustainability-linked instruments to fund future growth initiatives, especially those focused on resource efficiency, renewable energy, and waste reduction.

Our commitment to integrated thinking is further reflected in how we approach risk management. Climate-related financial risks, regulatory shifts, supply chain vulnerabilities, and evolving consumer preferences are now actively assessed within our enterprise risk frameworks. This allows us to make informed choices that secure both financial resilience and stakeholder trust.

Importantly, we understand that sustainability performance is a shared responsibility. We are fostering cross-functional collaboration across departments—finance, procurement, operations, R&D, and HR—to drive sustainable innovation and accountability. We are also engaging with suppliers and customers to promote responsible practices across the value chain, thus reinforcing our role as a responsible corporate citizen.

As we continue our sustainability journey, I am confident that our disciplined financial governance and strong ESG focus will enable Mitsu Chem Plast to generate consistent, long-term value for all stakeholders. We remain committed to enhancing our disclosures, strengthening internal controls around sustainability metrics, and aligning with global frameworks such as GRI, BRSR, and SDGs.

Our financial strategy will continue to champion investments that balance profitability with purpose, creating not only returns for shareholders but also a positive and lasting impact on people and the planet.

Manish Dedhia
Joint Managing Director



**TO CHALLENGE OURSELVES
CONTINUOUSLY TO INNOVATE
AND CREATE VALUES FOR
PEOPLE ASSOCIATED WITH US
BEYOND THEIR EXPECTATIONS
AND BECOME ONE OF THE
FINEST GLOBAL COMPANY.**



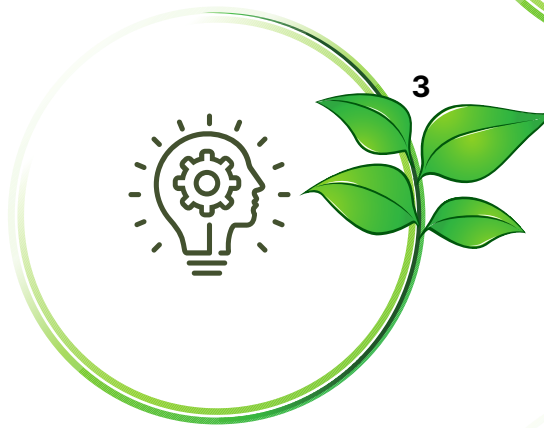
Core Values



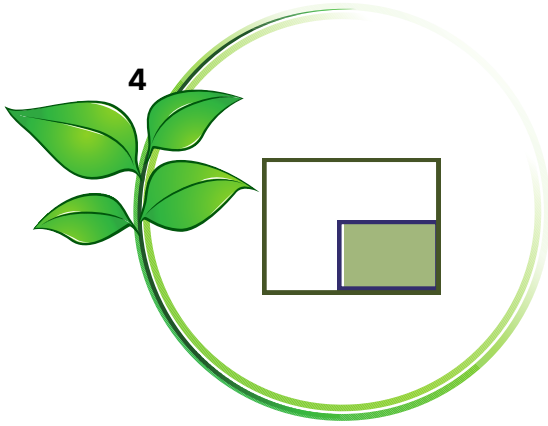
Quality
Consciousness



Customer Delight



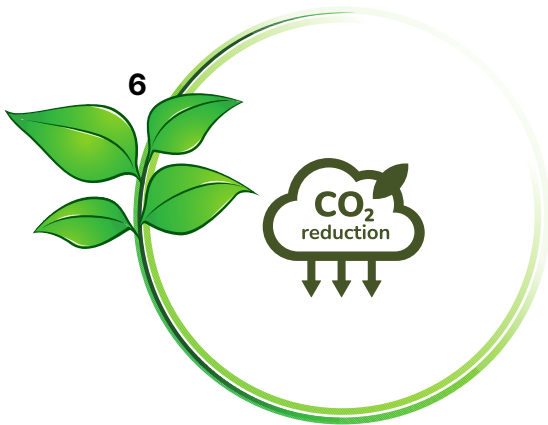
Innovations



Cost Cutting But
No Corner Cutting



Value Engineering



Environment Friendly



Employees Welfare

Key facts



35+

Years of Experience



30+

Fortune (India) Clients



500+

SKU's



1000+

Employment
Generations

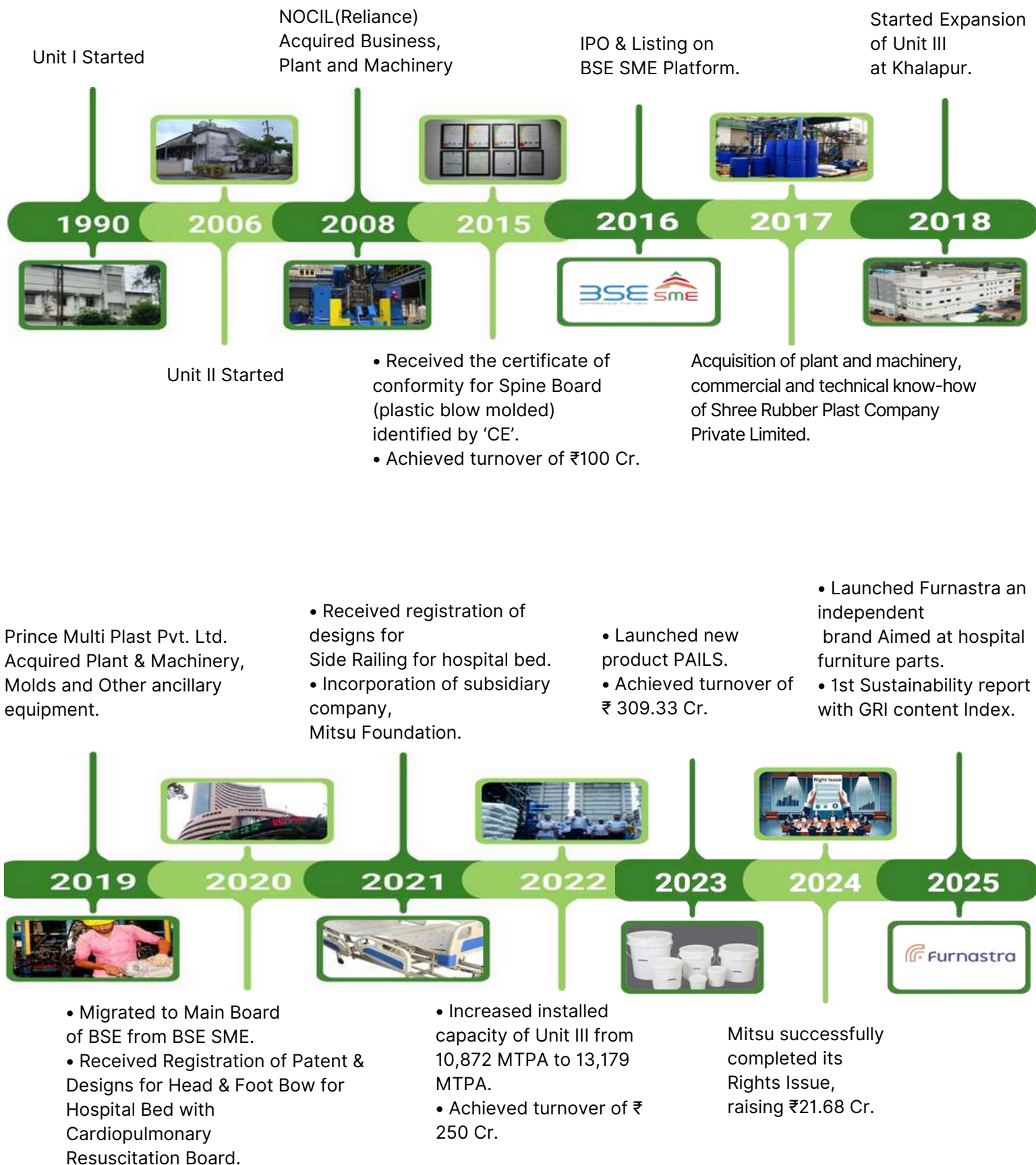


500+

Clients



History

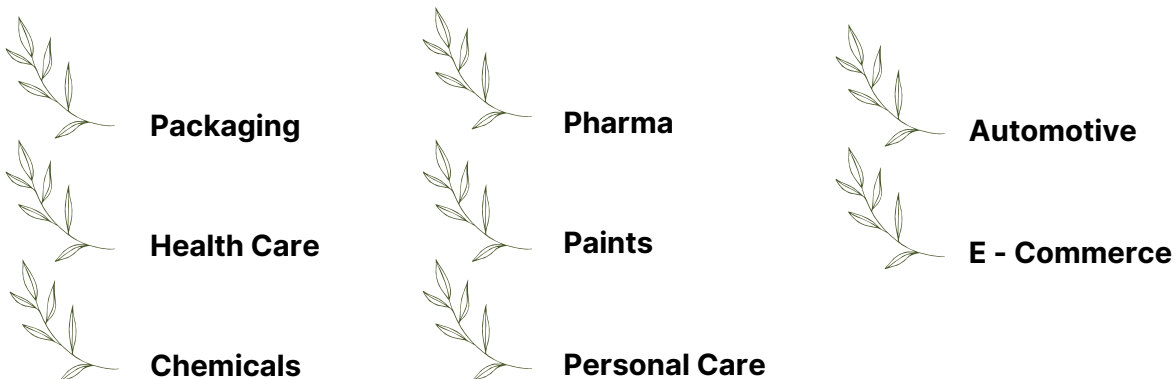


We mold innovation, we shape discovery, and most significantly, we bring forth continuous transformation. We are Mitsu Chem Plast Limited, a leading manufacturer of world-class plastic blow-molded and injection-molded products.

At Mitsu Chem Plast, we cater to a broad spectrum of industries through a diverse and innovative product portfolio rooted in quality. Whether it's industrial containers, hospital furniture parts, or automotive components, every product is designed to meet the highest standards. This unwavering commitment reflects our strategic growth, technological advancements, and focus on delivering customer satisfaction and market leadership.

Mitsu Chem started its journey with a small manufacturing unit in Tarapur in 1990. Moving forward in our endeavor to grow, in early 2006, we added another manufacturing unit in Tarapur that catered to niche products. A state-of-the-art manufacturing unit was then established in Khalapur in the year 2018. Since its inception, we have grown extensively in size and ideology, which has allowed us to deliver clients with superior-quality solutions. We have evolved drastically in manufacturing capacity and manufacturing space as well. It's been 35 years since the day we began. A lot has changed since then; we have evolved in every possible aspect and dimension, but a few things remain unchanged: our distinctive core philosophies, distinguished motives, and most significantly, our driving force and core goal—customer success.

Customers Served



Molded Industrial Packaging

We provide a wide range of industrial packaging solutions tailored to the needs of the chemical, pharmaceutical, and food processing industries. Our robust containers, drums, pallets, and totes are known for their strength and leak-proof design. A recent addition to our portfolio is the Pail Container, widely recognized for its reliable sealing and versatile features, making it an excellent choice for storing and transporting liquids, powders, and solids.



Infrastructural Furniture

Designed for commercial and institutional settings, the Company's infrastructural furniture portfolio offers functional solutions ideal for schools and public spaces. The collection features durable chairs, tables, and storage units, all known for their robust construction and modern design.



Other Components

We specialize in injection molding with capacities ranging from 60 to 450 tonnes, producing a variety of in-house components such as caps, closures, lugs, handles, and rings. The Company also manufactures bungs and plastic rings for the medical sector, along with accessories for industrial containers. Serving diverse industries, including infrastructure, Mitsu Chem Plast produces polymer-based products such as plastic components for chairs used in schools, buses, and sports stadiums, as well as medical devices like pregnancy kits, malaria kits, HIV kits, and inhalers. With a strong focus on regulated markets, the Company remains committed to innovation and the development of environmentally sustainable products.



Furnastra (Hospital Furniture Parts)



Mitsu Chem Plast Ltd exemplifies this ethos, particularly in the healthcare furniture segment. Amidst rising demand for high-quality healthcare furniture and professional services, the company distinguishes itself through tailored delivery solutions and dependable post-sales support.

Its products have earned strong recognition across the Indian healthcare sector, with their superior quality making them well-positioned for export opportunities. Notably, Mitsu's ABS panels have achieved market leadership, commanding over 60% share in the domestic market.



We are committed to upholding the highest standards in quality, health, safety, and environmental practices, as guided by our Integrated Management Policy. Our dedication is reflected in the certifications we have achieved:

- ISO 9001:2015 (QMS) for quality management,
- ISO 14001:2015 (EMS) for environmental management, and
- ISO 45001:2018 (OHSMS) for occupational health and safety management—covering the design, manufacture, and supply of plastic containers, automotive parts, furniture parts, and related products.
- We also hold ISO 13485:2016 (MDQMS) certification for the design, manufacture, and supply of plastic healthcare products, hospital bed furniture, emergency and rescue equipment, and accessories.

For the food packaging segment, we are certified under ISO 22000:2018 (FSMS) for the design, manufacture, and supply of plastic containers and related products used in the food industry.

In addition, our CE-marked Certificate of Conformity for the plastic blow-molded Spine Board underscores our commitment to product quality and safety, assuring customers of our compliance with international standards.

Beyond certifications, our sustainability performance is independently assessed through ECOVADIS, a global platform for business sustainability ratings.

Our Facilities

UNIT I

20,000 sq. ft.

Tarapur (Maharashtra)

UNIT II

36,000 sq. ft.

Tarapur (Maharashtra)

UNIT III

96,000 sq. ft.

Khalapur (Maharashtra)

Our Manufacturing Capabilities

28,000+ MT

Installed Capacity

1,52,000+ sq. ft.

Manufacturing Site

ALL PLANTS

Are Well-Equipped with All Testing Equipments



Mitsu Chem Plast has a dedicated depot to serve clients in South India and partners with a network of distributors to cater to clients in North India.



Environment



ISO 14001: 2015 Certification



Energy efficiency measures implemented



Rainwater harvesting structures for the collection
& usage of rainwater



Fuel switch from HSD to CNG for material transportation



4.96% recycled input material



Social



ISO 45001: 2018 Certification



Zero Fatality status maintained



179 nos of training programs on
ESG, HSE & Upskilling









100% Medical examinations of
employees



More than 28 Lakhs CSR
spent annually



Governance

-  Code of Conduct
-  CSR Policy
-  Whistle Blower Policy
-  Zero Data Breaches
-  Zero fines & penalties
-  Equal Number of Independent Directors on Board



We have conducted a structured materiality assessment to identify and prioritize Environmental, Social, and Governance (ESG) topics most relevant to its stakeholders and business operations. The process involved benchmarking against industry peers, reviewing regulatory requirements including SEBI's BRSR framework, and aligning global standards such as the GRI. Inputs were gathered through internal consultations with leadership teams and key functional heads, along with stakeholder engagement through surveys and discussions. The material topics were then mapped based on their significance to stakeholders and impact on the company's long-term value creation, resulting in a materiality matrix that guides our sustainability strategy.

Following this assessment, the company updated its policies and introduced new procedures to effectively address these material concerns. Key performance indicators (KPIs) have been established to track progress, supported by clear goals and targets aimed at driving positive impact across all identified material issues.

Step 1 (Universe of Issues)

ESG issues mapped based on business strategy, industry standards, and global mega-trends.

Step 2(Business Objectives & Risk Assessment)

Key issues were evaluated vis-à-vis their criticality and ability to help us meet defined business objectives and manage risks.

Step 3 (Stakeholder Analysis)

Stakeholder discussions and consultations were conducted through detailed questionnaires and interviews.



SCALE	ENVIRONMENTAL ISSUES	SOCIAL ISSUES	GOVERNANCE ISSUES
VERY HIGH	Carbon Emissions	Health and Safety	Compliance
HIGH	Waste Management	Employee Welfare	Business Ethics
MEDIUM	Input Materials & Water Footprint		

At Mitsu Chem Plast, the identification of key stakeholders is a fundamental component of our integrated management system. Senior management, in collaboration with the Board of Directors and various departments, has undertaken a comprehensive stakeholder identification exercise. This structured process involves the following sequential steps:

- Defining the purpose of the stakeholder analysis
- Identifying individuals and groups who may influence or be affected by our operations
- Classifying stakeholders as internal or external
- Prioritizing stakeholders based on their level of influence and impact
- Collecting insights on stakeholder expectations
- Formulating a stakeholder engagement plan

Recognizing that stakeholder identification is a dynamic process, we ensure ongoing monitoring and engagement to align with evolving stakeholder needs and organizational goals. Our stakeholder engagement plan is reviewed and updated regularly based on periodic assessments.

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.

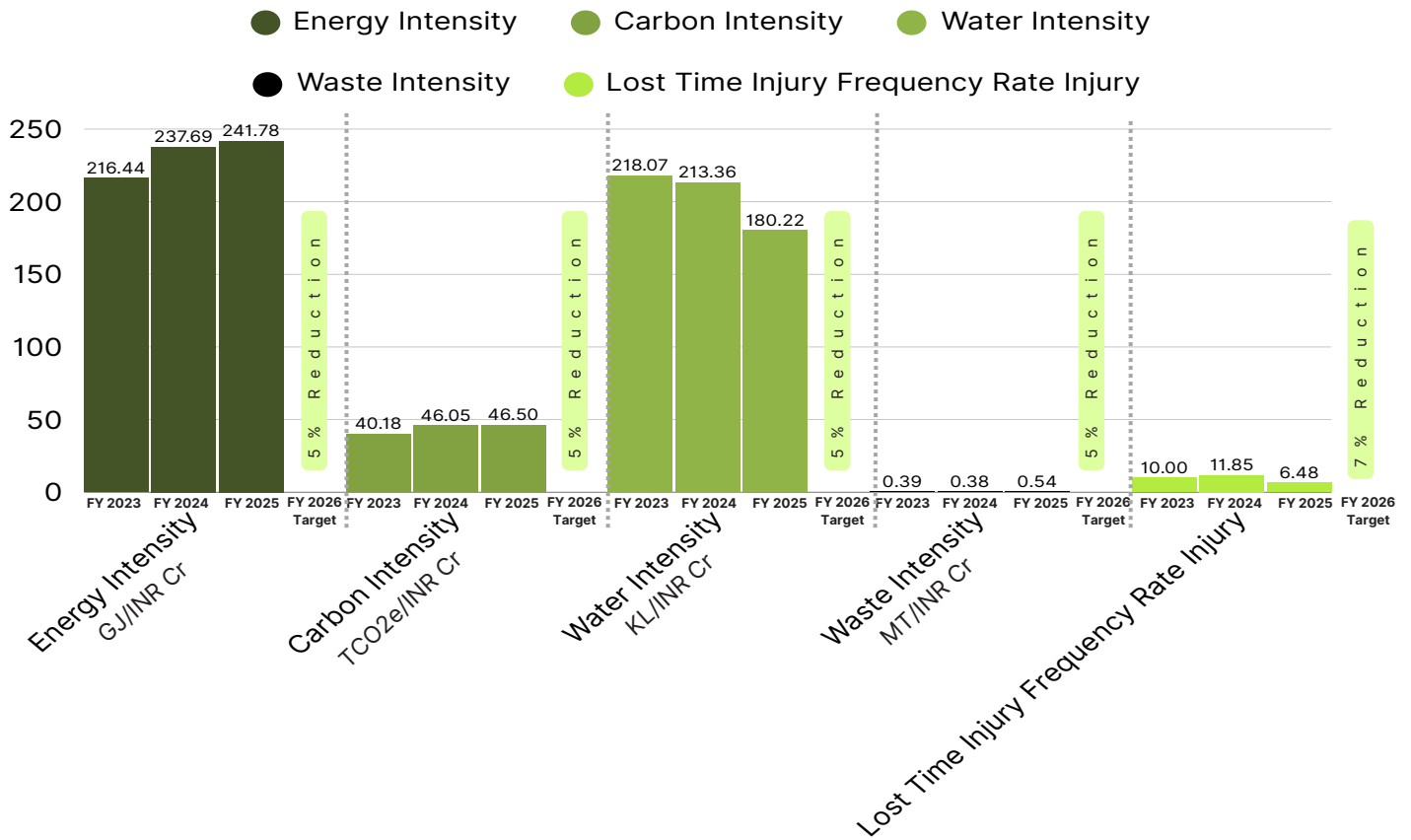
Sustainability Strategy

Sustainability forms the foundation of our growth strategy, guiding our efforts to integrate responsible practices across the entire value chain. From embedding sustainability into our supply and procurement processes to enhancing resource efficiency and cleaner production in manufacturing, we ensure responsible disposal and recycling at the end of a product's life cycle. At the same time, we are committed to driving socio-economic development in the communities we engage with, in alignment with our own growth journey.

To enhance the sustainability of our business, we have set ourselves clear goals and targets that align with material issues for the business and our stakeholders.



Sustainability Key Performance Indicators & Targets



Our environmental efforts

In our commitment to reducing carbon emissions, the Company has undertaken multiple energy conservation initiatives:

- 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.
- During the year the company purchased 4 No. of CNG fuel transport Vehicles of 8.25 MT each thereby switching from HSD fuel



Our environmental efforts

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 utilized for gardening purpose. Since we do not discharge any wastewater outside our premises, our sites are zero liquid discharge sites.



Our environmental efforts

Mitsubishi Chem Plast Ltd has implemented a robust waste classification and disposal system, prioritizing recycling and responsible waste handling through authorized third-party contractors. Solid waste is carefully segregated into recyclable and non-recyclable non-hazardous categories, with proper collection and storage in designated bins. A dedicated, well-marked temporary storage area at our production facility ensures safe handling, preventing any risk of pollution or leakage.

All three of our plants operate under "Green Consent" issued by the Maharashtra Pollution Control Board. Importantly, we do not generate hazardous waste at any of our sites. All non-hazardous waste—such as paper, plastic packaging, and metal scraps—is sent to authorized recyclers.



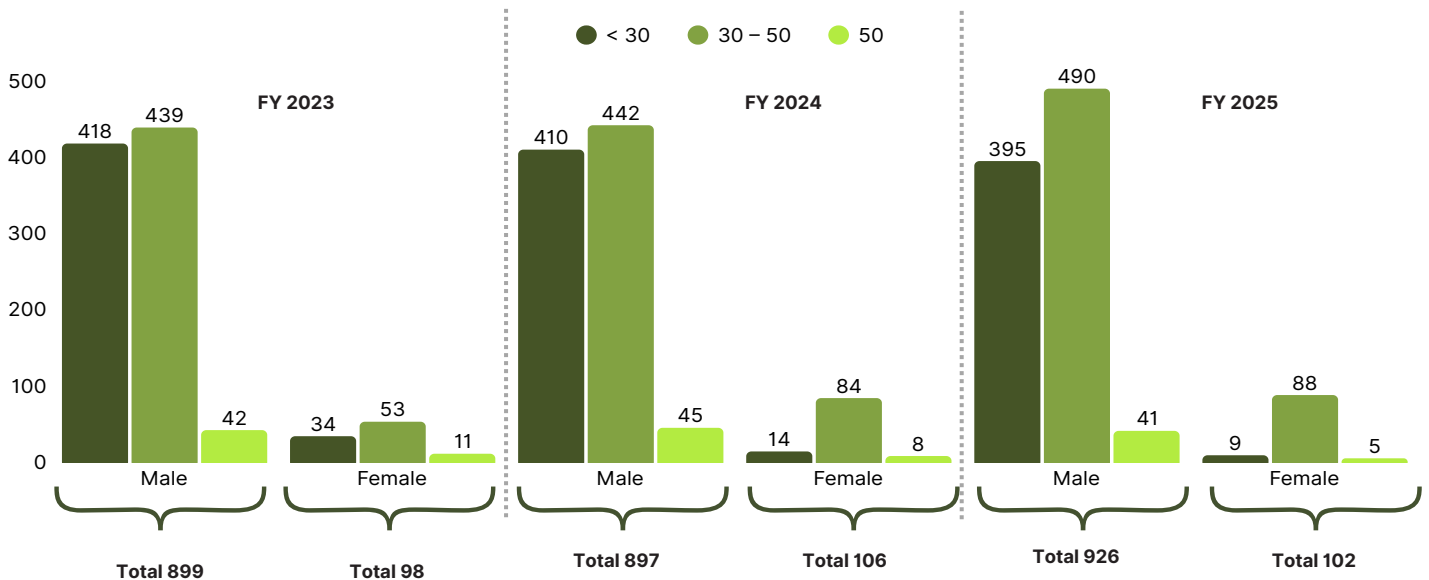
- Plastic Waste: Managed in compliance with plastic waste rules and sent exclusively to certified recyclers, with ongoing efforts to improve packaging recyclability.
- E-waste: Disposed of strictly through authorized recyclers in line with regulatory norms.
- Metal Waste: All scrap metals are forwarded to recyclers, with meticulous record-keeping in our waste registry.

Through these initiatives, we reaffirm our commitment to sustainable and compliant waste management across all operations.



Social performance FY 2025

We place great value on employees' abilities, aspirations, and experience, and to provide them with excellent career opportunities to advance within the company. Our team consists of individuals who bring diverse perspectives that enrich our knowledge base. Our dedication to fostering an inclusive and empowering workplace ensures respect and active participation for all. The process of hiring new employees and workers is an integral part of an organization's growth and success, as it allows for the acquisition of skilled and capable personnel who can help the company to meet its objectives.



Our Social efforts



Employee welfare is a cornerstone of our people-centric approach. We are dedicated to ensuring the physical, mental, and social well-being of our workforce through comprehensive welfare initiatives. These include safe and hygienic work environments, access to healthcare, skill development programs, and recreational facilities. We also support work-life balance and foster a culture of mutual respect, inclusivity, and continuous improvement, enabling our employees to thrive both professionally and personally.



Learning and Development

We foster a culture of continuous learning through structured training programs focused on professional development, compliance, and employee well-being.

Key initiatives include:

- Health, Safety & Environment (HSE) Training – Ensuring workplace safety and environmental awareness
- Sustainability Awareness Programs – Promoting responsible practices aligned with our ESG goals
- Soft Skills Development – Enhancing communication, teamwork, and interpersonal effectiveness
- Code of Conduct (CoC) Training – Reinforcing ethical behavior and compliance
- Time Management Workshops – Improving productivity and work efficiency
- Email Etiquette Sessions – Building professional communication skills
- Financial Freedom Programs for Women – Empowering female employees through financial literacy
- POSH (Prevention of Sexual Harassment) Training – Creating a respectful and safe work environment
- Gynecologist Seminars – Supporting women's health and well-being at the workplace
- Business Work Ethics Sessions – Instilling a culture of integrity and accountability
- Awareness on Anti-Corruption Policy – Promoting transparency and ethical practices
- Awareness on Child Labour Policy – Reinforcing our zero-tolerance stance on child labour
- Awareness on Discrimination & Harassment Policies – Fostering inclusivity and equal opportunity for all



Diversity, Equity, Inclusion and Belongingness

we are committed to fostering a workplace that values diversity, promotes equity, and ensures inclusion at every level. We believe that a diverse and inclusive environment drives innovation, enhances collaboration, and strengthens our organizational culture. Our policies are designed to provide equal opportunities, eliminate bias, and support the growth and development of all employees—irrespective of gender, age, background, or beliefs.

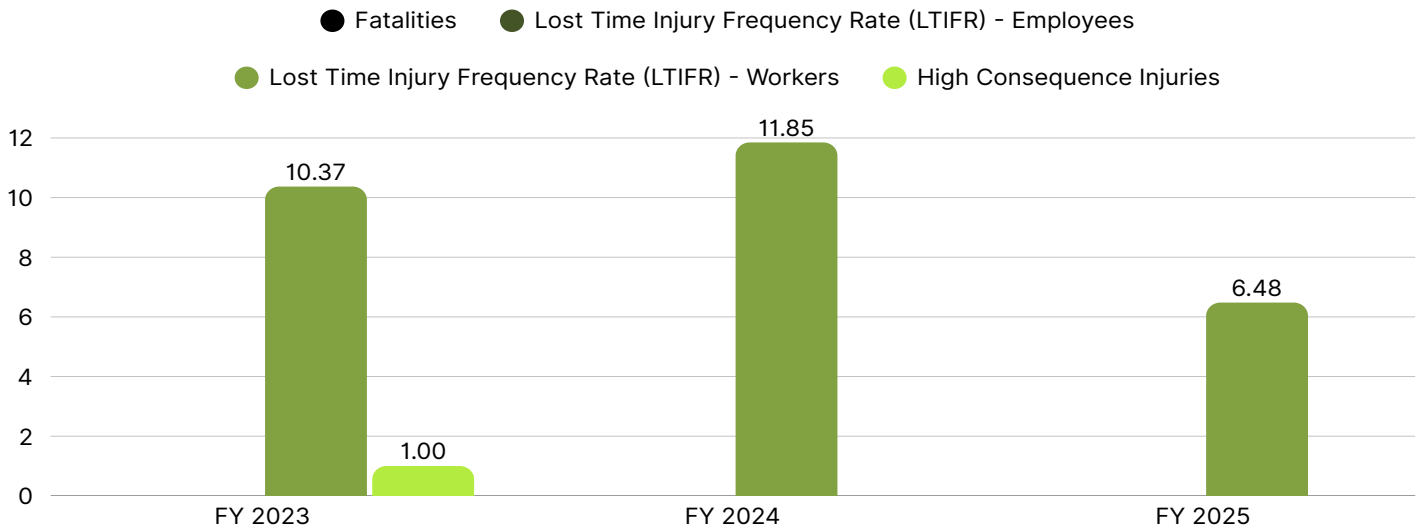


Human Rights

The company prioritizes 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 organization, 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. We conduct annual Human Rights assessment against UNGC Human Right assessment checklist.



We place great value on **employees' abilities, aspirations**, and experience, and to provide them with excellent career opportunities to advance within the company. Our team consists of individuals who bring diverse perspectives that enrich our knowledge base. Our dedication to fostering an inclusive and empowering workplace ensures respect and active participation for all. The process of hiring new employees and workers is an integral part of an **organization's growth and success**, as it allows for the acquisition of **skilled and capable personnel who can help the company** to meet its objectives.



At Mitsu Chem Plast Ltd, ensuring a safe and healthy workplace is a top priority—not only to safeguard our employees from injury and illness but also to promote their overall well-being and morale. Safety is deeply embedded in our operations, and we are committed to fostering a culture of excellence in occupational health and safety.

We have adopted the ISO 45001:2018 Occupational Health and Safety Management System, driving continuous improvements in safety performance across all our facilities.

To maintain rigorous safety standards, we implement a comprehensive suite of measures, including:

- Proactive hazard identification and risk assessments
- Regular emergency preparedness drills
- Equipment and tool inspections by certified professionals
- Strict adherence to the Work Permit System and Lock Out Tag Out (LOTO) protocols
- Engineering controls for risk mitigation
- Ongoing safety training for both new and existing employees

We utilize the Hazard Identification and Risk Assessment (HIRA) process to identify work-related hazards across all our units. This process involves a cross-functional team including operations, maintenance, and safety personnel. To ensure safe operations, we have established clear Standard Operating Procedures (SOPs), operational controls, and a work permit system. Comprehensive emergency response plans are also in place to prepare for unforeseen situations.

Drawing from incident data, we have identified critical risks and implemented targeted safety standards to mitigate them. Our Health, Safety, and Environment (HSE) committee convenes monthly to review these risks and evaluate key health and safety metrics.

All employees and workers undergo regular safety training and mandatory induction programs that cover hazard identification and reporting. In addition, we carry out periodic safety inspections and audits to ensure ongoing compliance and implement prompt corrective measures when needed.

Additionally, we consistently follow best practices in maintaining and monitoring ventilation systems to ensure a safe, healthy, and productive work environment for all our employees.

We fully comply with all relevant national and international safety regulations and continually integrate advanced technologies and best practices to enhance our safety performance.

To ensure a consistently safe working environment, we have implemented the following key initiatives:

- Work Permit System
- Internal workplace safety audits
- Routine inspection of lifting tools, tackles, and pressure vessels by authorized personnel
- Regular safety committee meetings
- Ongoing safety training programs
- Behavior-Based Safety (BBS) practices at all locations
- Emergency preparedness and response drills
- Inspections of engineering controls, lifting tools, and material handling equipment
- Lock Out Tag Out (LOTO) procedures for energy isolation
- Monitoring workplace noise and illumination levels
- Comprehensive risk assessments for all operations and new projects

Emergency Preparedness training & Mock drills



At Mitsu Chem, CSR is not just an obligation—it's a core part of our identity and purpose. We actively engage in initiatives across education, healthcare, environmental sustainability, and youth sports development. Our goal is to empower communities, create opportunities, and inspire progress. Through education, we open pathways to brighter futures; through healthcare, we extend care and hope; through environmental efforts, we protect vital resources; and by supporting young athletes, we nurture discipline and ambition. Every initiative reflects our belief in compassionate action and collective growth, as we strive to make a meaningful, lasting difference in the lives we touch.

The Company's CSR initiatives are focused on enhancing the lives and livelihoods of underprivileged, marginalized, and vulnerable communities near our operational facilities. Our CSR team regularly conducts on-site discussions to gather feedback and suggestions from the communities, which are promptly addressed to ensure their needs are met. These efforts, led by the Mitsu Foundation, encompass the following key areas:



Rural Area Development

We launched a key CSR project in Kutch, Gujarat, through Kutch Fodder Fruit & Forest Development Trust, focused on water conservation through rainwater harvesting, restoration of traditional water bodies, and sustainable irrigation. The initiative actively involves the local community and uses modern technology to drive change. ₹5,45,600 was spent during the F.Y. 2024-25 for this project.

Impact

The initiative has significantly improved water availability, boosted agricultural productivity, and enhanced the quality of life in Kutch's rural communities.



Promotion of Sports

We are proud to support Jash Modi in his pursuit of representing India in table tennis and winning a gold medal in Olympics. ₹ 4,50,000 were contributed for this purpose.

Impact

Enabled Jash Modi to represent India in table tennis inspiring young people athletes nationwide.



Medical camp & medical expenses

In partnership with Bhojay Sarvoday Trust Hospital free EEG screenings, bone-disease consultations, and ENT services. An amount of Rs. 7,00,000/- was contributed for this CSR activity.

Impact

Promotion of health and awareness among people.



Promotion of education

In partnership with Shree Dombivli Mitra Mandal, has supported the construction of a new school building strengthening educational infrastructure and empowering the community through access to quality education. Rs. 11,00,000/- contributed for construction of school building.

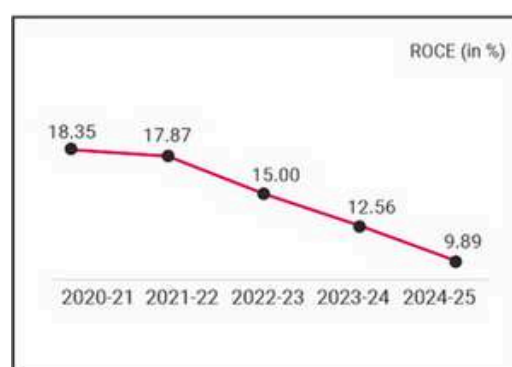
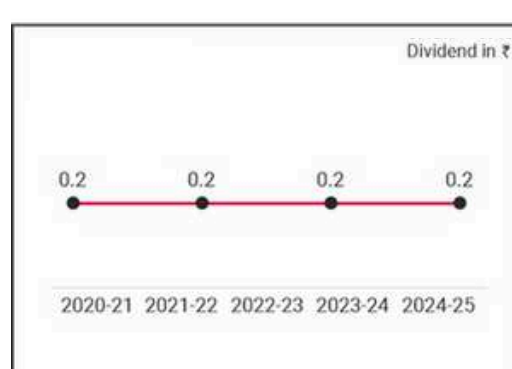
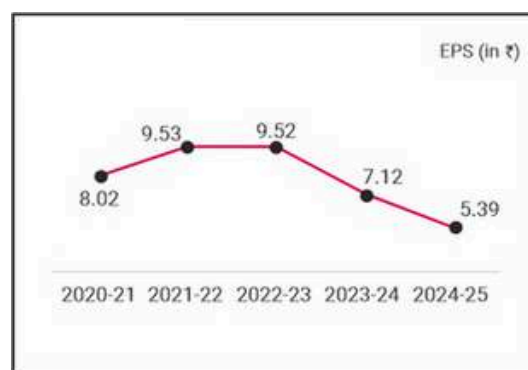
Impact

Enabling students to access quality education in a modern, well-equipped learning environment.



Economic Contribution and Value Creation

Mitsu Chem Plast Ltd is committed to generating long-term economic value for all stakeholders while contributing meaningfully to the broader economy. Through consistent growth, operational efficiency, and responsible business practices, we create sustainable value across our supply chain—from suppliers and employees to customers and communities. Our investments in innovation, capacity expansion, and process optimization not only drive profitability but also support job creation, skill development, and local enterprise growth. By aligning our business strategy with principles of resilience and sustainability, we continue to strengthen our market presence while fostering inclusive and equitable economic progress.



Board of Directors



Mr. Jagdish Dedhia
Chairman & Whole Time Director

With over 35 years of experience in the plastic industry, he has been instrumental in identifying, negotiating, and implementing new business opportunities for our company.



Mr. Dilip Gosar
Non-Executive Independent Director

As an esteemed independent director and a distinguished member of the Institute of Chartered Accountants of India, he has dedicated over three decades to his practice as a Chartered Accountant.



Mr. Sanjay Dedhia
Managing Director

With over 30 years of experience in the plastic industry, he plays a pivotal role in overseeing sales and business development at our company. His extensive knowledge and strategic approach have been crucial in driving our growth and expanding our market presence



Ms. Neha Huddar
Non-Executive Independent Director

She possesses an extensive background, with over 41 years of experience in finance, compliance, and accounts. Throughout her career, she has honed her expertise, ensuring robust financial management, regulatory adherence, and precise accounting practices..



Mr. Manish Dedhia
Managing Director & Chief Financial Officer

With over two decades of experience in the plastics industry, he directs the company's finance and business development. In addition to his role at our company, he served as President of AIPMA for the year 2023-24.



Mr. Hasmukh Dedhia
Non-Executive Independent Director

He is B.com, FCA, DISA - practising Chartered Accountant with experience of more than four decades in statutory, internal & management audits of large listed entities & of Corporate Advisory services.



Risk Management

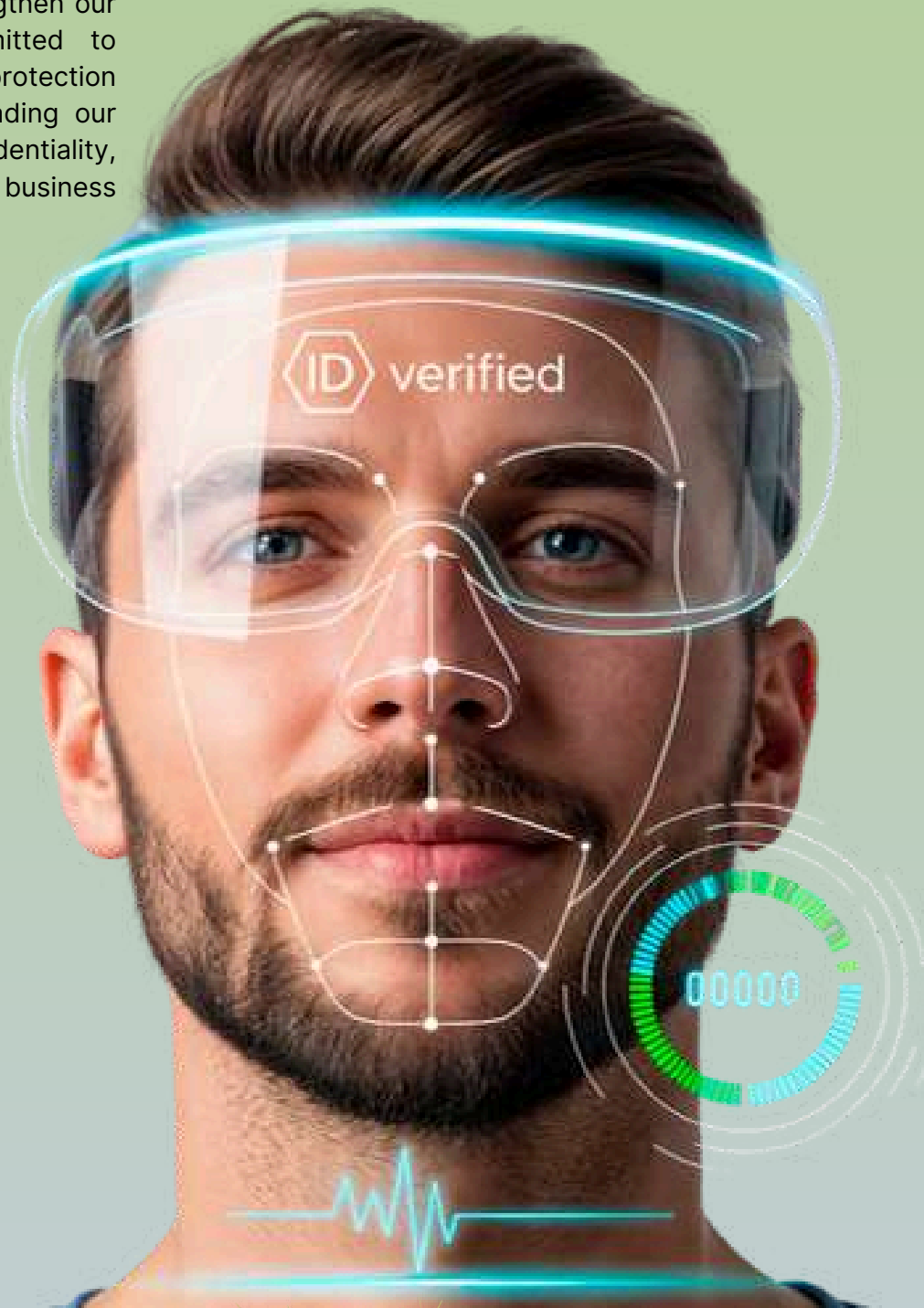
Mitsubishi Chemical is committed to safeguarding its business from potential risks that might affect its operations and revenue. As such, the Company has proactively identified several key risks and implemented mitigative measures to safeguard its business adequately. This strategic approach ensures the ongoing protection and sustainability of Mitsubishi Chemical's operations. In turn, it helps secure the Company's future in a dynamic business environment.

Our Board level Audit Committee has been delegated the responsibility for monitoring and reviewing risk management, assessment and minimisation procedures, developing, implementing and monitoring the risk management plan and identifying, reviewing and mitigating all elements of risks which the Company may be exposed to.



Data Privacy

At Mitsui Chem Plast Ltd, safeguarding digital assets and ensuring data privacy are integral to our operational integrity and stakeholder trust. We have implemented robust cybersecurity protocols, including firewalls, encryption, multi-layered access controls, and regular system audits to protect against unauthorized access, data breaches, and cyber threats. Employees are trained on information security best practices, while periodic assessments help us strengthen our IT infrastructure. We are committed to complying with applicable data protection regulations and continuously upgrading our systems to ensure the confidentiality, integrity, and availability of critical business and personal information.



Transforming Tomorrow – Innovation, Research & Development

Our strength lies in innovation and strong R&D capabilities, which distinguish us in a competitive market. This is evident in our ability to develop advanced materials for high-tech applications as well as dependable solutions for daily use. Today, Mitsu Chem Plast offers a diverse portfolio of over 500 SKUs and proudly serves more than 30 Fortune 500 companies in India. Our dedicated R&D team continues to drive the development of sustainable, differentiated, and import-substitute products, reinforcing our contribution to the Make in India initiative.



Awards & Accolades



Top 100 SME 2014



Best Supplier Award
2015 Tata Ficosa
Automotive System Ltd



Top 100 SME 2016



Best Innovator
ET Ploymers 2017



Best Innovator
ET Ploymers 2017



Top 100 SME
2019 & 2022



Excellence In
Healthcare 2020



Excellence In
Compliance 2020



Medical Device &
healthcare Equipment
(SME 2022) Best product
Design



Excellence in Plastic
Industry 2022 Fastest
Product Development



Awarded by our Client
Horiba for Providing
consistent Quality
Products



Appreciation for
Promoting Gender Equality
Godrej Interio 2023



Envirocare Green
Awards 2024
Special Citation In The
Corporates Category



(FICCI) Awards 2024
Sustainability
Leader of the Year

STD NO	Disclosure Description
GRI 2: General Disclosures 2021	
2 - 1	Organisational Details
2 - 3	Entities Included in Sustainability Reporting
2 - 4	Reporting Period, Frequency and Contact Point
2 - 5	External Assurance
2 - 6	Activities, Value Chain and Business Relationships
2 - 7	Employees
2 - 8	Workers who are not Employees
2 - 9	Governance Structure and Composition
2 - 10	Nomination and Selection of Highest Governance Body
2 - 11	Chair of the Highest Governance Body
2 - 12	Role of the Highest Governance Body in Overseeing ESG
2-13	Delegation of Responsibility for Managing Impacts
2-14	Role of Highest Governance in Sustainability Reporting

2-15	Conflicts of Interest
2-17	Collective Knowledge of Highest Governance Body
2-19	Remuneration Policies
2-20	Process to Determine Remuneration
2-21	Annual Total Compensation Ratio
2-22	Statement on Sustainable Development Strategy
2-23	Policy Commitments
2-24	Embedding Policy Commitments
2-25	Processes to Remediate Negative Impacts
2-27	Compliance With Laws and Regulations
2-28	Membership of Associations
2-29	Approach to Stakeholder Engagement
2-30	Collective Bargaining Agreements
GRI 3: Material Topics 2021	
3 - 1	Process to determine material topics
3 - 2	List of material topics
3 - 2	Management of material topics
GRI 201: Economic Performance 2016	
201-1	Direct Economic Value Generated and Distributed
201-2	Financial Implications/risks from Climate Change
201-3	Defined Benefit Plan Obligations
GRI 202: Market Presence 2016	
202-1	Ratios of Standard Entry-level Wage by Gender
GRI 204: Procurement Practices 2016	
204-1	Proportion of Spending on Local Suppliers
205-1	Operations Assessed for Risks Related to Corruption
205-2	Communication and Training on Anti-corruption
205-3	Confirmed Incidents of Corruption

GRI 206: Anti-competitive Behavior 2016	
206-1	Legal actions for anti-competitive behavior
GRI 301: Materials 2016	
301-2	Recycled input materials used
301-3	Reclaimed products and packaging
GRI 302: Energy 2016	
302-1	Energy Consumption within the Organisation
302-2	Energy Consumption Outside the Organisation
302-3	Energy Intensity
302-4	Reduction of Energy Consumption
302-5	Reductions in Energy Requirements
GRI 303: Water and Effluents 2018	
303-2	Management of Water Discharge-related Impacts
303-3	Water Withdrawal
303-4	Water Discharge
303-5	Water Consumption
GRI 304: Biodiversity 2016	
304-1	Operational Sites in/adjacent to Protected Areas
304-2	Significant Impacts of Activities in Protected Areas
304-3	Habitats Protected or Restored
GRI 305: Emissions 2016	
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction in GHG emissions
GRI 306: Waste 2020	
306-1	Waste Generation and Significant Waste-related Impacts
306-2	Management of Significant Waste-related Impacts

306-3	Waste Generated
306-4	Waste Diverted from Disposal
306-5	Waste Directed to Disposal
GRI 308: Supplier Environmental Assessment 2016	
308-1	New Suppliers Screened Using Environmental Criteria
308-2	Negative Environmental Impacts in Supply Chain
GRI 401: Employment 2016	
401-1	New Employee Hires and Turnover
401-2	Benefits Provided to Full-time Employees
401-3	Parental Leave
GRI 403: Occupational Health and Safety 2018	
403-1 to 403-10	Safety Governance, Risk Assessment, Injury Data
GRI 404: Training and Education 2016	
404-1	Average Hours of Training per Year
404-2	Programmes for Upgrading Employee Skills
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews
GRI 405: Diversity and Equal Opportunity 2016	
405-1	Diversity of Governance Bodies and Employees
405-2	Ratio of Basic Salary and Remuneration of Women to Men
GRI 406: Non-discrimination 2016	
406-1	Incidents of Discrimination
GRI 408: Child Labor 2016	
408-1	Operations with Risk for Child Labour
GRI 409: Forced or Compulsory Labor 2016	
409-1	Operations with Risk for Forced Labour
GRI 410: Security Practices 2016	
410-1	Security Personnel Training on Human Rights
GRI 412: Human Rights Assessment 2016	

412-1	Operations Reviewed for Human Rights
GRI 413: Local Communities 2016	
413-1	Operations with Local Community Engagement
GRI 414: Supplier Social Assessment 2016	
414-1	New Suppliers Screened Using Social Criteria
GRI 415: Public Policy 2016	
415-1	Political Contributions
GRI 416: Customer Health and Safety 2016	
416-1	Assessment of the Health & Safety Impacts of Products
416-2	Incidents of Non-compliance Concerning Health & Safety Impacts of Products
GRI 417: Marketing and Labeling 2016	
417-1	Requirements for Product and Service Information and Labeling
GRI 418: Customer Privacy 2016	
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

Contact

Manish Dedhia
Joint Managing Director

Mitsu Chem Plast Ltd

Email: manish@mitsuchem.com

Phone: +91 22 25920055

