

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S No.	Particulars	Disclosure
1	Corporate Identity Number (CIN) of the Listed Entity	L24119PN1951PLC008409
2	Name of the Listed Entity	Sudarshan Chemical Industries Limited ("Sudarshan/the Company")
3	Year of incorporation	19 th February, 1951
4	Registered office address	7 th Floor, Eleven West Panchshil, Survey No. 25, Near PAN Card Club Road, Baner, Pune – 411 069, Maharashtra, India
5	Corporate address	7 th Floor, Eleven West Panchshil, Survey No. 25, Near PAN Card Club Road, Baner, Pune – 411 069, Maharashtra, India
6	E-mail	shares@sudarshan.com
7	Telephone	+91 20 682 81 200
8	Website	www.sudarshan.com
9	Financial year for which reporting is being done	1 st April 2024 - 31 st March, 2025
10	Name of the Stock Exchange(s) where shares are listed	- National Stock Exchange of India Limited (Equity) - BSE Limited (Equity and Debt)
11	Paid-up Capital	₹15,71,45,770
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mandar Meenanath Velankar Contact: 020-68281200 Email: mmvelankar@sudarshan.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-Basis Reporting
14	Name of assessment or assurance provider	TUV India Private Limited (CIN - U74140MH1989PTC052930)
15	Type of assessment or assurance obtained	Limited Assurance (ISAE 3000)

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and Chemical Products, Pharmaceuticals, Medicinal Chemical and Botanical Products	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of dyes and pigments from any source in basic form or as concentrate	20114	98%
2.	Manufacture of prepared pigments and other coloring matter of a kind used in the manufacture of paints or by artists or other painters	20224	2%

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

Location	Number of plants	Number of offices	Total
National	3*	5	8
International	0	0	0

*Note – Two (2) manufacturing plants at Roha and Mahad, District, Raigad Maharashtra, India and One (1) R&D center at Ambadwet; Five (5) offices at Pune (Head Office), Delhi, Mumbai, Kolkata and Chennai

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

Locations	Number
National (No. of States)	28 States, 8 Union Territories
International (No. of Countries)	120+ countries

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

- During FY2024-25, the contribution of exports is 51% of the total turnover of Sudarshan

c. A brief on types of customers

- Prioritizing customer is a core value and foundation for Sudarshan. Sudarshan is a global leader in color solutions, offering a wide array of products including organic and inorganic pigments, effect pigments, performance colorants, pearlescent pigments, and specialty chemicals. The company primarily caters to industries such as paints and coatings, plastics, printing, cosmetics, and other specialized applications, providing high-quality color solutions essential for manufacturing finished goods

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		EMPLOYEES				
1.	Permanent (D)	1,148	867	75.52%	281	24.47%
2.	Other than Permanent (E)	113	99	87.61%	14	12.39%
3.	Total employees (D+E)	1,261	966	76.60%	295	23.39%
		WORKERS				
4.	Permanent (F)	202	202	100%	0	NA
5.	Other than Permanent (G)	2,545	2,397	94.18%	148	5.81%
6.	Total workers (F+G)	2,747	2,599	94.61%	148	5.38%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	5	3	60%	2	40%
2.	Other than Permanent (E)	2	2	100%	0	Nil
3.	Total differently abled employees (D+E)	7	5	71.43%	2	28.57%
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	1	1	100%	0	NA
5.	Other than permanent (G)	0	0	NA	0	NA
6.	Total differently abled workers (F+G)	1	1	100%	0	NA

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	8	4	50%
Key Management Personnel**	4	0	Nil

Note:

* As of 31st March, 2025, the Company's Board consists of eight members. During the year under review:

- (a) Mr. Dara N. Damania (DIN: 00403834), Mr. S. Padmanabhan (DIN: 00001207), Mr. Sanjay K. Asher (DIN: 00008221) and Mrs. Rati F. Forbes (DIN: 00137326) ceased to be Directors effective close of business hours on 2nd August, 2024 due to completion of their second term of five years as Independent Directors.
- (b) Mrs. Sudha N. Navandar (DIN: 02804964), Mrs. Anu A. Wakhlu (DIN: 00122052) and Ms. Bhumika Batra (DIN: 03502004) were appointed as Independent Directors for a term of five years effective 2nd August, 2024.
- (c) Mr. Anuj N. Rathi ceased to be a Director due to resignation effective close of business hours on 14th February, 2025.

**Key Management Personnel include Mr. Rajesh B. Rathi, Managing Director (DIN: 00018628), Mr. Ashish Vij, Wholtime Director (DIN: 08140194), Mr. Nilkanth Natu, Chief Financial Officer and Mr. Mandar Velankar, General Counsel and Company Secretary

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.22%	3.67%	13.89%	12.9%	2.7%	15.6%	12.57%	2.72%	15.30%
Permanent Workers	2.00%	0	2.00%	4.2%	0	4.2%	8.07%	NA	8.07%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)*	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (direct plus indirect)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Sudarshan North America, Inc.	Step-down subsidiary	100%	No
2.	Sudarshan Europe B.V.	Wholly owned subsidiary	100%	No
3.	Sudarshan (Shanghai) Trading Co. Limited	Step-down subsidiary	100%	No
4.	Sudarshan Mexico S. de R.L. de C.V.	Step-down subsidiary	100%	No
5.	Sudarshan CSR Foundation	Wholly owned subsidiary	100%	No
6.	RIECO Industries Limited	Wholly owned subsidiary	100%	No
7.	Sudarshan Japan Limited	Step-down subsidiary	100%	No
8.	Sudarshan Brasil Ltda.	Step-down subsidiary	100%	No
9.	Sudarshan Middle East General Trading LLC	Step-down subsidiary	100%	No
10.	Heubach Holding Switzerland AG (now Sudarshan Switzerland HLD1 AG)	Step-down subsidiary	100%	No
11.	Heubach EBITO Chemiebeteteiligungen AG (now Sudarshan Switzerland HLD2 AG)	Step-down subsidiary	100%	No
12.	Sudarshan Europe Management GmbH	Step-down subsidiary	100%	No
13.	Heubach Colorants Middle East FZE (under liquidation)	Step-down subsidiary	100%	No
14.	Heubach Colorants Argentina S.A.U.	Step-down subsidiary	100%	No
15.	Heubach Colorants Belgium SRL (now Sudarshan Belgium SLO SRL)	Step-down subsidiary	100%	No
16.	Heubach Colorants Brasil Ltda. (now Sudarshan Brasil MFG Ltda.)	Step-down subsidiary	100%	No
17.	Heubach Colorants Canada Inc. (now Sudarshan Canada SLO Inc.)	Step-down subsidiary	100%	No
18.	Heubach Colorants Switzerland AG (now Sudarshan Switzerland SLO AG)	Step-down subsidiary	100%	No
19.	Heubach Colorants Consulting Switzerland AG (now Sudarshan Switzerland Consulting AG)	Step-down subsidiary	100%	No
20.	Heubach Colorants Chile Industria Química Limitada (now Sudarshan Chile Industria Química Limitada)	Step-down subsidiary	100%	No
21.	Heubach Colorants Pigment Preparations (Tianjin) Ltd.	Step-down subsidiary	100%	No
22.	Heubach Colorants (Shanghai) Ltd.	Step-down subsidiary	100%	No
23.	Heubach Colorants Colombia S.A.S.	Step-down subsidiary	100%	No
24.	Heubach Colorants Ibérica, S.L.U.	Step-down subsidiary	100%	No
25.	Heubach Colorants France SAS (now Sudarshan France SLO SAS)	Step-down subsidiary	100%	No
26.	Heubach Colorants UK Ltd. (now Sudarshan UK SLO Ltd.)	Step-down subsidiary	100%	No
27.	P.T. Heubach Colorants Coatings Indonesia	Step-down subsidiary	100%	No

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)*	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (direct plus indirect)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
28.	P.T. Heubach Colorants Indonesia	Step-down subsidiary	100%	No
29.	Heubach Colorants India Limited	Step-down subsidiary	100%	No
30.	Heubach Colorants Italy S.r.l. (now Sudarshan Italy SLO S.r.l.)	Step-down subsidiary	100%	No
31.	Heubach Colorants Japan K.K. (now Sudarshan Japan MFG K.K.)	Step-down subsidiary	100%	No
32.	Heubach Colorants Korea Ltd.	Step-down subsidiary	100%	No
33.	Heubach Colorants Malaysia Sdn. Bhd. (now Sudarshan Malaysia SLO Sdn. Bhd.)	Step-down subsidiary	100%	No
34.	Heubach Colorants Peru S.A.C. (under liquidation)	Step-down subsidiary	100%	No
35.	Heubach Colorants Scandinavia AB (under liquidation)	Step-down subsidiary	100%	No
36.	Heubach Colorants Singapore Pte. Ltd. (now Sudarshan Singapore SLO Pte. Ltd.)	Step-down subsidiary	100%	No
37.	Heubach Colorants Ltd. (now Sudarshan MFG (Thailand) Ltd.)	Step-down subsidiary	100%	No
38.	Heubach Colorants Turkey Boya Sanayi ve Ticaret A.S. (now Sudarshan Turkey SLO Boya Sanayi ve Ticaret A.Ş.)	Step-down subsidiary	100%	No
39.	Heubach Colorants Taiwan Co., Ltd.	Step-down subsidiary	100%	No
40.	Heubach Colorants Southern Africa (Pty) Ltd (now Sudarshan Southern Africa MFG (Pty) Ltd.)	Step-down subsidiary	100%	No
41.	Heubach Colorants México, S.A. de C.V.	Step-down subsidiary	100%	No
42.	Heubach Colorants México Productos Químicos, S.A. de C.V.	Step-down subsidiary	100%	No
43.	Heubach Holding S.à r.l (now Sudarshan Lux Holding S.à r.l.)	Step-down subsidiary	100%	No
44.	Heubach Colorants USA LLC (now Sudarshan USA SLO LLC)	Step-down subsidiary	100%	No
45.	Heubach Holding USA LLC (now Sudarshan USA HLD1 LLC)	Step-down subsidiary	100%	No
46.	Heubach Colour Private Limited	Step-down subsidiary	100%	No
47.	Heubach Japan K.K. (now Sudarshan Osaka SLO K.K.)	Step-down subsidiary	100%	No
48.	Heubach Pigments Private Limited	Step-down subsidiary	100%	No
49.	Heubach Research Centre s.r.o	Step-down subsidiary	100%	No
50.	Sudarshan Germany Horizons GmbH	Step-down subsidiary	100%	No
51.	Heubach Ltd. (now Sudarshan Fairless Hills MFG Ltd., LP)	Step-down subsidiary	100%	No
52.	Inventories Frankfurt GmbH	Step-down subsidiary	100%	No
53.	VP4 Frankfurt GmbH	Step-down subsidiary	100%	No
54.	Inventories Langelsheim GmbH	Step-down subsidiary	100%	No
55.	Sudarshan Langelsheim PLT GmbH	Step-down subsidiary	100%	No

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)*	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (direct plus indirect)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
56.	Sudarshan Langelshiem RE GmbH	Step-down subsidiary	100%	No
57.	Heubach Foundation	Step-down subsidiary	100%	No
58.	Heubach Europa EWIV	Step-down subsidiary	100%	No
59.	Hangzhou Baihe Heubach Pigments Co. Ltd.	Joint Venture	100%	No
60.	Heubach Toyo Colour Private Limited	Joint Venture	100%	No

Note:

* During the year under review, the Company entered into the agreement for sale of its entire investment held by the Company (in the form of Equity Shares) in Sudarshan Japan Limited, Wholly Owned Subsidiary of the Company to Sudarshan Europe B.V., another Wholly Owned Subsidiary of the Company on 25th March, 2025. As a result of this transaction, Sudarshan Japan Limited has ceased to be a Wholly Owned Subsidiary and has become a Step - Down Subsidiary of the Company.

*On 3rd March, 2025, Sudarshan Europe B.V., Wholly Owned Subsidiary of the Company, completed the acquisition of the Global Pigment Business Operations of Heubach Group. Subsequent to the said acquisition, the entities acquired by Sudarshan Europe B.V. and which are forming part of the Sudarshan Chemical Group are mentioned in the table above.

VI. CSR Details

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

(ii) Turnover (in ₹ lakh): ₹2,53,394.50

(iii) Net worth (in ₹ lakh): ₹ 2,25,892.70

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Sudarshan has kept complaint register on the main entry gate across the sites for all communities to facilitate anonymous feedback. Additionally, local residents are encouraged to submit their grievances electronically via the designated email address given below: grievance.redressal@sudarshan.com	0	0	NA	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes. Investors can register their grievances at the below email ID - grievance.redressal@sudarshan.com	0	0	NA	0	0	NA
Shareholders	Yes https://www.sudarshan.com/investorcommunicationpolicy.pdf Shareholders can register their grievances at the below email ID – grievance.redressal@sudarshan.com	4	1	Complaint remaining unresolved as on 31 st March 2025 was treated as resolved after the conclusion of the Financial Year based on the Company's response.	3	1	Complaint remaining unresolved as on 31 st March 2024 was treated as resolved after the conclusion of the Financial Year based on the Company's response.
Employees	Yes, (HR Ninja): https://www.sudarshan.com/connectingpeople/	293	38	Employees closure rate: 87%	262	15	Employees closure rate: 94%
Workers	Yes Workers: https://www.sudarshan.com/connectingpeople/ Additionally, both employees and workers can register their grievances at the below email ID grievance.redressal@sudarshan.com	176	11	Workers closure rate: 94%	447	96	Workers' closure rate: 78.5%
Customers	Yes, https://www.sudarshan.com/contact-us/ Customers can register their grievances at the below email ID – grievance.redressal@sudarshan.com	183	34	Customers closure rate: 81.4%	236	4	Customers closure rate: 98.3%
Value Chain Partners	Sudarshan assigns dedicated buyers to supplier categories, ensuring consistent and ongoing communication with suppliers.	0	0	No complaints were received from the suppliers.	0	0	No complaints were received from the suppliers.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change and Energy Source Diversification	Risk	The IPCC's Sixth Assessment Report highlights accelerating global warming and intensifying extreme weather, signaling significant physical and transitional climate risks. These developments threaten operational stability and market dynamics, making climate change a critical risk.	Sudarshan is actively reducing its carbon footprint through energy efficiency measures and diversification of energy sources. Additionally, Sudarshan enhances physical infrastructure and expands energy mix to mitigate acute climate impacts and strengthens resilience.	Negative, due to higher capex on mitigation measures.
2.	Human Capital Management	Opportunity	India's transition to a knowledge-based economy, supported by a strong demographic dividend and a skilled workforce, presents a strategic opportunity. This talent pool would enable us to scale operations, drive innovation, and support long-term growth.	Sudarshan ensures equal opportunities for all employees, regardless of gender, race, or religion. Our policies and procedures, supported by continuous online training, reflect our dedication to employee protection and wellbeing. These training initiatives form a core part of our Human Resource strategy.	Positive due to higher productivity
3.	Labor Relationship	Risk	Operating within a complex global value chain in chemical manufacturing exposes us to potential human rights compliance risks. Failure to meet international human rights standards could adversely impact on our operations, damage our reputation, and strain business relationships.	Sudarshan has implemented a comprehensive Human Rights Policy and ensures all employees are trained on its principles. It also actively engages with its value chain partners to promote and manage human rights practices.	Negative due to expenditure on training and due diligence.
4.	Occupational Health & Safety	Risk	Given the inherent nature of our operations, occupational safety presents a significant risk. Any lapse in safety protocols can lead to serious incidents, affecting workforce wellbeing, operational continuity, and regulatory compliance.	Sudarshan has implemented a comprehensive safety strategy that includes behavior-based safety practices, process automation, and asset integrity measures. Also, all the sites are certified to Occupational Health & Safety Management System (ISO 45001:2018).	Negative, due to expenditure on automation, training, and asset management.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Water Management	Risk	Climate change-induced water scarcity and disruptions pose an increasing risk to operations. Additionally, inefficient water use, and pollution can lead to regulatory non-compliance, reputational harm, and potential operational downtime.	Sudarshan sources its daily water needs from the Maharashtra Industrial Development Corporation (MIDC) and have implemented multiple conservation initiatives. These include controlling filtration parameters, achieving maximum water conservation, and recovering condensate to enhance water efficiency. Sudarshan also adheres to World Business Council for Sustainable Development's (WBCSD) WASH Pledge Self-Assessment Tool to evaluate its Safe Water, Sanitation and Hygiene (WASH) facilities and identify gaps in comparison to leading international practices.	Negative, since water scarcity or contamination can disrupt production processes, impacting supply chains and revenue.
6.	Product Innovation	Opportunity	Innovative and sustainable product development presents a strategic opportunity to expand market reach, enhance profitability, and strengthen competitive positioning. Eco-friendly innovations also align with global sustainability trends, attracting environmentally conscious consumers and opening new market segments.	In response to the opportunity for sustainable innovation, Sudarshan implements advanced solutions to reduce environmental impact. These include minimizing HCB content in products, adopting Diethyl Sulfate (DES) for ethylation, and exploring alternative raw materials to improve solvent and catalyst recovery.	Positive, as successful product innovation can drive revenue growth and profitability
7.	Waste Management	Risk	Evolving regulations and growing stakeholder scrutiny around waste management practices pose a significant risk. Non-compliance or inadequate waste handling can lead to legal penalties, reputational damage, and operational disruptions.	Sudarshan has established robust and efficient processes that include the use of recyclable packaging, solvent recovery and reuse, recycling initiatives, and production optimization. Sudarshan also complies with Pollution Control Board guidelines to ensure proper waste disposal. Sudarshan also aims to adopt 4R approach - reducing, reusing, recycling, and recovering materials.	Negative due to expenditure incurred on waste reduction measures and safe handling.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Product Stewardship	Opportunity	Advancements in technology and science now enable more accurate assessment and management of environmental and social impacts across product life cycles. This creates an opportunity to enhance sustainability performance, meet regulatory expectations, and strengthen stakeholder trust.	Sudarshan has implemented measures to reduce persistent organic pollutants (POPs) and ensure low VOC content in our products. Sudarshan complies with stringent international standards, including EU REACH, USFDA, Turkey REACH, UK REACH, the US Toxic Substances Control Act, and TPCH.	Positive, due to enhanced stakeholder trust.
9.	Supplier Sustainability	Risk	The complexity and diversity of global supply chains introduce risks related to cost volatility, quality inconsistencies, and potential disruptions, which can impact operational efficiency and product reliability.	Sudarshan implements Supplier-51 program to engage with its suppliers on both financial and non-financial parameters, ensuring greater transparency, risk mitigation, and supply chain resilience. Also, Sudarshan's Responsible Sourcing Policy ensures compliance with labour laws, including zero tolerance for child and forced labour. Sudarshan also prioritizes suppliers being compliant with environmental and social standards through 100% screening for new suppliers on ESG criteria, evaluating factors like environmental clearances, labour standards and human rights protection. The preferred suppliers maintain certifications like ISO 14001, ISO 45001, or equivalent standards, ensuring alignment with Sudarshan's sustainability objectives.	Negative, due to expenditure on supplier due diligence.
10.	Product Quality & Excellence	Opportunity	Delivering superior product quality presents a strong opportunity to enhance market share, brand reputation, and customer loyalty. High standards in quality can secure long-term contracts, differentiate offerings, and drive sustained revenue growth.	Sudarshan focuses on customer health and safety by offering environmentally sustainable, high-performance products developed through advanced R&D. Our open-door approach, inviting customers to visit our plants and labs, reinforces transparency and trust in our quality standards.	Positive due to higher profit margins, increased sales, reduced operational costs, and improved overall financial performance, positioning the company as an industry leader

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11.	Air Pollution	Risk	Stringent emissions regulations pose financial and reputational risks, including potential fines and compliance costs. Environmental harm can damage brand image, while poor air quality may impact employee health, leading to increased healthcare expenses and reduced productivity.	Sudarshan complies with rigorous air quality standards by using low-sulfur coal and equipping all exhaust stacks with Electro-Static Precipitators (ESP) and Scrubbers. These measures ensure our emissions remain well below regulatory limits.	Negative due to increased operational costs
12.	Corruption and Bribery	Risk	Corruption and bribery present serious risks by undermining ethical standards, damaging corporate integrity, and exposing the company to legal penalties and reputational harm, which can erode stakeholder trust and business continuity.	Sudarshan ensures effective implementation of strict zero-tolerance policy supported by our Code of Conduct (COC) and Whistle Blower Policy. These frameworks extend across all levels of operation to prevent unethical practices and ensure integrity throughout the organization.	Negative, due to potential legal fines, penalties, and reputational damage impacting customer trust and investor confidence. Corrupt practices may distort fair competition, eroding market share and profitability.
13.	Competitive Practices	Risk	Participation in anticompetitive practices such as price-fixing or monopolistic behavior can result in severe legal consequences, substantial financial penalties, and reputational damage, threatening long-term business sustainability.	In response to the risks associated with anticompetitive behavior, Sudarshan provides comprehensive training on Sudarshan's Code of Conduct to all employees. This reinforces its commitment to complying with antitrust, anti-corruption, and anti-bribery laws across all levels of the organization.	Negative, due to potential legal costs, fines, and the erosion of profits.

IPCC: Intergovernmental Panel on Climate Change

MIDC: Maharashtra Industrial Development Corporation

HCB: Hexachlorobenzene

DES: Diethyl Sulfate

POP: Persistent Organic Pollutants

VOC: Volatile Organic Content

EU REACH: European Union Registration, Evaluation, Authorisation and Restriction of Chemicals

USFDA: United States Food and Drug Administration

Turkey REACH: Turkey Registration, Evaluation, Authorisation and Restriction of Chemicals

UK REACH: United Kingdom Registration, Evaluation, Authorisation and Restriction of Chemicals

US Toxic Substance Control Act: US Registration, Evaluation, Authorisation and Restriction of Chemicals

TPCH: Transaction Processing and Database Benchmark specific to decision support (TPCH)

R&D: Research & Development

ESP: Electro-Static Precipitators

COC: Code of Conduct

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Sudarshan has updated all of its corporate policies on its website, which are Board-approved. Please refer to the link to view the updated policies: Company Policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Sudarshan has adopted several national and international standards aligning to respective NGRBC Principles: • ISO 9001:2015 - Principle 2 • Responsible Care (RC 14001) - Principle 2, 3, 6 • ISO 14001:2015 - Principle 6 • ISO 45001:2018 - Principle 3 • ISO 27001: Principle 9 • ISO 20400: Principle 3 Sudarshan is also committed to ensuring policies aligned with best practices in the industry and contribute to the safety and well-being of its stakeholders.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sudarshan has adopted the following ESG goals and targets: Environmental: • To reduce specific energy consumption by 6% year-on year till 2030 • To reduce absolute GHG emissions (Scope 1 and Scope 2) by 42.4% by FY 2030-31 from baseline 2022 • To reduce specific water withdrawal by 20% by FY 2025-26 from baseline of FY 2020-21 • To achieved zero waste to landfill by FY 2030-31								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Social: 60% overall inclusion by FY 2025-26 ➤ 30% women participation in the overall workforce ➤ Inclusion of PWD (2%) ➤ 60 % population should be < 30 years - Great place to work - gold standards list (top 100) by 2025. - Safety culture maturity score of a minimum of 80% by 2025 - Zero process safety events (Tier 1 and 2 as per API 754) by 2025 - Screening of all new vendors on ESG criteria w.e.f., FY 2024-25 - FY 2025-26: Evaluate all critical suppliers - Average 6 person-hours of ESG training annually - Compute SROI on CSR initiatives and engage with local bodies on quarterly basis 100% training of employees and security personnel on HR Policy 100% complaint redressal on Violation of Rights Manufacturing Excellence: - Life Cycle Impact Assessment (LCIA) of products with over 35% of projected FY 2024-25 revenue. - Elimination of hazardous manual operations by 2026 Governance: 30% women Directors on the Board by FY2025-26 - Annual 8 hrs. of L&D on ESG for all directors w.e.f. FY 2023-24 - Quarterly Reporting to Board on ESG parameters w.e.f. FY 2023-24 100% compliance with all applicable regulations - Half-yearly Penetration Testing of systems and networks w.e.f. FY 2023-24 - Implement Business Continuity Plan for critical business applications by FY 2024-25 2 person hours (avg.) training on cyber security w.e.f., FY 2023-24 - Zero mid & high-level data breaches on data privacy Detailed Goals & Targets adopted by the Company can be accessed in its ESG Report for FY 2024-25								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Sudarshan's performance against the ESG targets will be disclosed in its ESG Report FY 2024-25								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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)	At Sudarshan Chemical Industries Limited, sustainability forms foundational element of our business strategy. Sudarshan has institutionalized sustainability through a formal Sustainability Scheme, aligned with global ESG standards and frameworks including the Science Based Targets initiative (SBTi), the Global Reporting Initiative (GRI), Responsible Care and India's Business Responsibility and Sustainability Report (BRSR). Sudarshan is also dedicatedly aligned, committed and signatory to global ESG ratings and commitments including EcoVadis, DJSI, CDP and UNGC commitment. Environmental considerations are systematically integrated into Sudarshan's business planning processes, reinforcing a culture of transparency and accountability. Sudarshan is also focused on developing an inclusive and supportive work environment that upholds gender diversity, non-discrimination, and work-life balance and promotes multi-generational workforce. The health, safety, and well-being of employees remains a top priority, alongside delivery of high-quality products and services. Furthermore, for a diverse workplace, Sudarshan believes that board diversity enriches decision-making, strengthens governance, and drives long-term value. Sudarshan also places strong emphasis on the adoption of Environmental, Social, and Governance principles across its value chain, aligning its operations with global standards for responsible and sustainable business conduct.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajesh B. Rath, Chairman and Managing Director and the Board of Directors of the Company								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The ESG Steering Committee at Sudarshan, chaired by the Managing Director, is a cross-functional team that convenes monthly to assess progress toward established goals. It approves Sudarshan's ESG policy, reviews existing policies, provides recommendations, oversee implementation of ESG strategy, disclosing ESG performance to external stakeholders, improving external ESG ratings, and advises Board Committees on ESG metrics. Its members include the Executive Director and VP Operations, Head of People Practice and Chief Sustainability Officer, General Counsel & Company Secretary, and Head of R&D. The Steering committee is supported by ESG Working Group composed of representatives from various business functions, responsible for implementing ESG initiatives, tracking KPIs, developing progress reports, identifying ESG issues, reviewing risks and opportunities and recommending policies and tracking sustainability trends. This group reports to ESG Steering Committee and provide monthly performance updates.								

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																		
	Steering Committee									Monthly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		
	Steering Committee									Monthly								

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		No					NA			

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE
PRINCIPLE 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable
Essential Indicators
1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	PRINCIPLE 1: - Operation Plans and Strategy Discussions - Internal Audit and Compliance Process - SEBI Regulations, Secretarial Standards and other regulatory updates - Business Updates on Subsidiaries - Risk Management and Internal Control, Whistleblower Policy	100%
		PRINCIPLE 8: CSR Framework related updates	

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
Key Managerial Personnel	6	PRINCIPLE 1: • Operation Plans and Strategy Discussions • Internal Audit and Compliance Process • SEBI Regulations, Secretarial Standards and other regulatory updates • Business Updates on Subsidiaries • Risk Management and Internal Control, Whistleblower Policy PRINCIPLE 8: • CSR Framework related updates	100%
Employees other than BoD and KMP	30 (Total of 92 sessions held across Roha, Mahad and Sutarwadi; 1 topic considered as 1 session)	PRINCIPLE 3: • Health & safety related awareness program. PRINCIPLE 5: • ESG & Human Rights Policy training coverage PRINCIPLE 6: • ESG Train-the-Trainer (TTT), ESG awareness • Executive Development Programme ("EDP") batch, Manager Development Programme ("MDP") batch • ETP Operations • ETP and Environmental Awareness • Waste Management – Circularity and Recycle	88.1%
Workers	4	PRINCIPLE 3: All workers are actively engaged in a health and safety-related toolbox talk and learning session to ensure their well-being and awareness of safety protocols.	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	No penalties amount was paid in FY 2024-25	NA	NA	NA	NA
Settlement	No settlement amount was paid in FY 2024-25	NA	NA	NA	NA
Compounding fee	No compounding fees amount was paid in FY 2024-25	NA	NA	NA	NA

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	No imprisonments observed in FY 2024-25	NA	NA	NA
Punishment	No punishments observed in FY 2024-25	NA	NA	NA

Note:

*Due to delay in submission of audited financial results (standalone and consolidated) for the quarter and year ended 31st March, 2025, BSE Limited and National Stock Exchange of India Limited levied fine on the Company during FY 2025-26 and which was paid by the Company within the prescribed timeline. However, since the aforesaid fine was levied and paid during FY 2025-26, it is not mentioned in the table above.

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
NA	NA

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

Sudarshan is committed to removing corruption and bribery from its business practices, actively avoiding any participation in or support of unethical or illegal conduct. Sudarshan enforces a strict zero-tolerance policy toward corruption, reinforced by its Code of Conduct and Whistleblower Policy, which provides strong protections against fraud at all levels. By conducting thorough risk assessments, Sudarshan proactively detects and mitigates risks related to corruption, bribery, and anti-competitive behavior throughout our operations.

Link to the policies:

- 1) <https://www.sudarshan.com/corporate-code-of-conduct-policy.pdf>
- 2) <https://www.sudarshan.com/whistle-blower-vigil-mechanism-policy.pdf>

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

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

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

During FY2024-25, no such instances have occurred across Sudarshan

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	85	130.07

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	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	10%	7%
	b. Number of trading houses where purchases are made from	379	364
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	76%	75%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	39.64%	54.75%
	b. Number of dealers / distributors to whom sales are made	119	88
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	46.26%	65.07%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.28%	0.089%
	b. Sales (Sales to related parties / Total Sales)	22.67%	18.45%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	73.70%	11.71%
	d. Investments (Investments in related parties / Total Investments made)	75.17%	NA

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
6	1. Principle 5: Supplier Sustainability Trainings (2 trainings)	40%
	2. Principle 6: Identification of GHG Scope 1, Scope 2 and Scope 3 targets	
	3. Principle 9: Customer presentation about climate change	
	4. Principle 2: Life Cycle Impact Assessment	
	5. Principle 1: Governance Structure	

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, the Board members and Senior Executives comply with the 'Code of Conduct for Directors and Senior Management Personnel,' which requires them to disclose any personal or business interests that may conflict with the Company's objectives. They also submit an annual declaration affirming their commitment to act in the best interests of the Company to avoid any conflicts arising from external associations or dealings.

Link to access the Code of Conduct for Directors and Senior Management Personnel: [Click here](#)

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.
Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	79.80%	83.03%	- Reducing POPs in products - Waste reduction - Solvent Recovery - Yield Improvement
Capex	20.20 %	16.96%	- Solar installation - ETP modification

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

Yes, Sudarshan has procedures in place for sustainable sourcing. Sudarshan understands the importance of embedding strong ESG principles into its procurement and supply chain operations. Sudarshan's "Responsible Supply Chain Initiative" aims at promoting sustainable sourcing while minimizing reliance on a single source. As part of this effort, Sudarshan has integrated processes to evaluate suppliers on social and environmental criteria, and prioritize local suppliers provided they meet the quality and sustainability standards to help drive regional economic growth.

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

- In FY 2024-25, 50.86% of the inputs were sourced sustainably

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.**

S. No.	Product	Process to safely reclaim the product
a.	Plastics (including packaging)	Due to contamination in packaging materials, reclaiming and reusing them is not feasible. Additionally, recovering pigments from end-use products is technologically impractical. As a result, Sudarshan does not reclaim or reuse its products at the end-of-life stage.
b.	E-Waste	Sudarshan's products do not result in the generation of electronic waste at the end of their lifecycle.
c.	Hazardous Waste	Sudarshan's products become an integral part of the final goods produced by its customers, making it impractical to reclaim them at the end-of-life stage.

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

Yes, Sudarshan's business operations fully comply with Extended Producer Responsibility (EPR) regulations, and it is a registered importer. Sudarshan is also committed to avoiding the production of any plastic materials and instead utilize recycled plastic packaging as its primary raw material. Also, Sudarshan ensures that all plastic waste generated is responsibly sent for recycling, in line with the approvals granted by the Pollution Control Board.

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?

- Sudarshan has conducted detailed Life Cycle Assessment of select products. The details are tabulated below:

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.
20114	Quinacridone, Quinophthalone, Dioxazine Pigment, Effect Pigments and Complex Inorganic Color Pigment (CICP)	22.32%	Cradle-to-gate	Yes	No

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

The LCA study did not provide evidence of any significant environmental and social concerns. The study showed that gate-to-gate environmental footprint caused by use of steam and power which is currently generated from fossil fuels. The Company has developed a plan to diversify energy mix by use of biofuels, which will mitigate gate-to-gate environmental impact substantially.

Name of the Product/Service	Description of the Risk/Concern	Action Taken
Quinacridone	Nil	NA
Quinophthalone	Nil	NA
Dioxazine Pigment	Nil	NA
Effect Pigments	Nil	NA
Complex Inorganic Color Pigment (CICP)	Nil	NA

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Methanol	84%	82.7%

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:

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	867	867	100%	867	100%	NA	NA	867	100%	867	100%
Female	281	281	100%	281	100%	281	100%	NA	NA	281	100%
Total	1,148	1,148	100%	1,148	100%	281	24.47%	867	75.52%	1,148	100%
Other than Permanent Employees											
Male	99	99	100%	99	100%	NA	NA	0	NA	99	100%
Female	14	14	100%	14	100%	14	100%	NA	NA	14	100%
Total	113	113	100%	113	100%	14	12.38%	0	NA	113	100%

Note:

Other than permanent employees covered under ESIC excluding paternity benefits

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	Permanent Workers										
Male	202	202	100%	202	100%	NA	NA	0	NA	202	100%
Female	0	0	NA	0	NA	0	NA	NA	NA	0	NA
Total	202	202	100%	202	100%	0	NA	0	NA	202	100%
	Other than Permanent Workers										
Male	2,397	2,397	100%	2,397	100%	NA	NA	NA	NA	2,397	100%
Female	148	148	100%	148	100%	148	100%	NA	NA	148	100%
Total	2,545	2,545	100%	2,545	100%	148	5.81%	NA	NA	2,545	100%

Note:

- Under ESIC act Health insurance, accident insurance and maternity benefits are applicable to all Contract Workers (Other than Permanent workers)
- Other than PW they are covered under workmen compensation policy.

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.045%

2. Details of retirement benefits, for current FY and previous FY:

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	31%	100%	Y	33%	100%	Y

3. Accessibility of workplaces

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

Sudarshan actively promotes an inclusive workplace by valuing and supporting individuals with disabilities. In alignment with the Rights of Persons with Disabilities Act, 2016, Sudarshan has integrated accessible infrastructure including walkway ramps, wheelchair access, and specially designed washrooms throughout its premises to meet the needs of differently abled individuals. By offering such facilities, Sudarshan ensures equal opportunities for all employees to thrive and contribute to their unique abilities. Consistent with its ESG, Diversity & Inclusion, and Human Rights Policy, the company is committed to upholding the rights and ensuring inclusion of persons with disabilities and fostering a culture of dignity, respect, and inclusion for everyone.

Diversity & Inclusion Policy: <https://www.sudarshan.com/diversity-and-inclusion-policy.pdf>

Human Right Policy: <https://www.sudarshan.com/human-right-policy.pdf>

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

Yes, Sudarshan has an Equal Employment Policy in place in accordance with Rights of Persons with Disabilities Act, 2016.

Web-link to access the policy: Diversity & Inclusion Policy ; Equal Employment Policy

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	100%	100%	Nil	Nil
Female	100%	33%	Nil	Nil
Total	100%	88%	Nil	Nil

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	Yes, IR Ninja and Works Committee as per The Industrial Dispute Act, 1947 have been established. A monthly Works Committee meeting is held to facilitate open communication and direct dialogue between the worker representatives and management for collaborative resolution. On behalf of the workers, the recognized union committee members participate in the meeting. From the management of Sudarshan, the Site Head, IR (Industrial Relations) Head, and IR team are available in the meeting. During these meetings, the union committee discussed grievances, issues, or suggestions raised by the workers. The forum serves as an important platform for addressing concerns, promoting mutual understanding, and working collaboratively towards resolving workplace matters in a constructive manner.

	Yes/No (If yes, then give details of the mechanism in brief)
Other than Permanent Workers	Yes, the IR Ninja serves as a structured platform for open and empathetic dialogue between labor and management, fostering mutual problem-solving and collaborative growth. Recognizing the pivotal role of contract workmen in the company's growth, the program addresses historical gaps in inclusiveness by prioritizing their working conditions, engagement levels, well-being, and participation in productivity and multi-tasking initiatives. It supports capacity-building for manpower contractors—often local villagers—with limited awareness of labour laws, thereby improving compliance and workplace practices while aligning individual, departmental, and organizational goals.
Permanent Employees	Yes The Company has appointed internal committee to address employee grievances. Our Grievance redressal process is as below: 1) HR Ninja & Suda Interconnect: HR Ninja is an employee-connect initiative aimed at resolving HR-related queries and concerns of employees across Sudarshan. It acts as first point of contact for employees, maintaining a pulse on issues, and providing quick guidance or escalation where necessary. It maintains data on employee queries and connects trends in their respective excel trackers. Suda Interconnect are quarterly location level townhall meetings, where site leadership communicates quarterly performance along with future plans. 2) Suda Connect: Annual Company level town hall meeting with all employees. 3) Lean Daily Management meetings 4) Department level meetings
Other than Permanent Employees	Yes Monthly meetings HR Ninja. It resolves the following issues: • Leave and attendance clarifications. • Salary and payroll-related queries • Career development guidance • Insurance and medical benefits queries • Settling-in support for new joiners • Training needs identification • General support and handholding for workplace challenges The key redressal process to address the identified issues are: • Query Receipt – Employee approaches HR Ninja with a concern or query. • Recording – Ninja logs the query in their Excel tracker for record-keeping and follow-up. • Resolution at Source – Ninja addresses the query directly if within their scope. • Escalation – If the issue requires higher-level intervention, Ninja escalates to the HR/IR Sr. Ninja. • Stakeholder Discussion – Ninjas generate query sheets and discuss them with relevant stakeholders (e.g., payroll, training, managers). • Feedback to Employee – Resolved status and updates are communicated back to the employee

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	1,148	0	0%	1,036	0	0%
Male	867	0	0%	819	0	0%
Female	281	0	0%	217	0	0%
Total permanent workers	202	202	100%	212	212	100%
Male	202	202	100%	212	212	100%
Female	0	0	0%	0	0	NA

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety measures		On Skill Upgradation		Total (D)	On health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
	Employees									
Male	966	642	66.45%	713	73.80%	842	702	83.37%	695	82.54%
Female	295	224	75.93%	228	77.28%	222	197	88.73%	180	81.08%
Total	1,261	866	68.67%	941	74.62%	1,064	899	84.49%	875	82.23%
	Workers									
Male	2,599	2,599	100%	2,599	100%	2,641	2641	100%	2641	100%
Female	148	148	100%	148	100%	115	115	100%	115	100%
Total	2,747	2,747	100%	2,747	100%	2,756	2,756	100%	2,756	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	966	687	71.12%	842	717	85.15%
Female	295	152	51.53%	222	147	66.21%
Total	1,261	839	66.53%	1,064	864	81.20%
Workers						
Male	2,599	0	0%	2,641	0	0%
Female	148	0	0%	115	0	NA
Total	2,747	0	0%	2,756	0	0%

Note:

Permanent workers undergo settlement activity every three year Workers: collective bargaining for contractual employee

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, Sudarshan has an Occupational Health & Safety Management System in place, wherein 100% of its sites are ISO 45001:2018 certified

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

Sudarshan's Risk Management System is designed to identify, evaluate, and control health and safety hazards, and credible risk scenarios related to its operations. It ensures that all personnel entering its industrial sites are fit for duty and not impaired by fatigue or substances that could affect their ability to work safely. Sudarshan remains committed to reducing process safety incidents and thus, actively promote risk awareness among its workforces. It also implements technical safeguards and fosters leadership culture that emphasizes the importance of process safety. Sudarshan has also partnered with Risk Management Services and developed a structured Process Safety Management (PSM) framework. It's Risk Management System methodically identifies, evaluates, and handles health and safety hazards and plausible risk scenarios linked to its operations. Also, a task force is set up to undergo PSM element training for all employees and workers at each stage.

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

Yes, all employees and workers actively participate in identifying hazards related to their tasks through the "Hazard Identification and Risk Assessment" (HIRA) process. This approach enables the reporting of potential risks and the implementation of appropriate control measures to effectively prevent and mitigate those risks.

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

Yes, Sudarshan ensures that all employees/workers receive full medical care, addressing any medical needs that may arise, whether emergency or otherwise.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.171	0.581
Total recordable work-related Injuries	Employees	0	0
	Workers	9	82
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	3

*Including in the contract workforce

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

Sudarshan is deeply committed to employee safety and is striving to become an industry leader in this area by aiming for a workplace free from fatalities and serious injuries. It's 'Zero Harm' goal focuses on strengthening operational safety, fostering a culture of safety, enhancing employee skills, implementing a strong safety governance framework, and optimizing asset performance.

Our Risk Management System systematically identifies, evaluates, and manages health and safety hazards, and credible risk scenarios associated with our operations. Sudarshan also ensures that all employees entering its industrial sites are fit for duty and free from fatigue or substances that could impair their ability to work safely.

Sudarshan actively promotes working toward reducing process safety incidents and raises awareness of potential risks among our workforces. To support this effort, Sudarshan has introduced technical controls and cultivating a leadership culture that prioritizes process safety. In collaboration with Expert Partner Risk Management Services, Sudarshan has established structured Process Safety Management (PSM) framework within the organization.

Key initiatives under this framework include the implementation of an Energy Isolation Matrix, Personal Protective Equipment (PPE) Matrix, and a Confined Space Emergency Rescue Kit.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

Sudarshan has implemented several corrective measures to enhance safety and address safety-related incidents. These initiatives include:

- Monthly theme-based safety campaigns are conducted to enhance awareness among shop floor employees.
- Several reward and recognition schemes have been implemented, including on-the-spot recognition, safety "Good Job Done" cards, best safety suggestion awards, etc.
- Initiated issuing Stop Work Authority, that empowered all employees, including contract workers, to halt unsafe work.
- Sharing lessons learnt from incidents that have occurred at Sudarshan and other organizations essential for taking preventive action across all sites.
- A completed PHA/HAZOP study of critical plants, along with the required CAPEX, had been submitted for the implementation of HAZOP recommendations.
- The leadership team has also enhanced daily interactions with the line team, leading to a significant improvement in their understanding of risks and the necessary control measures.
- Sudarshan has also engaged expert partner for improving safety culture and continuous assessment of its SMS & PSM safety system for achieving excellence in safety.

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).**

(A) Employees: Yes

(B) Workers: Yes

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

Sudarshan ensures that statutory dues are deducted by third-party contractors through the inclusion of appropriate payment terms in contract agreements.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	1	3	1	3

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

Yes, Sudarshan provides transition assistance programs to facilitate continued employability and management of career ending due to retirement or termination of employment

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	75%
Working Conditions	75%

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

Sudarshan has initiated its journey to assess its value chain partners on health and safety practices. Sudarshan adopted a Supplier Assessment Questionnaire (SAQ) based on ESG criteria, which was extended to all its tier-1 suppliers. Sudarshan also conducted periodic meetings with all the suppliers through various communication channels like vendor portals, emails, phones, conferences, exhibitions and social media, particularly with critical suppliers to strengthen the supplier relationship. Sudarshan aims to initiate conducting audit of its suppliers on ESG parameters in a phased manner, in the subsequent years.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

Sudarshan prioritizes both internal and external stakeholders based on their relevance to and impact on our business. Throughout the year, Sudarshan actively engaged with key stakeholders through various channels to understand their needs and expectations.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & contractual workforce	No	- Organization-level communication - Department-level communication - Individual-level communication - Social media	- Annually - Quarterly - Monthly - Daily	- Communicate on business goals, values, and principles - Facilitate learning and developing - Track key performance indicators - Grievance redressal

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	- Understanding and addressing company concerns - Business operations and company performance - Economic value generated and distributed	- Annually - Quarterly - Need based	- Understanding and addressing company concerns - Business operations and company performance - Economic value generated and distributed
Customers	No	- Customer portal, email, & phone communication - Customer visits - Conference & exhibitions - Social media	- Annually - Quarterly - Monthly - Daily	- Value addition - Quality and perfection - Customer-centric R&D - Transparency and trust - Customer Health & Safety
Industry forums and peers	No	- Industry forum meetings - Executive committees - Social media	- Annually - Need based	- Collaborative and mutual learning - Relationship building
Communities	No	- Community meets - Employee volunteering - Need assessment survey - Social media	- Annually - Quarterly - Need based	- Understanding and addressing their concerns - Local community upliftment - SUDHA (Sudarshan's Holistic Aspirations) initiatives
Regulatory Bodies	No	- Annual report - Press releases	- Annually - Quarterly	- Regulatory compliances - Relationship building - Discussions on major investment plans - Understanding upcoming regulations and policies
Shareholders / providers of capital	No	- Annual report - Investor relation - Investor presentations - Press releases - Stock Exchange Disclosures - Social media	- Annually - Quarterly - Monthly - Event based	- Information to shareholders - Return on investment - Transparency and disclosures
Media	No	- Media forums - Press releases - Social media	- Annually - Need based	- Product promotion - Timely disclosure and dissemination of accurate and relevant information to society and community
Vendors / suppliers	No	- Vendor portal - Vendor visits - Email & phone communications - Conferences and exhibitions - Social media	- Weekly for critical suppliers - Monthly	- Building supplier relations - Supply chain sustainability - Competitive pricing

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.

Sudarshan employs a diverse range of communication channels to engage with its stakeholders, including one-on-one meetings, annual meetings, training sessions, group discussions, surveys, and grievance mechanisms. The Company carefully evaluates stakeholder concerns and incorporates their feedback into key decisions. It continuously enhances its engagement processes to foster greater participation and build stronger relationships. To ensure robust governance and effective management of ESG initiatives, Sudarshan has established an ESG Steering Committee. This Committee supports the Board of Directors (BOD) by providing oversight and guidance on the Company's Environmental, Social, and Governance (ESG) efforts. It plays a pivotal role in shaping the sustainability strategy, setting goals, and prioritizing workplace safety, stakeholder interests, and environmental stewardship. An ESG Working Group has also been constituted to ensure the implementation of ESG initiatives. This group coordinates with various functions, develops progress reports, communicates with stakeholders, identifies material ESG issues, and recommends relevant policies and actions. Additionally, the CSR Committee reviews initiatives against the annual plan and ensures transparent monitoring. It is responsible for formulating the CSR policy, recommending budgets, overseeing project and program implementation, ensuring compliance with applicable laws, and promoting community engagement. The Committee also ensures that any surplus funds generated from CSR activities are not diverted to business profits.

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, Sudarshan conducted a comprehensive materiality assessment through active engagement with both its internal and external stakeholders. This led to identification of key material topics and adopted appropriate actions for managing associated risks and opportunities.

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

No instances were reported in FY25

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,148	1,111	96.77%	1,036	998	96.33%
Other than permanent	113	0	0%	28	0	0%
Total Employees	1,261	1,111	88.1%	1,064	998	93.79%
Workers						
Permanent	202	202	100%	212	212	100%
Other than permanent	2,545	2,545	100%	2,544	1,328	52.20%
Total Workers	2,747	2,747	100%	2,756	1,540	55.88%

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

Category	FY 2024-25					FY 2023-24				
	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	1,148	0	0%	1,148	100%	1,036	0	0%	1,036	100%
Male	867	0	0%	867	100%	819	0	0%	819	100%
Female	281	0	0%	281	100%	217	0	0%	217	100%
Other than Permanent	113	0	0%	113	100%	28	0	0%	28	100%
Male	99	0	0%	99	100%	23	0	0%	23	100%
Female	14	0	0%	14	100%	5	0	0%	5	100%
	Workers									
Permanent	202	0	0%	202	100%	212	Nil	NA	212	100%
Male	202	0	0%	202	100%	212	Nil	NA	212	100%
Female	0	0	0%	0	0%	Nil	Nil	NA	Nil	NA
Other than Permanent	2,545	0	0%	2,545	100%	2,544	Nil	NA	2,544	100%
Male	2,397	0	0%	2,397	100%	2,429	Nil	NA	2,429	100%
Female	148	0	0%	148	100%	115	Nil	NA	115	100%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)*	4	1,52,78,226	4	11,20,000
Key Managerial Personnel (KMP)**	4	1,78,84,224	0	0
Employees other than BoD and KMP	867	6,46,944	281	2,43,996
Workers	202	9,61,129	0	0

* Note: Mr. Rajesh B. Rathi, Managing Director (DIN: 00018628) and Mr. Ashish Vij, Wholetime Director (DIN: 08140194) are paid remuneration (including special incentive, if any), and Mr. Pradeep R. Rathi, Non-Executive and Non-Independent Director (DIN: 00018577) is paid pension which is considered as remuneration as per the provisions of The Companies Act, 2013, and Rules made thereunder. All other Directors were paid remuneration in the form of Commission (proposed for FY 2024-25). Sitting Fees paid to Directors is not treated as remuneration as per the statutory provisions and hence not considered in the table above. Remuneration to Mr. Anuj N. Rathi (00018683) includes Commission proposed for FY 2024-25 who resigned as a Non-Executive and Non-Independent Director effective close of business hours on 14th February, 2025.

** KMP include Mr. Rajesh B. Rathi, Managing Director (DIN: 00018628), Mr. Ashish Vij, Wholetime Director (DIN: 08140194), Mr. Nilkanth Natu, Chief Financial Officer and Mr. Mandar Velankar, General Counsel and Company Secretary

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	9%	7%

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

- Yes, Sudarshan has a Human Rights Policy, under which any proposed changes are subject to approval by the Head - Human Resources & Admin and the Head - Pigment Division, who serve as the designated approving authorities.

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

Sudarshan's Human Rights Policy commits to conducting business in a manner that respects the dignity and rights of every individual, while ensuring a workplace free from discrimination, harassment, or mistreatment. The policy outlines a due diligence framework focused on identifying, evaluating, mitigating, and managing human rights risks and impacts. The policy also emphasizes on zero tolerance towards all forms of child, forced, trafficked, bonded labor and employment based on individual's free will and mutual agreed terms of employment. It also includes mechanisms for monitoring, benchmarking, and reviewing objectives, drawing on employee feedback to drive continuous improvement through timely actions. The policy emphasizes on the provision of access to remedy by resolving grievances in a transparent, fair, and timely manner. Business leaders and line managers are accountable for ensuring complete implementation of the policy, addressing grievances through established channels, and actively participating in the grievance resolution process.

For more details, please refer to Page 91, ESG Report FY 2023-24

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights relate issues	0	0	NA	0	0	NA

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaints on POSH as a % of female employees / workers	0.45%	0
Complaints on POSH upheld	2	0

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

At Sudarshan, the workplace is built on mutual trust, free from intimidation, harassment, exploitation, or oppression. Sudarshan actively works to prevent, address, and correct any behavior that goes against this commitment through the implementation of an Anti-Harassment Policy, along with employee education, mentoring, and guidance. During the period under review, two cases of sexual harassment were reported.

The following mechanisms have been established to uphold this commitment:

- **Prevention of Sexual Harassment (POSH):** Sudarshan's POSH policy strictly prohibits retaliation against anyone involved in reporting or investigating sexual harassment complaints. Any such retaliation may result in disciplinary action, including termination or legal consequences. The Policy mandates mandatory training for all employees and establishes an Internal Complaints Committee (ICC) to address any reported incidents promptly and impartially.
- **Reporting Mechanism:** A designated committee of investigators reports directly to the Managing Director. If needed, they may consult departments not associated with the complaint to ensure impartiality.
- **Grievances against Internal Committee Members:** Any disciplinary or corrective action arising from an inquiry under this policy is deemed final. The management ensures full support for effective, timely, and thorough implementation of the policy.

- **Internal Complaints Committee (ICC):** Constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the ICC is responsible for receiving and resolving complaints related to sexual harassment. Members are trained to carry out their responsibilities with sensitivity, clarity, and strict confidentiality.

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

Yes, Human Rights requirements form part of our business agreements and contracts, wherein our suppliers, contractors, and business partners are expected to align with this commitment and implement policies and procedures that ensure and maintain respect for human rights.

10. Assessments for the year:

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

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

- Not Applicable

Leadership Indicators

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

Sudarshan has a well-established and robust business process for addressing the human rights grievances or complaints that are identified and registered. All the external stakeholders (including shareholders) can address their grievances or complaints on the email ID: grievance.redressal@sudarshan.com

Additionally, there were no modifications in the business process during FY 2024-25.

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

Sudarshan is committed to conduct a company-wide due diligence process to identify and assess potential impacts and risks relating to respecting human rights. In the due diligence process, the following risk categories can be identified for further action:

- Risk in own operations
- Risk in value chain or other activities related to Sudarshan's business
- Risk in new business relations (mergers, acquisitions, joint ventures etc.)

The key issues covered in the due diligence process may include forced labour, human trafficking, child labour, freedom of association, right to collective bargaining, equal remuneration and discrimination.

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, in alignment with the Rights of Persons with Disabilities Act, 2016, Sudarshan has integrated inclusive infrastructure including walkway ramps, wheelchair access, and specially designed washrooms within our premises to support individuals with disabilities.

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	75%
Discrimination at workplace	75%
Child Labour	75%
Forced Labour/Involuntary Labour	75%
Wages	75%

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

- No significant risks were identified during the assessment in FY 2024-25

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	(GJ) FY 2024-25	(GJ) FY 2023-24
From renewable sources		
Total electricity consumption (A)	1,29,206	1,37,147
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	1,29,206	1,37,147
From non-renewable sources		
Total electricity consumption (D)	1,25,283	65,006
Total fuel consumption (E)	28,00,001	23,65,319
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	29,25,285	24,30,325
Total energy consumed (A+B+C+D+E+F)	30,54,491	25,67,472
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in ₹ Million)	120.54	118.90
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP in USD Million)	2,462.69	2,432.67
Energy intensity in terms of physical output (GJ/ton of production)	75.78	72.0
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

- Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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

- No

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	49,88,200	43,87,129
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	49,88,200	43,87,129
Total volume of water consumption (in kilolitres)	6,26,263	7,02,390
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in ₹ Million)	24.71	32.54
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP in USD Million)	504.93	665.51
Water intensity in terms of physical output	15.53	19.69
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

- Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	37,92,837	36,84,739
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Primary, Secondary and Tertiary	Primary, Secondary and Tertiary
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	37,92,837	36,84,739

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

- Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures

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

- Not Applicable

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	MT	13.06	15.43
SOx	MT	104.72	176.02
Particulate matter (PM)	MT	63.31	62.40
Persistent organic pollutants (POP)	MT	Nil	Nil
Volatile organic compounds (VOC)	MT	Nil	Nil
Hazardous air pollutants (HAP)	MT	Nil	Nil

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

- Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	2,64,736	2,23,675
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	24,883	15,828*
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in million ₹)	tCO ₂ e	11.42	11.18
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 in USD million)	tCO ₂ e	233.51	226.93
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO₂e/ton of production)	tCO ₂ e	7.18	6.71
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e	NA	NA

Note: Emission factors used for the calculation of scope 2 emissions has been updated and considered up till three decimal place

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

- Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures

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

Yes, Sudarshan is dedicated to achieving a 42.5% emissions reduction by 2030 in line with SBTi targets. To support this commitment, Sudarshan is implementing several greenhouse gas reduction measures, including energy conservation efforts and continuous monitoring to reduce flare emissions. Sudarshan has also introduced initiatives like CT fan temperature interlocking, modifications to brine pumps, jet mill air compressors, and motors across different sites. Additionally, Sudarshan is steadily increasing investments in renewable energy, with a strong emphasis on solar sources.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	659.44	715.13
E-waste (B)	1.90	Nil
Bio-medical waste (C)	0.21	0.01
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	11.48	6.01
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	8,513.11	5,565.68
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	18,998.06	19,523.80
Total (A+B + C + D + E + F + G + H)	28,184.20	25,810.62
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in ₹ Million)	1.11	1.20
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP in USD Million)	22.72	24.46
Waste intensity in terms of physical output	0.69	0.72
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
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	18,754.95	19,221
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	18,754.95	19,221
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	769.67	202.67
(ii) Landfilling	8,659.57	6,386.96
(iii) Other disposal operations	Nil	Nil
Total	9,429.24	6,589.63

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

- Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures

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

- Sudarshan has implemented a robust waste management strategy aimed at reducing waste generation and maximizing resource efficiency. It aligns its operations with waste reduction initiatives and measures its progress towards achieving zero waste to landfill and promoting responsible waste management practice. This approach is guided by key principles: promoting efficient storage and inventory to minimize waste, enhancing asset performance and yield, conducting periodic employee training and awareness on proper waste handling, and actively preventing spills and leaks leading to responsible waste management. Sudarshan also manages logistics and transportation efficiently to reduce waste and ensure strict compliance with all regulations for the safe disposal of materials. Its strategy is rooted in circular economy principles, with a strong focus on the 4Rs i.e. Reduce, Reuse, Recycle, and Responsible Disposal.

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.
Nil			

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

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

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). 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
Not Applicable as Sudarshan is compliant with all applicable environmental law/regulations/guidelines in India				

Leadership Indicators

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

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

- (i) Name of the area : Not Applicable
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption, and discharge in the following format: Not Applicable

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil

Parameter	FY 2024-25	FY 2023-24
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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

- Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	Metric tonnes of CO ₂ equivalent	3,52,978	2,60,216*
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/Revenue (INR million)	13.93	12.15
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

* Note: Emission factor has been updated. Thus, value for Scope 3 (FY 2023-24) has been updated hereupon

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

- Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures

3. With respect to the ecologically sensitive areas reported at Question 11 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 has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	Water recycling improvement	Installation of Filter to improve the quality of recycle water	Recycle water quality improved
2	Recycled water reuse	Use of filtered recycled water for scrubbing	Recycled water reused

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

- Yes, a Business Continuity Plan serves as a strategic framework to guide the organization during emergencies that disrupt normal operations. It outlines the roles of key personnel, critical resources, services, and actions required for effective response and recovery. The plan includes systems and processes aimed at reducing the impact of incidents, coordinating with authorities, managing the crisis, maintaining clear communication with stakeholders, addressing damages, restoring operations swiftly, and protecting the organization's reputation and value. Currently, the BCP review has been completed and planning and implementation of the plan is in process.

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

Sudarshan ensures that all its sites function with valid Environmental Clearances, granted through the proper Environmental Impact Assessment process. In addition, each site holds the necessary operational consents from the respective State Pollution Control Boards. The sites strictly adhere to all conditions outlined in these approvals, and those mandated by relevant Central and State authorities. Consequently, the environmental impact of operations remains within the expected and approved limits, reflecting Sudarshan's commitment to responsible and sustainable practices.

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

Sudarshan has implemented a Supplier Assessment Questionnaire (SAQ) checklist to evaluate its value chain partners in terms of partners' performance in important environmental areas. As of 31st March 2025, Sudarshan has successfully assessed 75% of its value chain partners for environmental impacts.

8. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales respectively) value chain partners: Nil

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.

- Sudarshan has affiliations with nine (9) trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Indian Chemical Council (ICC)	National
2.	National Safety Council (NSC)	National
3.	CHEMEXCIL- Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
4.	Mahratta Chamber of Commerce and Industry and Agriculture (MCCIA)	National
5.	ETAD- The Ecological and Toxicological Association of Dyes and Organic Pigments Manufacturer	National
6.	Mahad Manufacturing Industrial Association	National
7.	Common Hazardous Waste Storage Treatment and Disposal Facility (CHWTSDF) - Mumbai Waste Management Ltd. (MWML) - Maharashtra Enviro Private Ltd. (MEPL)	National
8.	Pigment Manufacturers' Association of India (PMAI)	National
9.	United Nations Global Compact (UNGC)	International

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

Name of the authority	Brief of the case	Corrective action taken
No issues have been reported in FY25	Not applicable	Not applicable

Leadership Indicators

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

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Y/N)?	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Nil					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief of the project	SIA Notification No.	Date of Notification	Whether conducted by independent in external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not applicable					

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

S. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

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

- The key mechanism adopted by Sudarshan to receive and redress grievances of the community include:

- 1) Community outreach center
- 2) Community forums and meetings
- 3) Help Desk
- 4) Company Register
- 5) Mediation and conflict resolution

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	11%	13%
Directly from within India	68%	87%

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 2024-25	FY 2023-24
Rural	Nil	Nil
Semi-urban	62.11%	56.26%
Urban	Nil	Nil
Metropolitan	37.89%	43.74%

(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
Not applicable	

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

S. No.	State	Aspirational District	Amount Spent (In ₹)
Not applicable			

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?: Not Applicable

(c) What percentage of total procurement (by value) does it constitute?: Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Sudarshan does not have any patents/IPR derived from traditional knowledge				

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

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

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Women Empowerment and Livelihood	3,024	100%
2	Health	6,511	100%
3	Education	13,398	100%
4	Environment & Agriculture	40,324	100%
5	Community Development	57,647	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The company has a formal Standard Operating Procedure (SOP) in place for addressing customer complaints, outlining a structured process for registration, investigation, evaluation, and implementation of corrective and preventive actions. The SOP clearly defines departmental responsibilities for resolving deviations, ensuring timely and effective resolution in alignment with quality and service standards.

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	Currently Company's labelling practices are in accordance with Global Harmonized System ("GHS") and Safety Data Sheet ("SDS"). It contains limited ecological information
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	Company did not conduct any advertising	Company did not conduct any advertising	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Other	186	7	Product related queries	236	4	Product related queries

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

- Yes, Sudarshan has well-established and implemented IT and Cybersecurity Policy that aims to manage and protect all IT related resources used by employees, ensuring optimal optimization while complying with legal and security requirements. As part of our overarching policy framework, Sudarshan maintains a dedicated IT Management Policy that outlines the procedures for reporting data breaches within the organization. Sudarshan routinely conducts information security risk assessments, and any identified cyber risks are communicated to operations management, senior leadership, and the Board of Directors at least twice a year. Sudarshan maintains its data centers in a co-location facility which is Tier-4 compliant, reflecting the highest standards of reliability and performance, and employs robust, multi-layered physical and cybersecurity controls to protect sensitive information.

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.

- Sudarshan has framework for taking corrective action in critical areas such as cybersecurity and data privacy through its Manage, Detect & Respond (MDR) process. Regular information security risk assessments are conducted, and any identified cyber risks are escalated to operational teams, senior management, and the Board of Directors at least twice annually. Additionally, Sudarshan has achieved ISO 27001 certification, reinforcing our commitment to best-in-class information security practices.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: 0, No instance reported for Data breaches
- b. Percentage of data breaches involving personally identifiable information of customers: 0, No instance reported for Data breaches
- c. Impact, if any, of the data breaches: 0, No instance reported for Data breaches

Leadership Indicators

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

- Information for the products and services of Sudarshan can be accessed on: Products and Services

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

- Sudarshan ensures customer wellbeing by providing highest quality, eco-friendly products through its state-of-the-art R&D centers. Sudarshan is committed to providing accurate, clear, and timely communication of relevant product information to our customers and stakeholders. Sudarshan complies with all applicable health and safety regulations, using Material Safety Data Sheets (MSDS) and other necessary documentation to share product details, highlight potential hazards, and outline risk mitigation measures.

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

- Sudarshan uses multiple channels to keep customers informed about disruptions in critical services. This includes customized communication from departments such as Technical Marketing or marketing regarding leadership changes or product discontinuations, and updates on unexpected events like raw material shortages or supply chain issues. Furthermore, any planned or unexpected IT service interruptions are promptly communicated to all internal stakeholders.

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

- The key information published on the product are:

- Sudarshan Trade name
- Color Index name
- Color Index number on the bags
- GHS (Global Harmonized System) Classification label on the bags
- In cases of Chromes export, Sudarshan sends materials in India Institute of Packaging ("IIP") approved, United Nations ("UN") packaging bags with UN numbers and affix Class 9 sticker on pallets as well as container.
- In case of Lead pearl, Sudarshan sends material in IIP approved packaging with UN details with Class 6 sticker

Yes, Sudarshan conducted customer satisfaction surveys related to products / services / significant locations of operations of the entity or the entity.