

Business Responsibility



Sustainability Report





Section A: GENERAL DISCLOSURES

I. Details of the listed entity:

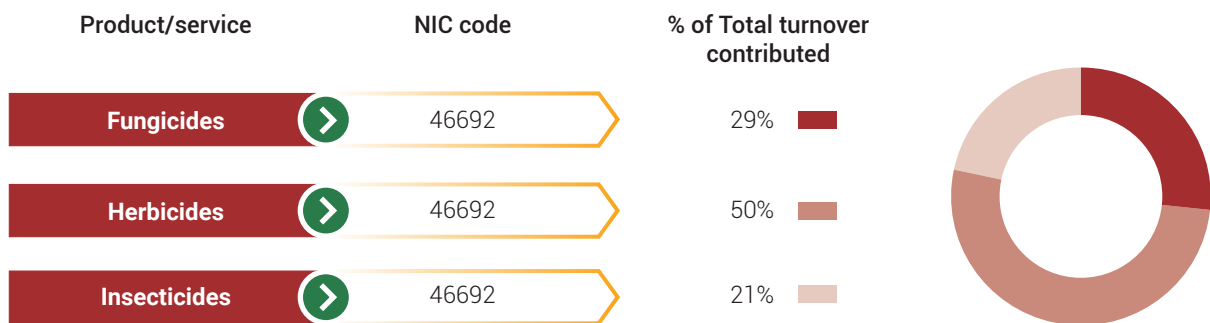
1.	Corporate Identity Number (CIN) of the listed entity	L51909MH2004PLC145007
2.	Name of the listed entity	Sharda Cropchem Limited
3.	Year of incorporation	12 March, 2004
4.	Registered office address	Prime Business Park, Dashrathlal Joshi Road, Vile Parle (West), Mumbai – 400 056
5.	Corporate office address	
6.	E-mail	co.sec@shardaintl.com
7.	Telephone	022-66782800
8.	Website	www.shardacropchem.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. National Stock Exchange of India Ltd.
11.	Paid-up capital	₹ 90.22 Cr
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Jetkin Gudhka Telephone: 022-66782800 E-mail: co.sec@shardaintl.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/services

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

Description of main activity	Description of business activity	% of turnover of the entity
Agrochemicals	Deals/trading in agrochemicals	99.99%

17. Products/services sold by the entity (accounting for 90% of the entity's turnover)



III. Operations

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

National

Plants	Offices	Total
Nil	1	1



International

Plants	Offices	Total
Nil	Nil	Nil





19. Markets served by the entity:

a. Number of locations

Locations		Numbers	
National (States)	International (Countries)	01	80+

b. What is the contribution of exports as a percentage of the total turnover of the entity?
100%

c. A brief on types of customers

With a network spanning 80+ countries, Sharda Cropchem has developed strong connections with a diverse range of customers and business partners. Apart from its existing markets, the Company has significantly expanded into emerging markets, substantially broadening its geographical reach in recent years. Offering a variety of products in both the agrochemical and non-agrochemical sectors, Sharda Cropchem credits its ongoing growth and success to the enduring relationships it maintains with its customers globally.

IV Employees

20. Details as at the end of financial year

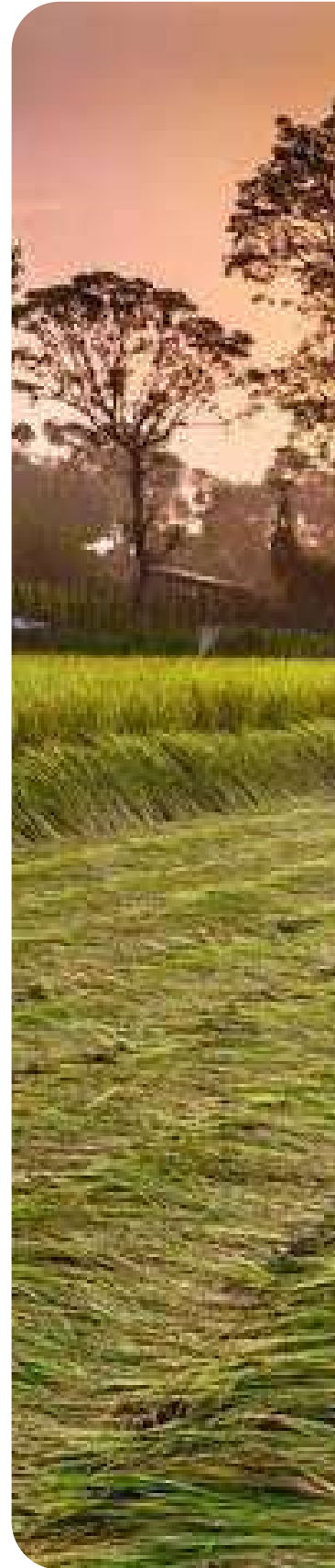
Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)

a. Employees and workers (including differently abled)

EMPLOYEES						
1.	Permanent (D)	186	85	45.70	101	54.30
2.	Other than permanent (E)			NA		
3.	Total employees (D + E)	186	85	45.70	101	54.30
WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)			NA		
6.	Total workers (F + G)					

b. Differently-abled employees and workers:

DIFFERENTLY-ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100	Nil	NA
2.	Other than permanent (E)			NA		
3.	Total differently-abled employees (D + E)	1	1	100	Nil	NA
DIFFERENTLY-ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)			NA		
6.	Total differently-abled workers (F + G)					



21. Participation/inclusion/representation of women

	Total (A)	No. of percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	2	Nil	Nil

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

	2023-24 (Turnover rate in current FY)			2022-23 (Turnover rate in previous FY)			2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	12%	14%	13%	14%	17%	16%	13%	18%	16%
Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

V. Holding, subsidiary and associate companies (including joint ventures)

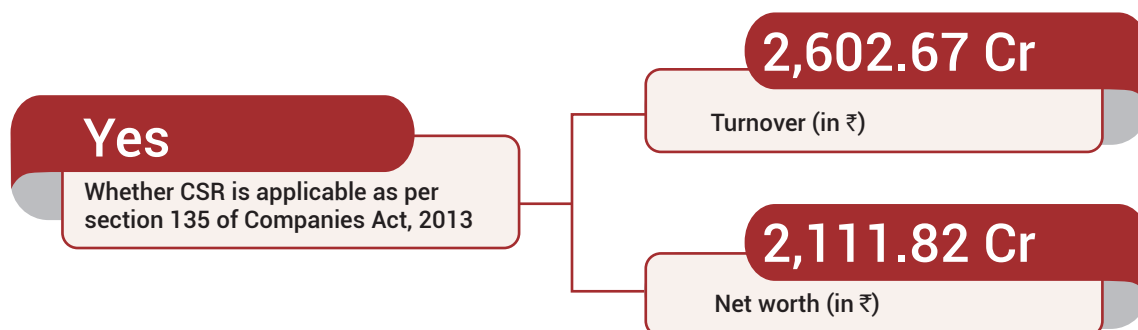
23. (a) Names of holding/subsidiary/associate companies/joint ventures

Sr. no.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
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Please refer to the Board's Report on Page No. 76 & 77

CSR Details

24.





VI. 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 was received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide a weblink to the grievance redress policy)	2023-24 (Current financial year)			2022-23 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks
Communities	Yes. - CSR Policy - Co.sec@shardaintl.com	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes. http://www.scores.gov.in/	Nil	Nil	Nil	2	Nil	Throughout the year, all received complaints have been successfully resolved
Shareholders	Yes.	Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers	Yes. - Policy on Prevention of Sexual Harassment at Workplace - Whistle Blower Policy (Vigil Mechanism)	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes. Co.sec@shardaintl.com	Nil	Nil	Nil	Nil	Nil	Nil
Value chain partners	Yes. Co.sec@shardaintl.com	Nil	Nil	Nil	Nil	Nil	Nil
Others (please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

26. Overview of the Company'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, and approach to adapt or mitigate the risk along with its financial implications, as per the following format

 Risk  Opportunity

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)
Environmental impact		Operations and product use can contribute to pollution, resource depletion, and climate change.	<ul style="list-style-type: none"> Implementing sustainable practices Reducing energy and water consumption Investing in cleaner technologies 	Negative Initial investment costs, and potentially higher production costs.
Supply chain transparency		Lack of transparency can lead to reputational damage, ethical concerns, and supply chain disruptions.	<ul style="list-style-type: none"> Implementing traceability systems for goods Conducting audits of suppliers for ethical practices Engaging with suppliers on sustainability initiatives 	Negative Costs associated with audits and traceability systems.
Regulatory compliance		Non-compliance can lead to legal penalties, market restrictions, and reputational damage.	<ul style="list-style-type: none"> Staying updated with local and international regulations Investing in compliance monitoring and reporting systems Engaging with regulatory bodies proactively 	Negative Costs associated with compliance efforts and potential legal penalties.
Community engagement		Positive relationships with local communities can lead to a social license to operate and provide support.	<ul style="list-style-type: none"> Engaging with local communities on their needs and concerns Supporting local agriculture, education, or healthcare initiatives Communicating openly about operations and impacts 	Positive Enhanced reputation, reduced risks of community opposition, and potential long-term customer loyalty.
Customer communication		Consistently delivering high-quality products and services to customers and implementing feedback received from them is essential to ensuring customer loyalty.	<ul style="list-style-type: none"> Enhancing quality across all aspects, implementing best practices to ensure customer satisfaction 	Positive Maintenance of customer satisfaction and loyalty can lead to business growth.
Delay in product registration & license		Product registration and license delays can impede the initiation of business operations. Variations in formulations and generic active ingredients across different countries due to separate legal obligations pose elevated risks for Sharda Cropchem.	<ul style="list-style-type: none"> Incorporating measures to mitigate the risk of product registration and license delays by pursuing multiple registrations across various geographical regions 	Negative Costs associated with delays and potential limitations in market entry include a potential loss of market share.



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.

Yes- ✓ No- ✗

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
b. Has the policy been approved by the Board? (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
c. Weblink of the policies, if available	https://www.shardacropchem.com/policy.html								
2 Whether the entity has translated the policy into procedures. (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
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.	<ul style="list-style-type: none"> • ISO 9001:2015 for 'The Quality Management System'. • ISO 14001:2015 for 'The Environmental Management Systems'. • Certificate of Recognition' for three Star Export House, which is certified by the Directorate General of Foreign Trade. • Registration-Cum-Membership-Certificate' from the Federation of Indian Export Organisations. This certificate showcases the quality of the product. • Certificate of membership of Chamber of Commerce & Industry • Registration-Cum-Membership-Certificate' from the Basic Chemicals Cosmetics & Dyes Export Promotion Council. • Confederation of Indian Industry (CII) Membership Certificate 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	✓	✓	✓	✓	✓	✓	✓	✓	✓
6 Performance of the entity against the specific commitments, goals, and targets alongwith reasons in case the same are not met.	NA								

○ Governance, leadership and oversight

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

Sharda Cropchem's commitment to Environmental, Social, and Governance (ESG) principles shapes every aspect of its operations. The Company is dedicated to ethical business practices that benefit the community and its workforce, while also prioritising clean, safe, and equitable working conditions for employees and business partners. In addition to this commitment, Sharda Cropchem proudly offers affordable, high-quality products on a global scale.

8. Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy(ies).

Mr Ramprakash V. Bubna
Chairman & Managing Director
DIN: 00136568

9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.

Yes.

The Company has an established Risk Management Committee responsible for overseeing ESG risks & opportunities and taking decisions relating to sustainability matters

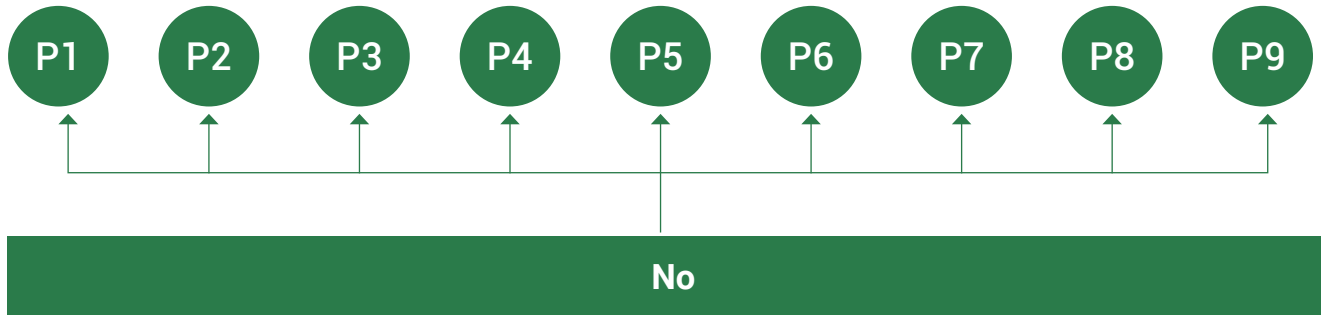


10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether the 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 the above policies and follow-up action	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Sharda Cropchem complies with applicable regulations, and a Statutory Compliance Certificate on relevant laws is provided by the Managing Director & Chief Executive Officer/ Chief Financial Officer & Company Secretary to the Board of Directors.									Annually								



11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.



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



Section C:

PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as 'Essential' and 'Leadership'. While the essential indicators are expected to be disclosed by every entity mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE 1

Business should conduct and govern itself with ethics, transparency, and accountability.

PRINCIPLE 2

Business should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

PRINCIPLE 3

Business should respect promote the well-being of all employees.

PRINCIPLE 4

Business should respect the interests of, and be responsive towards, all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.

PRINCIPLE 5

Business should respect and promote human rights.

PRINCIPLE 6

Business should respect, protect, and make efforts to restore environment.

PRINCIPLE 7

Business, when engaged in influencing public and regulatory policy/policies, should do so in a responsible and transparent manner.

PRINCIPLE 8

Business should promote inclusive growth and equitable development.

PRINCIPLE 9

Business should engage with and provide value to their customers and consumers in a responsible manner.

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 no of training and awareness programmes held	Topics/principles covered under the training and impact	% age of persons in respective category covered by the awareness programme
Board of Directors	4	Code of Conduct, POSH, Corporate Governance & its amendments	100%
Key Managerial Personnel	4	Code of Conduct, POSH, Corporate Governance & its amendments	100%
Employees Other than BOD & KMPs	1	Code of Conduct & POSH	100%
Workers	NA		

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

Particulars	NGRBC	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred (Yes/No)
Penalty/fine					
Settlement	NA	NA	Nil	NA	NA
Compounding fee					

Non-Monetary

NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred (Yes/No)
Imprisonment			
Punishment		NA	

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
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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.

Yes. Sharda Cropchem has implemented an Anti-Bribery & Anti-Corruption (ABAC) policy, emphasising the Company's zero-tolerance stance against bribery and corruption, and prioritising fair and integrity-driven business practices. All business operations comply with statutory and regulatory mandates. Moreover, any instances of policy violations or non-adherence are promptly reported to management.

Link to the policy: <https://www.shardacropchem.com/policy.html>

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		





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

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

2023-24
(Current financial year)

163

2022-23
(Previous financial year)

203

Number of days of accounts payables

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	2023-24 (Current financial year)	2022-23 (Previous financial year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of sales	a. Sales to dealers/distributors as % of total sales	99.90%	97.80%
	b. Number of dealers/distributors to whom sales are made	525+	525+
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	17.00%	23.20%
Shares of RPT in	a. Purchases (purchases with related parties/total purchases)	0.32%	0.19%
	b. Sales (sales to related parties/total sales)	28.87%	26.92%
	c. Loans & advances (loans & advances given to related parties/total loans & advances)	100.00%	100.00%
	d. Investments (investments in related parties/total Investments made)	0.70%	3.38%

Leadership Indicators

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

Total no of awareness campaign held	Topics/principles covered under the training	% age of value chain programme partners covered (By value of business done with such partners) under the awareness programmes
Nil		

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.

According to the Code of Conduct and Ethics for Board Members and Senior Management Personnel, every Director of Sharda Cropchem is obligated to disclose their concerns or affiliations with the Company, other businesses, corporate bodies, partnerships, or associations of individuals. These include any alterations to such associations or shareholdings, annually or as they occur.

Link to the policy:

<https://www.shardacropchem.com/images/pdf/CodeofBusinessConductandEthicsforBoardMembersandSeniorManagement.pdf>





PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)	Details of improvements in environmental and social impacts
 R&D*	Nil	Nil	NA
 Capex*	Nil	Nil	NA

* Note: The business activity of Sharda Cropchem includes product registrations which involve field trials, compiling of data, obtaining lab reports from the accredited laboratories & making of dossiers and marketing & distribution of agrochemical products. The Company does not have its own manufacturing facilities and R&D.

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

Sharda Cropchem trades in a wide range of agrochemical and non-agrochemical products. The Company prioritises sourcing its resources from manufacturers who adhere to sustainability guidelines.

- 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.

Sharda Cropchem's core business involves product registrations, marketing, and distributing agrochemical products to its customers. Unlike manufacturers, the Company does not produce any products internally, resulting in minimal generation of plastics, e-waste, hazardous waste, and other materials. To manage waste responsibly, the Company sells it to local vendors for recycling or proper disposal. Additionally, Sharda Cropchem emphasises using recyclable paper and minimising paper consumption whenever feasible. However, waste reclamation is not applicable to the Company, considering the nature of its business.

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.

No

Leadership Indicators

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

NIC code	Name of product/service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the weblink
NA					

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

Name of the product/service	Description of the risk/concern	Action taken
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 reused input material to total material	
	2023-24 (Current financial year)	2022-23 (Previous financial year)
Nil		



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

	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Reused	Recycle	Safely disposed	Reused	Recycle	Safely disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Others - bio-medical waste	Nil	Nil	Nil	Nil	Nil	Nil
Others - construction and demolition waste	Nil	Nil	Nil	Nil	Nil	Nil
Others - battery waste	Nil	Nil	Nil	Nil	Nil	Nil
Others - radioactive waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other non-hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
	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	85	-	-	-	-	-	-	-	-	-	-
Female	101	-	-	-	-	101	100	-	-	-	-
Total	186	-	-	-	-	101	100	-	-	-	-
Other than permanent employees											
Male	NA										
Female	NA										
Total	NA										

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	NA										
Female	NA										
Total	NA										
Other than permanent workers											
Male	NA										
Female	NA										
Total	NA										



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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Cost incurred on well-being measures as a % of total revenue of the Company	Nil	Nil

2. Details of retirement benefits, for current financial year and previous financial year.

Benefits	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/NA)
PF	7	NA	Yes	10	NA	Yes
Gratuity	100	NA	Yes	100	NA	Yes
ESI	12	NA	Yes	15	NA	Yes
Others – please specify	Nil	Nil	NA	Nil	Nil	NA

3. Accessibility of workplaces

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

No. However, Sharda Cropchem's leadership and management team are in discussions to improve the workplace environment for differently abled individuals by making arrangements for it.

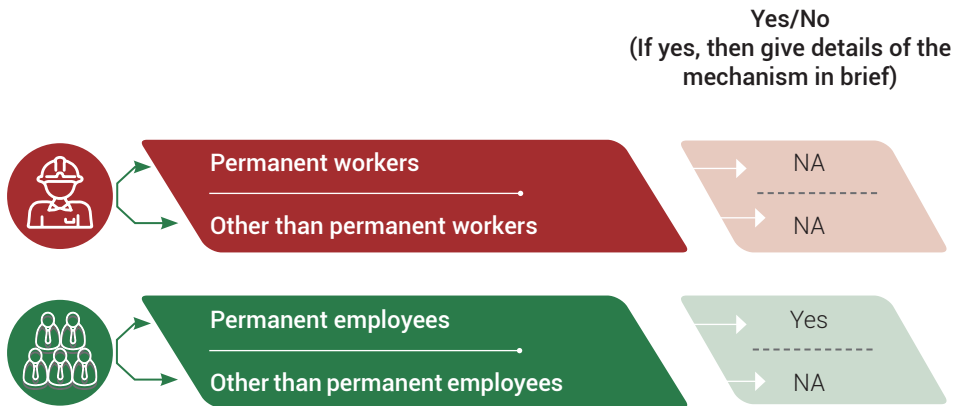
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Sharda Cropchem is dedicated to being an equal opportunity employer. In alignment with this principle, the Company actively seeks, recruits, trains, and promotes the most qualified candidates for all career positions, irrespective of marital status, race, gender, ethnic or social background, culture, language, or religion.

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

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	
Female	80%	80%		
Total	80%	80%		

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.

Operating under an open-door policy, Sharda Cropchem ensures that all employees, irrespective of their position in the hierarchy, have unrestricted access to key personnel, such as business heads, HR, legal & compliance, senior management, and other relevant individuals. Moreover, the Company has instituted a Whistle-Blower Policy, empowering employees, and Directors to report concerns regarding unethical behaviour, suspected fraud, or violations of the organisation's Code of Business Conduct and Ethics Policy.

With a zero-tolerance approach to workplace sexual harassment, Sharda Cropchem fully complies with the provisions outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. This includes the formation of an Internal Complaints Committee dedicated to addressing such matters. Moreover, the Company regularly conducts training and awareness programmes to sensitise employees on these critical issues.

Additionally, Sharda Cropchem is firmly dedicated to addressing every employee grievance with fairness and justice. To achieve this, the Company provides multiple channels for grievance redressal, ensuring that employees are protected against any form of victimisation.

Links to the policies:

1. Whistle-Blower Policy
<https://www.shardacropchem.com/images/pdf/Policy/Whistle%20Blower%20Policy.pdf>
2. Policy on the Prevention of Sexual Harassment at Workplace
<https://www.shardacropchem.com/images/pdf/Policy/Policy%20on%20Prevention%20of%20Sexual%20Harassment%20at%20Workplace.pdf>



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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective category who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective category who are part of association(s) or Union(D)	% (D/C)
Total permanent employees	NA			Although Sharda Cropchem does not have any employee associations, it fully respects and acknowledges the rights of its employees to peacefully associate and engage in collective bargaining.		
- Male						
- Female						
Total permanent workers	NA			NA		
- Male						
- Female						

8. Details of training given to employees and workers:

Sharda Cropchem implements various initiatives to enhance employee training in health & safety protocols. Additionally, the Company plans to introduce programmes aimed at upgrading employees' skills.

Category	2023-24 (Current financial year)				2022-23 (Previous financial year)					
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)

Employees

Male	85					81				
Female	101	Nil		Nil		101	Nil		Nil	
Total	186					182				

Workers

Male								
Female	NA				NA			
Total								











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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	85	Nil		81	Nil	
Female	101			101		
Total	186			182		
Workers						
Male	NA			NA		
Female	NA			NA		
Total	NA			NA		

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?**
While the nature of the business poses no occupational health and safety risks, Sharda Cropchem maintains its dedication to prioritising the well-being and psychological needs of its employees.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
This is not directly applicable given the nature of business.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**
NA
- Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**
No

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

Safety Incident/Number	Category	 Employees	 Workers
		2023-24 (Current financial year)	2022-23 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)		Nil	Nil
		NA	NA
Total recordable work-related injuries		NA	NA
		NA	NA
No. of fatalities		NA	NA
		NA	NA
High-consequence work-related injury or ill-health (excluding fatalities)		Nil	Nil
		NA	NA



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

Ensuring the safety and well-being of its employees is a top priority at Sharda Cropchem. Some of the measures the Company takes include:

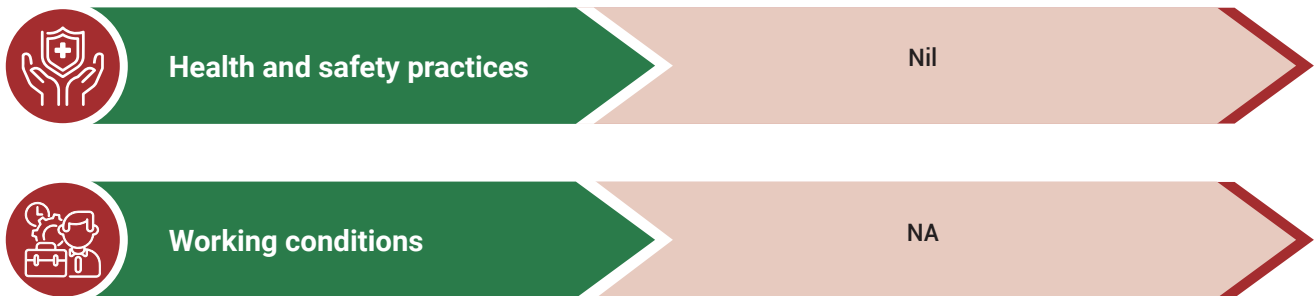
- a. Installing fire and burglar alarms with smoke sensors, along with fire extinguishers
- b. Implementing earthing pits and lightning conductors across all branches
- c. Displaying prominent contact numbers for emergency services at branches/offices
- d. Establishing a public address system on the premises
- e. Providing floor plans and exit paths for easy reference
- f. Monitoring activities through CCTV surveillance
- g. Ensuring availability of fully stocked first aid kits
- h. Maintaining all fire and safety equipment regularly
- i. Conducting periodic mock drills for training and verifying safety measures

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

Particulars	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil	NA	NA	Nil	NA	NA
Health & safety						

14. Assessments for the year:

% of your plants and offices that were assessed
(by entity or statutory authorities or third parties)



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.

Nil

Leadership Indicators



1. Does the entity extend any life insurance or any compensatory package in the event of the death of

- (A) Employees - No
(B) Workers - NA

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

Sharda Cropchem is deeply committed to business responsibility, emphasising accountability and transparency across its value chain. All stakeholders are expected to uphold these principles, including promptly withholding and depositing all relevant statutory dues as required by law. To reinforce this commitment, the organisation has appointed an auditor to conduct regular audits of statutory dues to ensure compliance.

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	
	2023-24 (Current financial year)	2022-23 (Previous financial year)	2023-24 (Current financial year)	2022-23 (Previous financial year)
Employees 	Nil	Nil	Nil	Nil
Workers 	NA	NA	NA	NA

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

No

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	Nil
Working conditions	Nil

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.

None



PRINCIPLE 4

Businesses should respect the interests of and be responsive to all their stakeholders.

Essential Indicators

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

Sharda Cropchem acknowledges the significance of all entities, groups, or institutions involved in its business chain or impacted by its operations as key stakeholders. These stakeholders are categorised as follows:

- i) Individuals directly dependent on the organisation's activities, products, services or essentials for its operations
- ii) For whom the entity bears legal, commercial, operational, or moral responsibilities

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

Stakeholder group	Whether identified as vulnerable & marginalised Group (Yes/No)	Channels of communication (E-mail, 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
Shareholders	No	Annual General Meeting, shareholder meetings, E-mails, Stock Exchange (SE) intimations, investor/analysts meet/ conference calls, Annual Report, quarterly results, media releases, and Company/SE website.	Ongoing	<ul style="list-style-type: none"> • Notifying stakeholders about ongoing developments within the organisation, including its performance, addressing their concerns/grievances, and updating on business risks
Employees	No	Conference calls, video conferencing, group discussions, one-on-one interactions, and performance review.	Ongoing	<ul style="list-style-type: none"> • Conducting performance appraisals and rewarding employees • Improving operational efficiencies continuously through training and awareness programmes on health, safety, and other engagement initiatives
Vendors and suppliers	No	E-mails, letters, personal meetings, telephone, and conferences, among others.	Ongoing	<ul style="list-style-type: none"> • Communicating regularly involves updates on materials, services, and gathering feedback
Government	No	E-mails, letters, representations, and meetings, among others.	Ongoing	<ul style="list-style-type: none"> • Providing timely recommendations and feedback on draft policies and various statutory approvals
Community	Yes	Letters, and newspaper advertisement, among others.	Ongoing	<ul style="list-style-type: none"> • Promoting social welfare activities for inclusive growth, fair and equitable development, and the well-being of the community through the organisation's business operations

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.**

To initiate dialogue, the Business Head collaborates with the designated stakeholders, providing key updates to the Board. In terms of Corporate Social Responsibility (CSR) endeavours, the Board is briefed on inputs from NGOs and assorted initiatives in line with the CSR Policy.

2. **Whether stakeholder consultation is used to support identifying and managing 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. Environmental and social topics are thoroughly deliberated and assessed in adherence to standard operating procedures.

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

The Company's CSR policy has launched numerous programmes aimed at benefitting diverse segments of society, focussing on marginalised, impoverished, needy, deprived, underprivileged, and differently abled individuals.



PRINCIPLE 5

Businesses should provide goods and services in a manner that is sustainable and safe.

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

At Sharda Cropchem, fairness and transparency are integral to its business values. This commitment is reflected in the Company's policy, which guarantees equal opportunities for all employees without any discrimination. Guided by this principle, it carefully develops policies and a managerial framework to uphold the fundamental human rights of every individual within the organisation.

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	186	186	100	182	182	100
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
Total employees	186	186	100	182	182	100
Workers						
Permanent						
Other than permanent	NA			NA		
Total workers						

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

Category	2023-24 (Current financial year)				2022-23 (Previous financial year)					
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	186			186	100	182			182	100
Male	85	Nil		85	100	81	Nil		81	100
Female	101			101	100	101			101	100
Other than permanent										
Male	NA				NA					
Female										

Category	2023-24 (Current financial year)				2022-23 (Previous financial year)					
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	NA				NA					
Female										
Other than permanent										
Male	NA				NA					
Female										

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

a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in ₹)	Number	Median remuneration/ salary/wages of respective category (in ₹)
*Board of Directors (BOD)	6	1,59,37,500	2	31,87,500
Key Managerial Personnel	2	52,74,800	Nil	Nil
Employees other than BOD and KMP	83	6,60,000	101	6,49,800
Workers	Nil	Nil	Nil	Nil
Contractual workers	Nil	Nil	Nil	Nil

* Remuneration includes payments made to Whole-Time Directors and excludes sitting fees.



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

Particulars	2023-24 (Current financial year)	2022-23 (Previous financial year)
Gross wages paid to females as % of total wages	48%	50%

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)

No

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

The protocol for addressing human rights grievances mirrors that of other concerns. Upon receiving any issue via E-mail, letter, web helpline, or verbally, employees are urged to promptly report any instances of improper behaviour, senior-level harassment, sexual harassment, and unethical conduct, among others, directly to their supervisors, escalating the matter up to the CMD/Director level if necessary. In cases deemed significant, the CMD/Director and the relevant department will conduct a thorough investigation.

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

Particulars	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment						
Discrimination at workplace						
Child labour						
Forced labour/involuntary labour		Nil			Nil	
Wages						
Other human rights-related issues						

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

Particulars	2023-24 (Current financial year)	2022-23 (Previous financial year)
Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	NA	NA
Complaints on POSH upheld	NA	NA

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

NA

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

No

10. Assessments for the year:

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

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

NA



Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.
Nil
2. Details of the scope and coverage of any Human rights due-diligence conducted –
Nil
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

4. Details on assessment of value chain partners:

Particulars	% of your plants and offices that were assessed (By the entity or statutory authorities or third parties)
Sexual harassment	Nil
Discrimination at workplace	
Child labour	
Forced labour/involuntary labour	
Wages	
Others – Please specify	

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

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	2023-24 (Current financial year)	2022-23 (Previous financial year)
From renewable sources		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Nil	Nil
From non-renewable sources (in GJ)		
Total electricity consumption (D)	761.57 GJ	736.75 GJ
Total fuel consumption (E)	NA	NA
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	761.57 GJ	736.75 GJ
Total energy consumed (A+B+C+D+E+F)	761.57 GJ	736.75 GJ
Energy intensity per rupee of turnover (total energy consumption/revenue from operations)	0.29 GJ/Cr	0.22 GJ/Cr
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	0.08 GJ/Cr	0.06 GJ/Cr
Energy intensity in terms of physical output	4.09 GJ/Employee	4.05 GJ/Employee
Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency. - No

Note: Sharda Cropchem's business activities encompass product registrations, which entail field trials, data compilation, procurement of lab reports from accredited laboratories, dossier preparation, as well as marketing and distribution of agrochemical products. The Company does not possess its own manufacturing facilities or conduct research and development.



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.

NA

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third-party water	3,588 KL	2,548.73 KL
(iv) Seawater/desalinated water	Nil	Nil
(v) Others - Recycled water	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	Nil	Nil
Total volume of water consumption (in kilolitres)	3,588 KL	2,548.73 KL
Water intensity per rupee of turnover (water consumed/turnover)	1.38 KL/Cr	0.77 KL/Cr
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/revenue from operations adjusted for PPP)	0.37 KL/Cr	0.21 KL/Cr
Water intensity in terms of physical output	19.29 KL/Employee	14.00 KL/Employee
Water intensity (optional) – the entity may select the relevant metric	Nil	Nil

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency. - No

4. Provide the following details related to water discharged:

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To groundwater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To seawater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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

NA

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

Parameter	Please specify unit	2023-24 (Current financial year)	2022-23 (Previous financial year)
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency. - No



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

Parameter	Unit	2023-24 (Current financial year)	2022-23 (Previous financial year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	151.47 tCO ₂ e	146.53 tCO ₂ e
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Cr	0.06 tCO ₂ e/Cr	0.04 tCO ₂ e/Cr
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)	tCO ₂ e/Cr	0.02 tCO ₂ e/Cr	0.01 tCO ₂ e/Cr
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/Employee	0.81 tCO ₂ e/Employee	0.81 tCO ₂ e/Employee
Total Scope 1 and Scope 2 emission intensity (optional) – the entity may select the relevant metric	-	-	-

Note: There has been a restatement in the calculation of CO₂ emissions for 2022-23 as the emission factor has been updated from 0.82 to 0.716 based on the new factors released by CEA.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency. - No

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

NA

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other hazardous waste. Please specify, if any. (G)		
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		

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

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

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

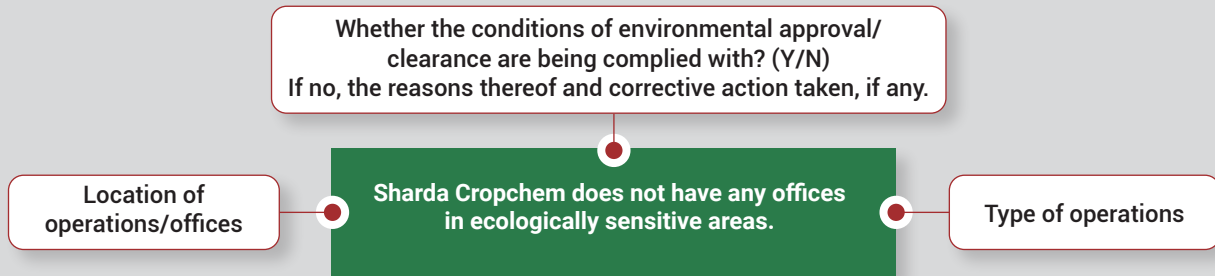
Category of waste	NA	NA
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency. NO

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

As the Company mainly trades agricultural and non-agro commodities, it does not necessitate the use of hazardous or toxic chemicals. Furthermore, Sharda Cropchem's e-waste management procedures are validated by an external agency, and the Company adheres to the relevant processes outlined by regulatory authorities.

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:



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

Date	Name and brief details of project	EIA notification no.	Whether conducted by an independent external agency (Yes/No)	Relevant weblink	Results communicated in the public domain (Yes/No)
NA					

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: - NA

Specify the law/regulation/guidelines which were not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as Pollution Control Boards or by courts	Corrective action taken if any
NA			



Leadership Indicators

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

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

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third-party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) – the entity may select the relevant metric		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	NA	NA
No treatment		
With treatment – please specify the level of treatment		
(ii) Into groundwater		
No treatment		
With treatment – please specify the level of treatment		
(iii) Into seawater		
No treatment		
With treatment – please specify the level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify the level of treatment		
(v) Others		
No treatment		
With treatment – please specify the level of treatment		
Total water discharged (in kilolitres)		

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



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

Parameter	Unit	2023-24 (Current financial year)	2022-23 (Previous financial year)
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	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the entity may select the relevant metric	NA		

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

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

NA

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:

Initiative undertaken	Details of the initiative (weblink, if any, may be provided alongwith summary)	Outcome of the initiative
		NA

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

NA

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.

NA

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

NA

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. 6
- 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.

Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
Certificate of ISO Registration	International
Three Star Export House	
Indian Merchant Chamber of Commerce & Industry	Domestic
Confederation of Indian Industry (CII)	
Federation of Indian Export Organisation	
Basic Chemicals, Cosmetics & Dyes Export Promotion Council	

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
Nil	Nil	Nil

No actions are being taken against Sharda Cropchem as there are no issues related to anti-competitive conduct.

Leadership Indicators

S. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (annually/half yearly/quarterly/ others – please specify)	Weblink, if available
NA					



PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
As per the governing provisions of CSR activities, none of Sharda Cropchem's projects were SIA candidates during 2023-24.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format NOT APPLICABLE

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 (in ₹)
None					

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

Sharda Cropchem does not have manufacturing facilities; it solely operates from a corporate office. However, the organisation actively engages with communities and various stakeholders on a regular basis.

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

Particulars	2023-24 (Current financial year)	2022-23 (Previous financial year)
Directly sourced from MSMEs/small producers	1,690.26 Lakhs (1.03%)	₹ 1,558.92 Lakhs (0.74%)
Sourced directly from within India	Nil	Nil

The Company's resource planning structure does not distinguish between sourcing from within or outside a specific area, district, or locality. Moreover, Sharda Cropchem remains indomitable in its commitment to societal betterment and supports MSMEs within and around its operational environment.

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

Location	2023-24 (Current financial year)	2022-23 (Previous financial year)
Rural	NA	NA
Semi-urban	NA	NA
Urban	NA	NA
Metropolitan	100	100

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

Leadership Indicators

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

Details of negative social impact identified	Nil	Corrective action taken
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2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

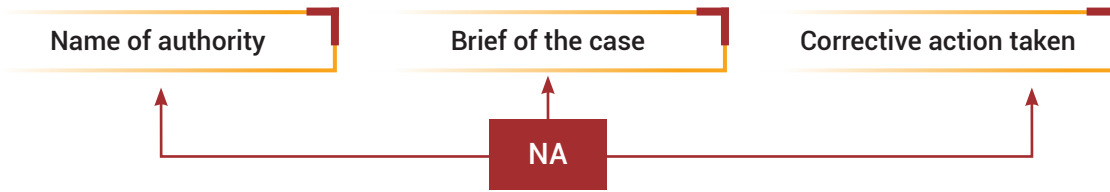
S. no	State	Aspirational district	Amount spent (in ₹)
		NA	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)
Although Sharda Cropchem does not enforce preferential procurement policies, it actively supports and places orders to foster growth opportunities for entrepreneurs from marginalised or vulnerable groups or communities, wherever feasible.
- (b) From which marginalised/vulnerable groups do you procure? NA
- (c) What percentage of total procurement (by value) does it constitute? NA

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

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



6. Details of beneficiaries of CSR Projects

CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
Animal welfare	500+ animals	NA
Promoting education	17,000+ students	100%
Eradicating hunger & poverty	1,000+ people	100%
Medical welfare	200+ people	100%
Rural development	500+ people	100%
Women empowerment	1,800+ women	100%

PRINCIPLE 9

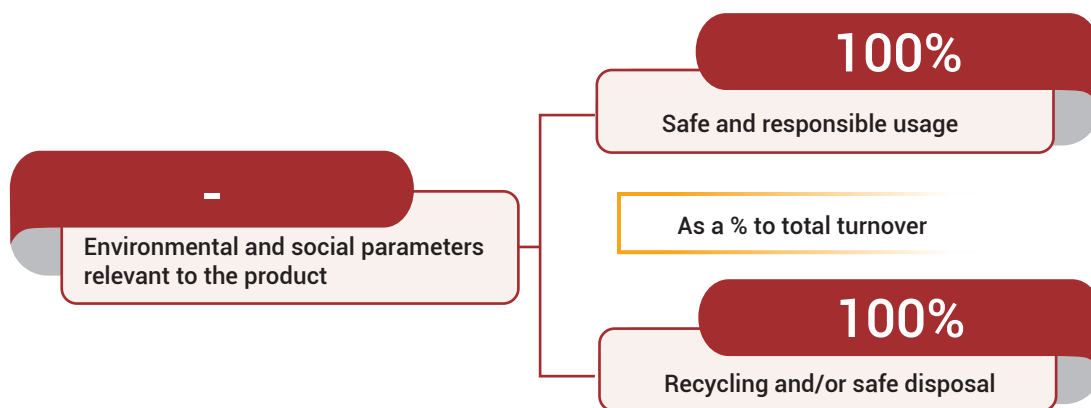
Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Upon receiving complaints, Sharda Cropchem promptly initiates necessary actions via E-mail, tailored to the nature of the issue. Once the underlying cause is resolved, customers are informed about the corrective and preventive measures. Feedback received from customers, whether via telephone or E-mail, prompts the closure of the complaint, followed by a review with management.

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



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

Particulars	2023-24 (Current financial year)		Remarks	2022-23 (Previous financial year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	

Data privacy						As part of its routine operations, Sharda Cropchem receives and resolves all queries promptly
Advertising						
Cyber-security	Nil	Nil	NA	Nil	Nil	
Delivery of essential services						
Restrictive trade practices						
Other						



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

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

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

Currently, Sharda Cropchem lacks a dedicated framework for managing cybersecurity and data privacy risks. Nevertheless, the Company has implemented a Preservation of Documents Archival Policy aimed at data privacy and preventing breaches in the workplace. This policy includes secure data storage and archival procedures. Furthermore, the organisation has forged partnerships with third-party providers for data backup, enhancing data security against potential cyber attacks.

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 the safety of products/services.

No cyber attacks have been reported during the year and therefore, no corrective measures have been undertaken by the Company.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along with impact: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Nil
- c. Impact, if any, of the data breaches: NA

Leadership Indicators

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

Product-related information is available at: <http://www.shardacropchem.com>

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

Sharda Cropchem disseminates information about the benefits of its products with customers through conferences and meetings. Additionally, all safety precautions for the products are clearly outlined on the labels.

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

In case of potential disruptions arising from various reasons, consumers are notified about the associated risks through E-mails and virtual meetings.

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)

Sharda Cropchem ensures compliance with legal requirements by prominently displaying all mandated information on its packaging across various geographical regions. This includes essential details like the product name, gross weight, usage instructions, and statutory warnings as prescribed by law, among other pertinent aspects.