



ARVIND MAFATLAL GROUP
The ethics of excellence



NOCIL LIMITED

Turning Responsible Vision into **SUSTAINABLE ACTION**



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ABOUT THE REPORT

ABOUT THIS REPORT

NOCIL Ltd. ('The Company') is pleased to announce the release of its second annual Sustainability Report. It covers quantitative & qualitative performance and the commitment of NOCIL Ltd. towards Environmental, Social, and Governance (ESG) principles.

This report is the primary report to its stakeholders, showcasing the Company's value creation proposition and delivery. It demonstrates NOCIL's comprehensive approach to protecting value in its activities, alongside its financial performance for the year. The Sustainability Report details the Company's efforts and commitment to creating a sustainable business, positioned for long-term success.

REPORTING SCOPE AND BOUNDARY

The Report highlights NOCIL Ltd.'s Sustainability initiatives, key data points, policies, and subsequent actions relevant to the Company's manufacturing facilities located in two distinct locations, namely Navi Mumbai and Dahej. A significant update in this year's report is the inclusion of data from NOCIL's wholly owned subsidiary.

This report covers the primary activities of NOCIL's business, including its subsidiary and joint venture operations, with the aim of addressing the information requirements of long-term investors. The Company also presents information relevant to the way it creates value for other key stakeholders, including its employees, customers, government agencies and authorities, suppliers, and communities.

REPORTING PERIOD AND FREQUENCY

The focus of this report pertains to the activities and practices conducted during 2023-24. The reporting period is from April 1, 2023 to March 31, 2024.

REFERENCES FOR SUSTAINABILITY REPORTING



SUSTAINABLE
DEVELOPMENT
GOALS

EXTERNAL ASSURANCE

This report has not undergone any external assurance.

FORWARD-LOOKING STATEMENTS

Some aspects in this report includes statements about the future, identified by words like 'believes', 'expects', 'may', 'will', 'could', 'should', 'intends', 'estimates', 'plans', 'assumes', and 'anticipates'. Such statements may involve risks and opportunities and future scenarios which may be beyond the Company's control and are based on current beliefs and assumptions. Actual results may differ from what is expected, so no assurance can be made that future outcomes will match these statements.

RESTATEMENT

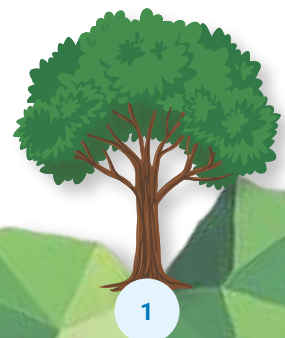
As NOCIL has included its subsidiary in the current reporting year, it has revised the quantitative data points of non-financial disclosures related to the environmental pillar of ESG principles for the previous year (2022-23) and for the current reporting year (2023-24).

FEEDBACK

NOCIL is open to suggestions and welcomes feedback on this report. Stakeholders are encouraged to reach out in case of any queries or for further information.

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MESSAGE FROM THE MANAGING DIRECTOR



DEAR STAKEHOLDERS,

NOCIL LTD. ('THE COMPANY'/'NOCIL') HAS ALL ALONG REMAINED COMMITTED TO LAYING STRONG FOUNDATIONS FOR LONG-TERM SUSTAINABLE GROWTH, CREATING LASTING VALUE FOR OUR STAKEHOLDERS AND CONTRIBUTING POSITIVELY TO THE ENVIRONMENT AND THE SOCIETY.

Driving Sustainable Change: Our Commitment to Sustainability

Sustainability is integrated into our operations, focussing on reducing our Environmental impact through 'Responsible Care' principles and 'Green Chemistry'. NOCIL is one of the 88 companies in India that holds a certification for 'Responsible Care' - the Global Chemical Industry's initiative, focussed on Environmental, Health, and Safety (EHS) improvements since 2018. Additionally, our social responsibility initiatives align with our strategic pillars, engaging with communities and supporting healthcare, education, rural development, and Environmental conservation. We prioritise energy efficiency and utilise hybrid power to reduce greenhouse gas emissions, with more than 25% of our electricity at one facility coming from renewable sources. Our commitment to sustainable operations is reflected in the implementation of the '5S Workplace Organisation Method' and the '3Rs' strategy (Reduce, Reuse, Recycle). These initiatives help us maintain top HSE (Health, Safety, and Environment) standards.

Empowering Communities: Our CSR Initiatives

NOCIL's commitment to Corporate Social Responsibility (CSR) is driven by our promoter group's philosophy, 'More than an Obligation, more than a Duty'. Our robust CSR Policy identifies key stakeholders and focusses on the eradication of hunger and poverty, promoting healthcare

and education in rural areas, supporting women from economically weaker sections suffering from breast cancer, and promoting sports.

Recognised Excellence: Awards and Accolades

Our efforts have not gone unnoticed. NOCIL received 6 (six) awards for Best Sustainability Initiatives at the 2nd India Sustainability Conclave and Awards 2023, recognising our contributions to improving EHS, energy efficiency, poverty reduction, education promotion, and rural healthcare. We also received the prestigious Economic Times-Legal (ET-Legal) award for Best Legal Support to CSR Initiatives and the League of American Communication Professionals (LACP) Platinum Award for Best Sustainability Report in the Chemicals Sector. Apart from this we were bestowed with prestigious CNBC TV-18 award for Best Regulatory Compliance Management in the mid-cap sector.

To underscore NOCIL's commitment to Sustainability, the Company proudly holds a range of certifications:

- ISO 50001:2018 for energy management systems
- ISO 9001:2015 for quality management systems
- ISO 14001:2015 for Environmental management systems

- **ISO 45001:2018** for occupational health and safety management systems
- **ISO/IEC 17025:2017** accreditation for Quality Assurance and Marketing Technical Services Laboratories
- **'Responsible Care'** Certification from the Indian Chemical Council
- **IATF 16949:2016** for automotive quality management systems

NOCIL goes beyond meeting Environmental regulations; we are committed to leading the way to a greener future with cutting-edge technologies in **'Green Chemistry'**.

NOCIL has launched several green initiatives to reduce its Environmental impact and enhance Sustainability. These include the installation of solar panels at both its plants, which tap into renewable energy sources, reducing reliance on non-renewable energy. Additionally, the Company sources green energy, further cutting its carbon emissions. By using cogeneration, NOCIL maximises energy efficiency and reduces greenhouse gas emissions.

The Company is proactively committed to:

- Conducting all activities in an environment-friendly manner, exceeding statutory Environmental Compliances and standards
- Increasing the use of renewable energy and fuels
- Adopting efficient technologies to improve energy efficiency
- Investing in R&D for Environmentally sustainable products
- Reducing water consumption by increasing the use of recycled water
- Implementing the **'5S Workplace Organisation Method'** to enhance productivity, safety, and waste reduction
- Adopting a **'3Rs'** strategy focussing on pollution prevention and waste management
- Promoting a safe and healthy work Environment with **top HSE standards** across all operations

- Reducing carbon footprint and Scope 1 and 2 emissions, with its commitment under **'SBTi (Science Based Target Initiatives)'**
- Implementing a greener hazardous waste disposal method, shifting from incineration to pre-processing (co-processing)

The Company's Business Responsibility & Sustainability Report (BRSR) for the 2023-24 - (prepared pursuant to SEBI Directions) was subjected to an Independent Limited Assurance by TUV-SUD, which has in its Report verified that 'On the basis of the assessment procedures carried out from May 7, 2024 to May 21, 2024, nothing has come to our attention to suggest that the Report does not meet the completeness with respect the Reporting Criteria.'

Going forward, by synergising people and smart technology, NOCIL is fully geared to tackle the challenges of today and seize the opportunities of tomorrow. The Company considers it as its prime responsibility to contribute to India's ambitious goal of reaching a USD 5 Tn economy by 2025 and attaining a net-zero emission target by 2070. In closing, I extend my heartfelt gratitude to our esteemed Board members, dedicated employees, valued clients and all other stakeholders for their continued support. Collectively, we will propel NOCIL on a strong trajectory of sustainable growth.

With best wishes,

ANAND V.S.
Managing Director





ACHIEVEMENTS AND CERTIFICATIONS

ON ESG & SUSTAINABILITY

1

INDEPENDENT ASSURANCE STATEMENT ISSUED BY TÜV SÜD SOUTH ASIA PVT. LTD. FOR BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (2023-24)

3

SIX AWARDS AT 2ND INDIA SUSTAINABILITY CONCLAVE AND AWARDS 2023 UNDER THE AEGIS OF TRANSFORMANCE BUSINESS MEDIA

- Best Sustainability Report for the Year 2022
- Improving Environment, Health & Safety (EHS)
- Enhancing Energy Efficiency
- Reducing Poverty (CSR)
- Promoting Education for Economically Backward Sections (CSR)
- Supporting Rural Healthcare (CSR)

2

SILVER MEDAL ACCORDED BY ECOVADIS SUSTAINABILITY RATING PROCESS

4

THE LEAGUE OF AMERICAN COMMUNICATIONS PROFESSIONALS (LACP) AWARDED NOCIL

- Platinum Award for Best Sustainability Report 2022-23 in the Chemicals Sector
- Among Top 100 Reports Worldwide for the Year (Ranked #92)

MEMBERSHIP OF VARIOUS INSTITUTIONS & ASSOCIATIONS



Indian Chemical Council



Thane Belapur Industries Association



Indian Merchants' Chamber



5

WINNER OF THE INDIAN CHEMICAL COUNCIL (ICC)- EPSILON CARBON CERTIFICATE OF MERIT FOR BEST COMPLIANT COMPANY IN PRODUCT SAFETY & STEWARDSHIP CODE FOR 2023

6

THE COMPANY IS A PROUD RECIPIENT OF THE FOLLOWING INDEPENDENT CERTIFICATIONS, DEMONSTRATING ITS FIRM COMMITMENT TOWARDS ENVIRONMENT MANAGEMENT, OCCUPATIONAL HEALTH & SAFETY & ENERGY MANAGEMENT.

- ISO 9001:2015 (Quality Management System)
- ISO 14001:2015 (Environment Management System)
- ISO 45001:2018 (Occupational Health & Safety Management System)
- IATF 16949:2016 (Automotive Quality Management System)
- ISO 50001:2018 (Energy Management System)
- Responsible Care Certification

OTHER PRESTIGIOUS AWARDS

WINNER OF ECONOMIC TIMES-LEGAL (E-T-LEGAL) AWARD FOR GROUNDBREAKING CONTRIBUTIONS OF NOCIL'S LEGAL FUNCTION TOWARDS ITS CSR INITIATIVES.

WINNER OF THE INDIA RISK MANAGEMENT AWARDS AT CNBC-TV18 INDIA RISK MANAGEMENT AWARDS SEASON 10 FOR EXCEPTIONAL ACHIEVEMENTS OF THE ORGANISATION IN THE FIELD OF REGULATORY COMPLIANCE MANAGEMENT (AS A PART OF ITS RISK MANAGEMENT INITIATIVES).

LEGAL & COMPLIANCE TEAM OF NOCIL WAS RECOGNISED AS THE LEGAL TEAM OF THE YEAR AT LEGAL ERA AWARDS (2023-24) FUNCTION IN NEW DELHI.



All India Rubber Industry Association



Dahej Industries Association



Indian Rubber Institute

NOCIL'S SUSTAINABILITY JOURNEY

BOARD'S COMMITMENT

Under the guidance and supervision of its Board of Directors (the Board), NOCIL Ltd. ('the Company') adheres to its Code of Conduct, striving for the utmost Standards of Corporate Responsibility and Governance mechanisms to support and empower its employees and other stakeholders. The Company's Board has adopted and implemented an 'ESG Charter' intended to standardise Sustainability Reporting and enhance transparency in its disclosure processes at all levels. It outlines the Company's vision, objectives, management system and governance controls for efficient integration of Environmental, Social and Governance (ESG) principles.

The Company acknowledges that all its stakeholders can impact the Environment and community.

Therefore, the Company recognises and supports the need for adherence to ESG policies aligned with its core values by all associated parties and stakeholders. NOCIL intends to integrate ESG parameters in its operations to leverage any potential opportunities on account of better Environmental management, Social performance, and improved governance principles. Committed to continuous progress on the ESG initiatives, the Company's '**ESG Charter**' is prepared to assist the Board and Management in its oversight related to issues such as Climate Change Crisis, Protection of Human Rights, DE&I, Occupational Health & Safety. This '**ESG Charter**' is designed in line with the SEBI (LODR) Regulations as amended on May 5, 2021, the BRSR framework dated May 10, 2021 and the UN Sustainable Development Goals 2015. The '**ESG Charter**' has been uploaded on the Company's website.



FORMATION OF A CORE COMMITTEE ON SUSTAINABILITY

Based on a decision of the Board of Directors, a Sustainability Committee was established in 2021 comprising key leadership figures, including the Managing Director, Technical Head, Departmental Heads and the Company Secretary. This Committee is tasked with supervising and evaluating the Company's advancements in meeting Environmental, Social and Governance (ESG) criteria. Additionally, the Core Committee plays a pivotal role in endorsing the adoption of new policies and adjustments to existing ones as part of the Company's commitment to Sustainability efforts.





COMMITMENT TO PROTECTING THE ENVIRONMENT

The Company's leadership is committed to advancing objectives that align with its core values and long-term Sustainability.

NOCIL believes that active and responsible employees can make a successful company even stronger. The Company is committed to sustainable development through environmental protection, social responsibility, and economic progress. NOCIL is dedicated to meeting the needs of society today while minimising the impact of its actions on future generations and the Environment. In the design, development, manufacture, and delivery of its products, NOCIL's Policy is to:

- Reduce waste, Reuse materials, and Recycle whenever possible in both its office and manufacturing operations
- Conserve energy through the use of efficient business processes

The Company is not only committed to meeting Environmental regulations but also strives to incorporate state-of-the-art technologies, including **Green Chemistry**, into its operations. To this end, the Company's Research Centre boasts a seasoned team dedicated to conducting advanced Environmental Research and promoting the principles of **Green Chemistry**, thus advancing sustainable business practices. Demonstrating its

commitment to responsible corporate citizenship, the Company has embraced and put into action the '**5S Workplace Organisation Method**' to enhance productivity, ensure safety, and minimise waste generation.





INNOVATION DRIVING SUSTAINABILITY

Technological innovations help to address the ecological, economic and social challenges and contribute to sustainable and rewarding change of businesses.

DAHEJ SITE

Efforts in brief made towards Sustainability, Compliance & Technology absorption:

- Contract signed with M/s Cleanmax for sourcing hybrid green power of 2.25 Mw.
- Solar panels @500 kw erected and commissioned for generation of solar energy at site.
- Debottlenecking of Rubber Chemicals.
- **Responsible Care** recertification audit by ICC done successfully at Dahej site.



NAVI MUMBAI SITE

Started receiving green electricity from service provider.





HEALTH, SAFETY AND ENVIRONMENT (HSE) INITIATIVES

HSE has always been a core value of the Company and a top priority in all its manufacturing and all other business activities leading towards long-term Sustainability of the Company. Safety is paramount when dealing with hazardous chemicals and processes. NOCIL encourages a high level of awareness of safety issues among its employees, including contract employees, and strives for continuous improvement. The Company provides training in safe practices to be followed at the workplace.

High emphasis is placed on laid down policies, systems, and procedures. Reporting of 'Near Miss Incidents' and its investigation and unique practice of 'Safety Attitude Encouragement' (SAE) rounds by the Operations team helped build a very strong safety culture across the organisation over the years. With a view to improve the safety culture, measurable Key Performance Indicators (KPIs), Leading Indicators and Lagging Indicators are reviewed in monthly Environmental, Health, and Safety (EHS) Review Meetings which are chaired by Managing Director of the Company. No reportable incident is recorded during the year.

NOCIL is one of the leading members of the Local and District Crisis Group and has earned a reputation among the surrounding community and statutory authorities for its prompt support during disaster management events. The Company conducts scheduled mock drills for emergency scenarios with the active involvement of its staff and occasionally, in the presence of external stakeholders. Process Safety Management is an essential part of risk assessment using **PSSR** techniques. All Plant changes, modifications, and new project implementation, among others, undergo risk assessment studies before implementation. Environment protection and adherence to pollution control norms is of high concern for the Company. Through research, innovation, and responsible manufacturing practices, NOCIL strives to reduce greenhouse gas emissions, conserve water resources, and decrease energy consumption. The Company has implemented a waste management programme using the **3Rs** Strategy (**Reduce, Reuse, and Recycle**) techniques.

Novel effluent treatment techniques are employed at its state-of-the-art Dahej plant. A team of R&D scientists are exclusively focussing on **Green Chemistry** and Environmental Research. Regular workplace monitoring is carried out for Volatile Organic Compounds (VOC), Boiler and Process Stack emissions, Noise and Illumination levels, Ambient Air Quality, to ensure safe and healthy work Environment.

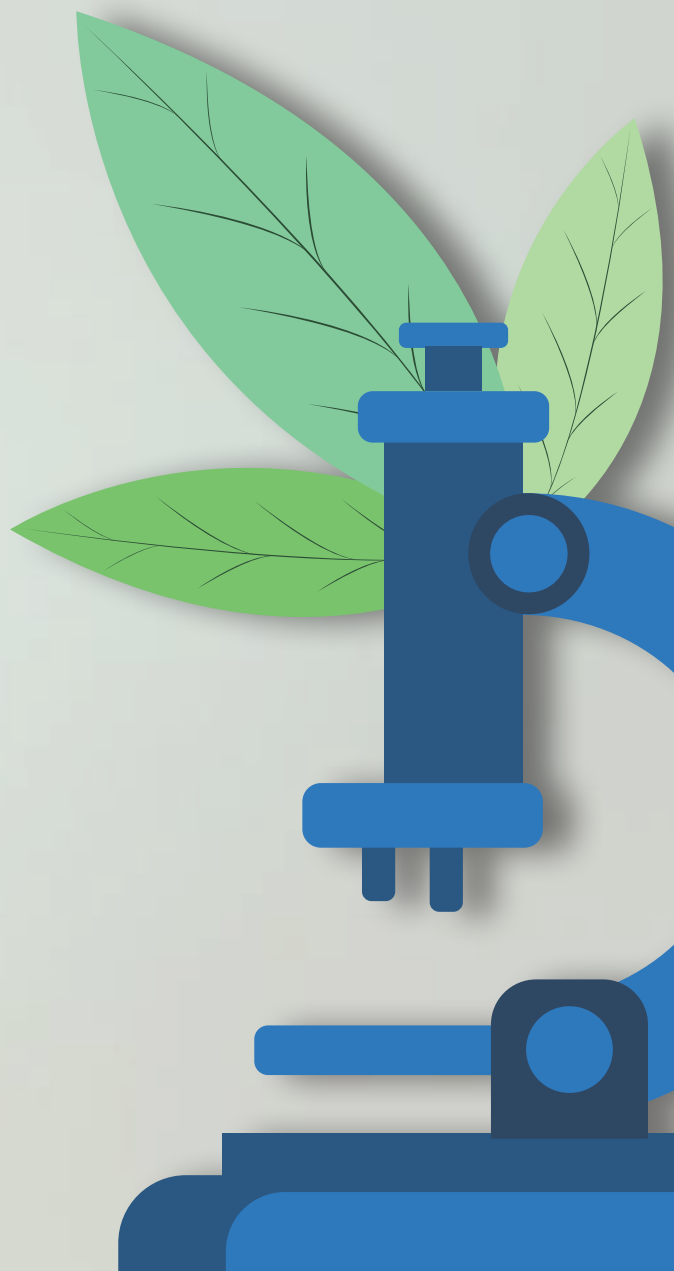
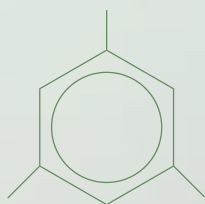
The Company was audited for **Responsible Care** (RC) certification by a team of experts from the Indian Chemical Council (ICC) in the month of November 2023, and the ICC was pleased to renew the **Responsible Care** certification for a further period of three years i.e. from February 2024 to January 2027. NOCIL is one of the only 88 companies in India that holds certification for '**Responsible Care**' - the Global Chemical Industry's initiative, focussed on Environmental, Health, and Safety (EHS) improvements since 2018. The renewal of its **Responsible Care** certification demonstrates the Company's dedication to conserving energy, preserving natural resources, preventing pollution, and safeguarding the well-being of individuals.

A well-equipped Occupational Health Centre (OHC) at all the manufacturing facilities carries out regular and periodic medical check-up of all categories of employees and counselling sessions are held, individually and in groups, to increase the health awareness amongst them. Health Awareness programmes were conducted during the year on relevant topics of Lifestyle Changes, and Heart ailments, among others.

**CHEMISTRY IN
HARMONY**

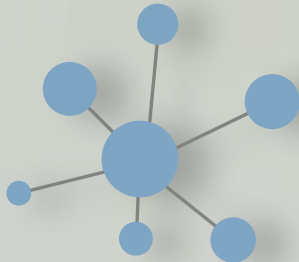
WITH NATURE

**SUSTAINABLE SOLUTIONS,
TRANSFORMING CHEMISTRY FOR
A GREENER TOMORROW.**



ORGANISATION PROFILE

- 1.1 About NOCIL Ltd.
- 1.2 NOCIL's Geographical Presence
- 1.3 Products and Services
- 1.4 Supply Chain and Businesses



01

1.1

ABOUT NOCIL LTD.

NOCIL Ltd. is part of the **Arvind Mafatlal Group**, a well-established business conglomerate in India with diversified interests. The Arvind Mafatlal Group, with a legacy spanning 119 years, has solidified its presence in the Indian economy, upholding the values of 'Ethics of Excellence.'

NOCIL Ltd., established in the year 1961, has expertise in the Rubber Chemicals business. NOCIL stands as a distinguished player, offering a comprehensive range of products tailored to meet the diverse needs of customers. Renowned for providing a one-stop-shop solution and backed by extensive experience, NOCIL has earned a reputation as a dependable supplier in the Rubber Chemicals industry. There is a global recognition of NOCIL's technical capabilities, giving NOCIL a distinct advantage in the marketplace.

NOCIL Ltd. operates at 2 manufacturing locations with a Corporate Office based at Churchgate, Mumbai. The Company has adopted an Integrated Management System (IMS) which has certifications viz. **ISO 9001, ISO 14001, ISO 45001, IATF 16949 and ISO 50001**

NOCIL Ltd. is a **Responsible Care certified company since January 2018**. Highlighting the Company's commitment to high ethical standards and a pursuit of excellence in all aspects of its operations. NOCIL's 'ESG Charter' guides the Company in overseeing key issues like climate change, Human Rights protection, Diversity, Equity, and Inclusion (DE&I) and occupational health and safety. The Company values the significance of social and governance factors in building a sustainable and effective investment strategy.

MANUFACTURING CAPABILITIES

NOCIL's manufacturing facilities are equipped with state-of-the-art technologies that enable the Company to manufacture products that meet international standards.

NOCIL has effectively positioned itself as a key global player in the Rubber Chemical industry. Its leadership position is fuelled by its commitment to high-quality products, comprehensive service offerings, and a strong export strategy. Global customers continue to value the strengths and capabilities of the Company.



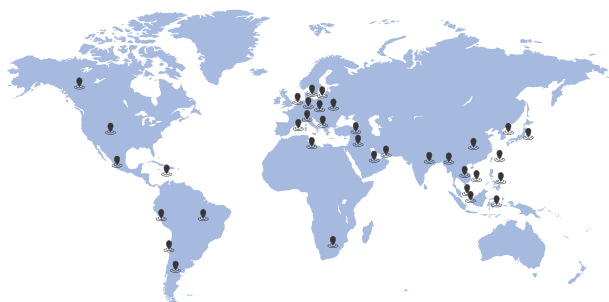
Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. Our Company or any of our Directors, officers or employees cannot be held responsible for any misuse or misinterpretation of any information or design thereof. Our Company does not warrant or represent any kind of connection with its accuracy or completeness.

1.2 | NOCIL'S GEOGRAPHICAL PRESENCE

The Company, headquartered in Mumbai, Maharashtra, delivers cost-effective products to customers in over 40+ countries. These products are manufactured at its production facilities located in Gujarat and Maharashtra, along with its subsidiary at Vapi.

40+

Countries presence, with long-term relationships with customers



In addition, the Company's Research & Development centre in Navi Mumbai, Maharashtra, is well-equipped with advanced facilities, providing crucial support to its business team and customers, ensuring the efficient delivery of products.

The Company's core cultural attributes, including a proactive approach, unwavering customer centricity, a strong sense of ownership and accountability, talent nurturing and harnessing, transparency promotion, relentless pursuit of continuous improvement, encouragement of collaborative behaviour, and embrace of adaptability, have been pivotal in fostering a comprehensive and all-encompassing approach to Sustainability. This strategic approach has played a pivotal role in ensuring the utmost satisfaction, unparalleled delight, and unwavering loyalty of all of NOCIL's esteemed stakeholder groups. Global customers continue to value the strengths and capabilities of the Company. With available capacities and gaining of approvals at new locations, will enable the Company to leverage growth opportunities to fulfil its long-term vision of doubling its market share in the global space.

1

NAVI MUMBAI, MAHARASHTRA

NOCIL's plant in Navi Mumbai, Maharashtra (established in 1976), is strategically situated in the Trans-Thane Creek Industrial Area of the Navi Mumbai - Thane-Belapur industrial zone. This facility possesses the necessary capabilities to manufacture a comprehensive range of Rubber Chemicals. It is equipped with advanced technology and operates with automated control systems, ensuring efficiency and precision in the production process.

2

DAHEJ, GUJARAT

The Company's plant at Dahej (Gujarat) is a cutting-edge manufacturing facility that started production in 2013. Situated just 45 kilometres from Bharuch, Gujarat, this strategically located facility benefits from its proximity to the petrochemical industry and its connection to Dahej and Hazira ports. With fully automated processes, the facility utilises in-house technology and process controls to ensure optimal operations.

1.3 | PRODUCTS AND SERVICES

NOCIL serves a diverse range of industries, including but not limited to the tyre, automotive, rubber goods, and industrial sectors. NOCIL's high-quality Rubber Chemicals cater to the unique needs of each industry, fostering innovation, sustainability, and excellence in every product and service delivered. With a steadfast commitment to customer satisfaction and a wealth of experience, the Company stands as a trusted partner in advancing the success of its clients across various industrial landscapes.



FOR AUTOMOTIVE INDUSTRY



AUTOMOTIVE TYRES AND TUBES

Passenger Vehicle, Commercial Vehicle, 2W, 3W, and OTR Tyres



AUTOMOTIVE RUBBER COMPONENTS

Rubber Floor Mats, Rubber Seal, Rubber Bumper, Dust Cover, and Mud Flaps



BICYCLE TYRES, RUBBER TUBES



CAMELBACK & RETREAD

Camelback Strip Gum, and Retreading Strips



FOR INDUSTRIAL RUBBER COMPONENTS



INDUSTRIAL RUBBER COMPONENTS

O-rings, Seals, Gaskets, Rubber Bushes, Boots, and Vibration Dampers



RUBBER BELTS

Engine Timing Belts, Transmission Belts, and Conveyor Belts



FOR OTHER INDUSTRIES



LATEX PRODUCTS

Latex Foam, Dipped Latex Goods, and Latex Threads



FOOTWEAR

Safety Boots, and Rubber Soles



DIVERSE PRODUCT RANGE



ANTI-DEGRADANTS/ ANTIOXIDANTS

These are ingredients in rubber compounds which deter ageing and inhibit degradation due to oxygen attack of rubber products, thereby enhancing service life



ACCELERATORS

Increase the speed of vulcanization

Permit vulcanization to proceed at lower temperatures & with greater efficiency



OTHER APPLICATIONS

Pre vulcanization inhibition, Post vulcanization stabilisation, and latex-based applications

Improving thermal stability of cross-links in rubber products

1.4 | SUPPLY CHAIN AND BUSINESSES

SUPPLY CHAIN

THE COMPANY'S SUPPLY CHAIN POLICY ESTABLISHES THE MEANS TO ASSESS THE RISKS AND OPPORTUNITIES ASSOCIATED WITH THE CONTRACTING, PROCUREMENT AND PROVISION OF SUPPLIES AND SERVICES ON A CORPORATE AND PROJECT LEVEL.

This Policy aims to foster sustainable commercial relationships. The Supply Chain plays a vital role in the Company's Sustainability efforts, particularly because its production processes involve hazardous chemicals, and some of the raw materials are part of the petroleum value chain.

NOCIL's Supply Chain is becoming more effective and efficient. The Company achieves this by creating an integrated Supply Chain with its business partners.

NOCIL ensures a responsible supply chain by screening new suppliers against environmental criteria and addressing identified impacts. The Company's Supplier Code of Conduct includes a Human Rights clause integrated into supplier agreements, promoting ethical business practices. Supplier audits conducted drive compliance and continuous improvement of value-chain partners that are assessed for environmental impacts. This approach reflects NOCIL's commitment to sustainability, transparency, and accountability.



NOCIL's aim is to focus on:

CUSTOMER CENTRICITY

- Meeting the need for flexible supplies
- Reducing lead times to support customer production
- Customising Supply Chain solutions as per the need

SUSTAINABILITY

- Reducing overall carbon footprint
- Meeting government regulations, locally

BUSINESS RELATIONSHIPS

- NOCIL offers individual and innovative product solutions, including Rubber Chemicals and Specialty Chemicals for the rubber industry. The Company is one of the few players in this business to provide a wide range of Rubber Chemicals to meet customer needs.
- Due to its rich experience and being a one-stop shop for customers; the Company is today acknowledged as a dependable supplier of Rubber Chemicals. The Company is recognised for its technical capabilities, it enjoys an edge over other players in this business. Today, NOCIL is India's largest Rubber Chemicals manufacturer with its state-of-the-art technology for manufacturing Rubber Chemicals.
- NOCIL's strengths lie in its integrated value chain, technological advancements, extensive product range, and strong marketing network & technical service and extensive distribution channel. NOCIL's commitment to R&D and innovation has enabled the Company to stay ahead of industry trends and consistently deliver high-quality products. These operational strengths are fundamental to NOCIL's strategy and provide a stable foundation for sustainable growth.

**POWERING
PROGRESS.**

SUSTAINING THE FUTURE.

**NOCIL'S COMMITMENT TO SUSTAINABLE
CHEMISTRY FUELS INNOVATION AND
ENVIRONMENTAL STEWARDSHIP.**



MATERIALITY

2.1 Materiality Assessment Framework

2.2 Prioritisation Process

- 2.2.1 Identifying Relevant Material Issues
- 2.2.2 Stakeholder Collaboration and Consultation
- 2.2.3 Determining Priority Material Issues
- 2.2.4 Consolidating Material Topics

2.3 Materiality Results



02 MATERIALITY

AT NOCIL, MATERIALITY ASSESSMENT IS A TEST THAT PROVIDES THE COMPANY WITH RESULTS TO ALLOW FOR BETTER COMPREHENSION AND PRIORITISING OF VARIOUS SUSTAINABILITY ISSUES, SUCH AS BY IMPLEMENTING STAKEHOLDER VIEWS ON THE PRODUCT OR SERVICE BEING PRODUCED AND PROVIDED.

NOCIL's last extensive materiality assessment was conducted in 2023. The material topics are reviewed annually by the Core Committee on Sustainability. NOCIL seamlessly integrates review results of materiality assessments into its robust Sustainability roadmap and business disclosure techniques. The primary objective of conducting a materiality assessment at NOCIL is to identify Sustainability topics that matter most to the Company and its stakeholders.

Materiality assessment helps us to methodically identify and give priority to the most consequential Environmental, Social, and Governance (ESG) concerns that are relevant for both the industry itself and its various stakeholders.

This empowers NOCIL to formulate focussed strategies, establish suitable objectives, and make well-informed choices regarding its sustainability initiatives. In addition, materiality assessments play a crucial role in promoting transparency and accountability.

2.1 MATERIALITY FRAMEWORK

THE COMPANY HAS ESTABLISHED A ROBUST MATERIALITY ASSESSMENT SYSTEM TO FOCUS ITS EFFORTS ON PRIORITISING HOW, THROUGH ITS BUSINESS ACTIVITIES, IT CAN MAXIMISE THE VALUE BROUGHT TO THE ECONOMY, ENVIRONMENT, AND SOCIETY. THE PROCESS OF ESG MATERIALITY ASSESSMENT IS AT THE CORE OF ITS ESG EFFORTS.

The system adheres to a methodical approach that entails involving both internal and external stakeholders to collect a wide range of perspectives and insights. NOCIL employs industry specific frameworks, such as the Global Reporting Initiative (GRI) guidelines, to direct its evaluation process and guarantee conformity with global standards. The materiality assessment encompasses a comprehensive analysis of qualitative and quantitative data.

This includes an evaluation of various factors such as environmental impacts, community engagement, employee welfare, Supply Chain practices, and regulatory Compliance.





By employing a methodical methodology, the Company is capable of discerning and assigning importance to the most noteworthy Environmental, Social, and Governance (ESG) concerns. This enables NOCIL to formulate focussed Sustainability strategies, establish quantifiable objectives, and improve its overall operational effectiveness.

Consistent evaluations and revisions of the assessment system guarantee its continuous pertinence and efficacy in facilitating the Company's sustainable expansion and favourable influence.

2.2 | PRIORITISATION PROCESS

Using the prioritisation process, the Company aligns its strategy and reporting practices with current and future expectations, business requirements, and market trends by systematically examining the interconnection and influence of significant themes.



2.2.1 PHASE 1: IDENTIFY RELEVANT MATERIAL ISSUES

In this phase, NOCIL developed a list of issues from various sources, including its last materiality matrix, issues listed in Sustainability Reporting Frameworks (e.g., GRI, SASB), and peer company Sustainability Reports. The variety of issues classified under sustainability can make it daunting for the Company to address and manage all of them. To conduct a materiality assessment, NOCIL identified and prioritised the issues that are most material to its business and most relevant to its stakeholders. The mapping and prioritisation exercise helped the Company identify where it needs to focus and with whom it could partner.

Stakeholder groups are identified based on the credibility and relevance of their work on material ESG issues. Opinions are taken from a holistic set of stakeholders who can provide expertise on the issues identified. Finally, the Company identified the relevant business drivers it wishes to weigh its material ESG issues against such as risk reduction, customer satisfaction, revenue enhancement, and employee retention.



2.2.2 PHASE 2: STAKEHOLDER COLLABORATION AND CONSULTATION

During the process of data collection stage, key management and business leaders are asked to weigh a list of issues by their relative importance. Answers helped the assessment team to understand the relative importance of an issue in driving business success. External stakeholders are also asked to prioritise issues based on relative importance. Soliciting stakeholder feedback was a crucial part of a materiality assessment. It helped to get a third-party perspective and added credibility to the process. The Company has consulted with experts in the field and used that engagement to guide the process.

2.2.3 DETERMINING PRIORITY MATERIAL ISSUES

In this step, all of the data collected from internal and external stakeholders is put into a model or framework (quantitative ranking component) and transformed into a quantitative score that can be used to map and prioritise issues.

The identification of primary material concerns is an essential component of NOCIL's materiality assessment procedure. The procedure entails a methodical assessment of the identified material subjects to ascertain their relative importance and influence on the Company's business operations and stakeholders. By conducting a meticulous analysis and evaluation, NOCIL evaluates the prospective hazards and advantages linked to every material concern. Multiple factors are considered, encompassing the potential magnitude of impacts, the degree of concern expressed by stakeholders, regulatory obligations, industry standards, and the strategic goals and values of the Company.

Furthermore, the Company used external frameworks and guidelines, such as the Global Reporting Initiative (GRI), to guarantee conformity with established Sustainability standards.

By implementing a comprehensive decision-making framework, NOCIL can effectively determine the relative importance of material concerns that directly impact its operational activities, stakeholder demands, and overall Sustainability in the long run.

This facilitates allocating resources, establishing objectives, and formulating focussed action plans that efficiently tackle these critical material concerns. Thereby promoting the Company’s sustainable performance and augmenting its favourable influence on Society and the Environment.

2.2.4 CONSOLIDATING MATERIAL TOPICS

The consolidation of material topics represents the concluding phase of the materiality assessment, wherein the identified and prioritised issues are integrated into a comprehensive framework. This procedure entails amalgamating stakeholder engagement outcomes, internal analysis, and external benchmarks to establish a comprehensive and integrated comprehension of the material topics most significant for the Company.

By meticulously analysing the interconnectedness and intersections among various matters, NOCIL amalgamates correlated subjects and classifies them into more comprehensive overarching concepts.

This consolidation facilitates the refinement of NOCIL’s objectives and establishes a coherent and succinct framework of subject matters that effectively capture the Sustainability risks and opportunities encountered by the Company.

The consolidation process guarantees that the results of the materiality assessment are feasible, controllable, and implementable, thereby establishing a strong basis for the formulation of the Company’s Sustainability strategies, goal establishment, and reporting procedures.

By integrating and organising key subject matters, NOCIL improves its capacity to rank and tackle the most crucial matters efficiently. Thereby aligning its endeavours with the anticipated outcomes of its stakeholders and promoting the creation of enduring value.





2.3 MATERIALITY RESULTS



■ Highest Material

■ High Material

■ Moderate Material



Highest Material

- | | |
|--|--|
| 1. Child Labour and Young Workers | 8. Anti-Corruption and Anti-Money Laundering |
| 2. Regulatory Compliance | 9. Process Safety and Emergency Preparedness |
| 3. Forced or Compulsory Labour | 10. Procurement Practices |
| 4. Operational Safety and Emergency Preparedness | 11. Economic Performance |
| 5. Responsible Marketing and Labelling | 12. Prevention of Pollution |
| 6. Organisational Governance | 13. Environmental Stewardship |
| 7. Environmental Regulation | 14. Employee Health and Safety |

High Material

- | | |
|----------------------------|-------------------------|
| 15. Training and Education | 20. GHG Emission |
| 16. Recycling Materials | 21. Energy Management |
| 17. Water and Effluents | 22. Effluents and Waste |
| 18. Responsible Sourcing | 23. Air Quality |
| 19. Freedom of Association | 24. Green Energy |

Moderate Material

- | | |
|---------------------------------------|---|
| 25. Diversity, Equity and Inclusion | 28. Operational Changes |
| 26. Collective Bargaining | 29. Reclaiming Products and Packaging Materials |
| 27. Product Design for Use Efficiency | |

● Environmental ● Social ● Governance

THE COMPANY INTEGRATES
SUSTAINABILITY INTO EVERY ASPECT
OF ITS CHEMICAL SOLUTIONS,

**FORGING A
BRIGHTER
FUTURE.**



APPROACH TO GOVERNANCE

3.1 Governance Structure

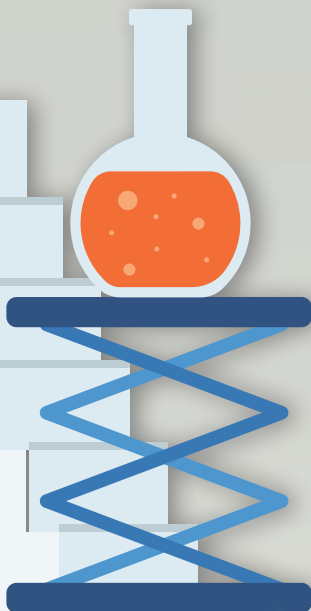
- 3.1.1 Board of Directors
- 3.1.2 Sustainability Governance
- 3.1.3 Risk Management Committee of the Board

3.2 Ethics & Compliance

- 3.2.1 Policy Commitments
- 3.2.2 Political Contribution

3.3 Fair Business Practices

- 3.3.1 Stringent Enforcement of Anti-Corruption Policy
- 3.3.2 Stringent Enforcement of Policy Prohibiting Anti-Competitive Trade Practise
- 3.3.3 Preventing Conflict of Interest
- 3.3.4 Collective Bargaining Agreements



03

3.1

GOVERNANCE STRUCTURE AND COMPOSITION

Corporate Governance is integral to NOCIL’s vision, objectives, and management systems for efficient integration of the Environmental, Social & Governance principles (ESG). The Company’s Policy on Corporate Governance is based on the principles of full disclosure, fairness, equity, transparency, and accountability in the various aspects of its functioning, leading to the protection of the stakeholders’ interest and an enduring relationship with stakeholders. The Management’s commitment to these principles is reinforced through the adherence of all Corporate Governance practices, which form part of Regulation Nos. 17-27, clauses (b) to (i) and (t) of sub-regulation (2) of Regulation 46 and para C, D & E of Schedule V of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time [‘Listing Regulations’].

The fundamental element of NOCIL’s Corporate Governance systems is to nurture a resilient corporate culture.

CORPORATE GOVERNANCE REFERS TO THE ENTIRE SYSTEM FOR MANAGING AND SUPERVISING THE COMPANY. NOCIL HAS ESTABLISHED ITSELF AS A WELL-GOVERNED CORPORATION WITH AN EXCELLENT REPUTATION AS THE ‘GLOBAL PARTNER OF CHOICE’—A VALUABLE RECOGNITION THAT THE COMPANY AIMS TO PROTECT, SUSTAIN, AND DEVELOP. THE COMPANY’S LEADERS DEDICATE THEMSELVES TO CREATING AN ATMOSPHERE CHARACTERISED BY TRUST, TRANSPARENCY, AND ETHICAL BEHAVIOUR. THEY ACTIVELY ENCOURAGE OPEN COMMUNICATION, COLLABORATION, AND ACCOUNTABILITY AT ALL LEVELS OF THE ORGANISATION. THIS APPROACH AIMS TO CULTIVATE A SENSE OF OWNERSHIP AND RESPONSIBILITY AMONG THE COMPANY’S EMPLOYEES, MOTIVATING THEM TO ACTIVELY PARTICIPATE IN SUSTAINABLE DEVELOPMENT EFFORTS.

In 2023-24, the Board consisted of thirteen directors, including two women directors. This composition complies with Regulation 17 of the SEBI Listing Obligations and Disclosure Requirements Regulations, 2015 and the Companies Act, 2013. NOCIL has established a Board Diversity Policy to ensure a diverse mix of directors, including various experiences and genders. There are 10 independent directors on the Board. The average tenure of all Board members is 05 years.

The Company has also adopted a Code of Conduct for the Directors and Senior Management Personnel. It has a Code for Fair Disclosure and Conduct in place as required under the SEBI (Prohibition of Insider Trading) Regulations, 2015, as amended from time to time. The Company ensures that strong financial and internal controls, best corporate governance practices, robust Compliance framework and risk management oversight are put in place.



3.1.1 PROFILE OF THE BOARD OF DIRECTORS



Mr. Hrishikesh A. Mafatlal
Executive Chairman

Mr. Hrishikesh A. Mafatlal also holds the position of Chairman at the Arvind Mafatlal Group (AMG). He earned an honours degree in commerce from Mumbai's Sydenham College in 1975 and furthered his skills by completing the Advanced Management Programme (AMP) at Harvard Business School in the United States in 1993. Mr. Mafatlal has served on the Board of Governors of IIM Ahmedabad for 12 years (1995-2007) and was the Vice-Chairman of the Cotton Textiles Export Promotion Council (TEXPROCIL).



Mr. Anand V. S.
Managing Director

Mr. Anand holds a bachelor's degree in chemical engineering from Siddaganga Institute of Technology from Bangalore University and a postgraduate diploma in management from MDI Gurgaon. He has over 26 years of experience in the chemical industry in business management, sales and marketing, strategy, and operations, having worked across multiple divisions of BASF, within and outside India. Prior to joining NOCIL, Mr. Anand was the Managing Director of Chemetall India Pvt. Ltd. (a BASF Group Company.)



Mr. Debnarayan Bhattacharya
Independent Director

Mr. Debnarayan Bhattacharya holds a B. Tech (Hons) degree in chemical engineering from IIT Kharagpur and a B.Sc. (Hons) degree in chemistry from Kolkata's Presidency College. He has previously served as the Vice-Chairman of Hindalco Industries Limited, the metals flagship Company of the Aditya Birla Group, and held the position of Vice-Chairman at Novelis Inc., a global leader in flat-rolled materials and a subsidiary of Hindalco. He has also served on the Board of Vodafone Idea Limited.



Mr. A. Vellayan
Independent Director

Mr. A. Vellayan holds a bachelor's degree in commerce from Shri Ram College of Commerce, New Delhi, a diploma in industrial administration from Aston University, UK, and a master's degree in business studies from the University of Warwick Business School, UK. He has vast experience in Fertilisers Business, General Management, and Financial Planning. He has been conferred Doctor of Science (Honoris Causa) by the Tamil Nadu Agricultural University, Coimbatore. He is the Chairman of the Indian Institute of Management and holds directorship in several prominent companies.



Mr. Vilas R. Gupte
Independent Director

Mr. Vilas R. Gupte, is a Chartered Accountant with more than 40 years of experience in Finance, Legal, and Commercial aspects across various companies. He served as the Chief Executive Officer of NOCIL until July 2005. Mr. Gupte is currently associated with a business solutions consultancy.



Ms. Radhika Haribhakti
Independent Director

Ms. Radhika Haribhakti holds over 30 years of experience in commercial and investment banking with a distinguished career at Bank of America, JM Morgan Stanley, DSP Merrill Lynch, and RH Financial. Ms. Radhika Haribhakti serves as an Independent Director on multiple Corporate Boards. Holding a degree in commerce and a postgraduate diploma in management from IIM Ahmedabad, she offers invaluable insights and strategic acumen to the Company's governance structure.



Mr. Priyavrata Mafatlal
Non-Executive Director

Mr. Priyavrata H. Mafatlal comes from a family with a strong industrial background. He is currently the Managing Director of Mafatlal Industries Limited and has an experience of over 15 years across the fields of Sales & Marketing, Strategy and Leadership. He has a degree in Marketing and is an alum of Harvard Business School, Boston.



Mr. Sujal Shah
Independent Director

Mr. Sujal Shah is the founder partner of SSPA & Co., Chartered Accountants, Mumbai, specialising in corporate consultancy. His primary areas of practice include financial valuation for mergers & acquisitions, among others. Mr. Shah also provides advisory services on business restructuring, family settlements, succession planning and general corporate matters.



Mr. Ramesh Iyer
Independent Director

Mr. Ramesh Iyer holds a bachelor's degree in commerce and a master's degree in business administration. He was formerly the Vice-Chairman & Managing Director of Mahindra & Mahindra Financial Services Limited. He has vast experience in the financial service sector. He serves as an Independent Director on various Boards.



3.1.2 SUSTAINABILITY GOVERNANCE

The Board has adopted and implemented an ESG Charter designed to regularise Sustainability Reporting to ensure transparency in the disclosure mechanism of the Company at each level.

This ESG Charter is prepared to assist the Board and the Management in its oversight related to issues such as climate change crises, protection of Human Rights, and DEI.

A Core Committee comprising the Managing Director, and the Group/Function Heads (supported by the Company Secretary) has been formed by the Board for the following objectives:

To keep track of the Sustainability initiatives (within the realm of ESG parameters) and, in particular, the status of Compliance with the regulatory/statutory requirements and the best global standards on Sustainability.

To consider and approve all the ESG Policies required for the Sustainability initiatives and monitor and regulate their implementation within the Company by way of training programmes, dissemination through mail and uploading on the corporate website.

To consider and approve/ take note of the appointment of consultants (technical and legal) engaged in Compliance.

CORE COMMITTEE ON SUSTAINABILITY

Managing Director	Mr. Anand V.S.
VP - QA, TQM, Analytical Research	Dr. Narendra Gangal
Chief Risk Officer	Mr. R. M. Desai
VP - Research & Development	Dr. C. Nandi
VP - Process Engineering, Technology & Project	Mr. Ashwin Bhende
VP - Marketing	Mr. Milind Shevte
Head - Legal & CS	Mr. Amit Vyas
AVP - Operations	Mr. Suresh Shetty
GM - Purchase	Mr. Shailesh Sangle



3.1.3 RISK MANAGEMENT COMMITTEE OF THE BOARD

NOCIL recognises that risk is inherent in all corporate, administrative, and commercial business activities. These risks can potentially disrupt the achievement of the Company's corporate strategic and operational objectives.

The Company has a well-defined Risk Management System in place, as a part of its good Corporate Governance practices and considers Risk Management to be fundamental to good management practice and a significant aspect of Corporate Governance. Effective management of Risk has enabled the Company to minimise the adverse effects of such risks encountered from time to time, thereby ensuring that the achievement of the Company's strategic and operational objectives is not significantly altered. The purpose is to identify and review past events/incidents and implement changes to prevent or reduce future undesirable incidents. The Company aims to use Risk Management to make better-informed decisions and improve its performance, thereby achieving its strategic and operational objectives. To address any risk factors that may arise on account of the regulatory changes/ amendments as applicable to the Company are being followed and monitored closely. The Company has adopted a Risk Management Policy (the Policy) and formed a Risk Management Committee (the Committee) in accordance with the provisions of the Act and Regulation 21 of the SEBI (LODR) Regulations, 2015. In terms of the Policy, the Committee reviews on a periodic basis the risks relating to Enterprise Risk Management (ERP) - Sustainability, Business Continuity Process Technology Updates, Competitor Action Plans, Cyber/IT-related Risks, Forex Risks, Legal & Statutory Compliances, Human Capital and Succession Planning, Market Environment Risk and Competitive Landscape. Investment Proposals under implementation are monitored to take corrective action wherever necessary to minimise time and/or cost overruns.

The RMC discharges a critical function of reviewing the following on a periodic basis:

1

Enterprise Risk Management (ERP) - Sustainability

Developments on the ESG front and the Management to periodically upgrade the environmental standards for all the manufacturing locations, including ancillary units, to ensure that the Company's standards are more stringent than the threshold limits prescribed by the local regulations.

2

Process Technology Updates

Process technology updates and their timely incorporation into the Company's operations to ensure that the Company's competitiveness is contemporary in nature.

3

Business Continuity Plan

Risk management framework needs to be integrated with the Business continuity programmes and crisis management.

4

IT/Cybersecurity

The RMC could, once a year, review the efficacy of the IT/cybersecurity systems and examine any specific risk in this regard, as may be referred to by the Board. The RMC can only review what the management has put up with respect to IT/cybersecurity.

7

Legal & Statutory Compliances with Respect to Operations

RMC's responsibility in this regard extends to only guiding the management on the best course of action to ensure the installation of a robust mechanism to monitor, control and drive statutory Compliances across from the Company. The RMC may review this status once in a year.

5

Forex Fluctuation Risk

An annual review of how effectively the Company managed the FOREX risk during the year under review and the resultant benefits which accrued to the Company, may be put up to the RMC. The Management can always bank upon the RMC to give suitable guidance for improvements in the system to manage this risk.

8

Exploration of Diversification Opportunities

The RMC reviews the strategy-related risks (including the risk of business diversification) and associated response strategies. RMC is responsible for reviewing the assumptions in strategic business decisions and associated risks of strategy and risks to strategy.

6

Investment Proposals

The RMC will review the key risks identified with respect to investment proposals (**exceeding a defined threshold**) and their associated response plans.

CHIEF RISK OFFICER (CRO)

The Company has also appointed a Chief Risk Officer (CRO), who is a dedicated functionary conversant with the intricacies of business operations and the associated risks to ensure control and monitoring of the implementation of the Policy. Mr. R. M. Desai holds the position of the Chief Risk Officer (CRO). The CRO does not simultaneously hold or lead any specialised full-fledged function, which would result in conflict with his role as CRO. The composition of the Risk Management Committee (RMC), its terms of reference and the number of Committee meetings held during the year are given in the Corporate Governance Report. Group/Function Heads who are accountable for the allocated risks are invited to the Committee meetings for presentations wherein they highlight the measures taken towards handling the risks. The CRO is responsible for the Company's risk management operations, including oversight of its risk identification and mitigation activities. The CRO is mainly responsible for identifying, analysing, and mitigating risks of both classes, Internal and External Risks. The appointment, removal, and terms of remuneration of the Chief Risk Officer (if any) shall be subject to review by the Risk Management Committee; RMC to consider and recommend the appointment of the CRO, who oversees risk management, while ensuring effective implementation of mitigation strategies across all business operations.

The Board also reviews on a quarterly basis a Risk Assessment Statement, which captures the overall assessment, control assessment and responsibility with a rating on a scale of 1 to 5, with respect to handling of hazardous materials, regulatory compliance, power outages, volatility of availability and process of raw materials, equipment failure, risk of flooding of plants during monsoon, patent infringement, adverse changes in global /national economic and political scenarios, logistic disruptions, frauds, inadequate I.T. support, non-amicable labour relations, among others. The Risk Management Policy has been uploaded on the Company's website. The link to access the said policy is provided below:

<https://www.nocil.com/wp-content/uploads/2023/11/NOCIL-RISK-MANAGEMENT-POLICY.pdf>



3.2 | ETHICS AND COMPLIANCE

NOCIL HAS ADOPTED AND IMPLEMENTED A ROBUST POLICY ON ETHICS & COMPLIANCE DUE TO THE FOLLOWING FACTORS:

- The chemical manufacturing industry relies heavily on business ethics and Compliance with standards and regulations. The process of chemical manufacturing entails the management and manipulation of substances that possess the potential to cause harm or pose risks. Ensuring adherence to ethical practises and Compliance with safety standards and regulations is imperative for safeguarding the well-being of employees, neighbouring communities, and the natural Environment.
- The implementation of this measure serves to mitigate the potential hazards associated with accidents, leaks, spills, and other occurrences that have the potential to cause harm to both individuals and ecosystems. Maintaining elevated ethical standards and adhering to regulatory requirements cultivates trust among various stakeholders, encompassing customers, investors, employees, and the general public. A company that demonstrates a strong dedication to ethical conduct and Compliance is prone to being regarded as dependable, accountable, and credible, thereby bolstering its reputation and attracting potential business prospects. Adherence to legal and regulatory obligations is imperative for all enterprises, including those engaged in chemical manufacturing.
- Non-Compliance may result in legal ramifications, including financial penalties, punitive measures, litigation, and the possibility of operational cessation. Implementing appropriate standards and adherence to regulations enables companies to mitigate legal risks and uphold a compliant operation. The chemical manufacturing industry possesses the capacity to exert a substantial influence on the Environment. Companies can effectively reduce pollution, regulate emissions, appropriately handle waste, and advocate for sustainable practises by adhering to ethical and regulatory standards. This practise aids in the safeguarding of natural resources, the conservation of ecosystems, and the mitigation of the collective environmental impact.
- The implementation of ethical business practises and adherence to standards and regulations play a significant role in fostering a work Environment that prioritises the safety and well-being of employees. This encompasses the provision of appropriate training, protective equipment, and establishing protocols to prevent accidents and minimise exposure to hazardous substances. There is a positive correlation between employees perceiving themselves as valued and protected and their levels of motivation, productivity, and loyalty towards the organisation. The incorporation of ethical principles and Compliance measures within the operational framework of a chemical manufacturing company facilitates the establishment of enduring and responsible business practices. The decision-making processes consider social, environmental, and economic impacts. By adopting sustainable principles, corporations can attain long-term Sustainability while mitigating adverse effects and maximising beneficial contributions to Society.



- Compliance mechanism: The Company has deployed a dedicated software tool from M/s AVENTIS (now called Team Lease). It is a leading regulatory technology solutions provider with an in-built robust mechanism for ensuring Compliance with all the applicable laws and statutory requirements at all levels and suitable identification of the responsibilities under various functions/departments. The software has been installed on CLOUD. This is to ensure that the quarterly Compliance Certificate, furnished to the Board by the Managing Director at each of the quarterly meetings, is duly backed and supported by corresponding Compliance certificates from the various function/group heads, who in turn are fully aware of and updated about the Compliance requirements under applicable laws concerning their respective functions and who are also aware of the responsibilities delegated down below to those executives/officers/personnel who are hands-on for the Compliance tasks. The dedicated software tool facilitates a sound Compliance management, control, and monitoring system with proactive features like regular updation of amendments/circulars/notifications under the various applicable laws and impact thereof on the Company, training sessions for the performers and reviewers of the various tasks, and most importantly proper delegation of responsibilities to the personnel/officers below the Function/Group Head for ensuring Compliance. This has ensured that the Company's Compliance mechanism function is paperless with utmost simplification.
- The Company ensures Compliance with all regulatory needs (Operating Permits, Environmental Clearances, and Water Permits) related to existing and new projects, which are timely monitored and reviewed through software and necessary actions are taken to avoid any legal complexities arising and disturbing the Company's operations or reputation in the market affecting its presence.

3.2.1 POLICY COMMITMENTS

Adherence to ethical principles and Compliance with established standards and regulations is imperative for ensuring a chemical manufacturing enterprise's safety, operational efficiency, and long-term viability. The primary objective is to protect and uphold the interests of employees, communities, the Environment, and the Company's reputation, all while ensuring adherence to legal requirements and cultivating trust among various stakeholders. By embracing ethical conduct and Compliance, companies can exert a positive impact across multiple dimensions and play an active role in fostering a more responsible and sustainable business sector.



POLICIES AVAILABLE ON THE WEBSITE (www.nocil.com)

- Business Ethics Policy
- Code of Fair Disclosure Conduct to Regulate, Monitor and Report Trading by Insiders
- Code of Conduct for Directors and Senior Management Personnel
- Conflict of Interest Policy
- Corporate Gifting Policy
- Corporate Sustainability Policy
- Corporate Social Responsibility (CSR) Policy
- Dividend Distribution Policy
- ESG Charter
- Fair Competition Policy
- Familiarisation Programme for Independent Directors
- Grievance Policy for External Stakeholders
- Human Rights Policy
- Investor Grievance Redressal Policy
- Nocil Risk Management Policy
- Policy for Determining Material Subsidiaries
- Policy on Appointment of Directors & Board Diversity
- Policy on Diversity, Equality & Inclusion
- Policy on Materiality of Events
- Policy on Preservation and Archival of Documents/ Records
- Policy on Prevention of Sexual Harassment
- Policy on Related Party Transaction
- Policy on Remuneration
- Privacy Policy
- Social Media Policy
- Vigil Mechanism and Whistle Blower Policy
- Criteria for Making the Payments to NEDs
- Terms of Appointment of Independent Directors
- HIV Policy
- Supplier Code of Conduct
- Sustainable Procurement Policy

All the HR-related policies are uploaded to the intranet and are hence accessible to all employees.

3.2.2 POLITICAL CONTRIBUTIONS

NOCIL does not contribute to any political party.

3.3 | FAIR BUSINESS PRACTICES

Implementing fair practices in governance is essential for ensuring accountability, promoting ethical decision-making, and upholding Compliance with legal and regulatory obligations. This has facilitated the establishment of trust among various stakeholders, encompassing investors, customers, and business partners. Through the implementation of transparent governance practises, NOCIL has exhibited its dedication to upholding integrity, adhering to sound business practises, and practising responsible management.

It is crucial to uphold transparency and fairness in all interpersonal interactions to cultivate strong and lasting stakeholder partnerships. The adoption of transparent communication and engagement practices proves advantageous for fostering mutual trust, promoting collaboration, and minimising conflicts or misunderstandings. This transparency also helps



stakeholders better understand the Company's values, performance, and its impact on Society and the Environment. NOCIL effectively addresses stakeholder concerns, secures their support, and nurtures long-term, mutually beneficial relationships by maintaining open and honest connections.

3.3.1 ENFORCEMENT OF ANTI-CORRUPTION POLICY

Implementing an anti-corruption Policy at NOCIL has effectively fostered a corporate Environment characterised by integrity and adherence to ethical principles. NOCIL ensures its operations are fair, transparent, and legally compliant conduct by implementing strict prohibitions against bribery, kickbacks, and other corrupt practices. This practice aids in the reduction of reputational risks, legal liabilities, and potential harm to business relationships.

3.3.2 ENFORCEMENT OF POLICY PROHIBITING ANTI-COMPETITIVE TRADE PRACTICES

Identifying and addressing anti-competitive behaviour is essential for nurturing a fair business Environment and upholding principles of equitable market conduct. NOCIL has demonstrated its commitment to fostering a competitive atmosphere and encouraging innovation, efficiency, and customer satisfaction by refraining from actions such as price-fixing, collusion, and monopolistic practices. This not only benefits the Company but also contributes to the broader well-being of the industry and promotes fair economic growth.

During the fiscal years 2022-23 and 2023-24, there were no instances where disciplinary action was initiated by any law enforcement agency against any Directors, Key Managerial Personnel (KMPs), employees, or workers on the grounds of bribery or corruption.

Since there were zero instances of such behaviour, no



corrective measures were put into action, nor were there any continuous efforts made to address instances of anti-competitive behaviour by the organisation, as indicated by unfavourable rulings from regulatory bodies.

3.3.3 PREVENTING CONFLICT OF INTEREST

Conflict of interest can significantly and negatively impact the reputation and effectiveness of NOCIL, its business and its people. Conflict arises when an employee's objectivity in performing their role and fulfilling their responsibilities at NOCIL is compromised by their actual, perceived, or potential personal, financial, or non-financial interests. For such issues, NOCIL has a Policy which applies to all employees (whether on regular rolls or contractual basis) employed at both the plants at Navi Mumbai & Dahej, Head office at Mumbai and its Regional offices/Godowns. This Policy sets out what employees must do to prevent and manage these situations and what activities are totally prohibited to avoid conflict. Any violation of this Policy intentionally or negligently entails disciplinary action by the Company.

3.3.4 COLLECTIVE BARGAINING AGREEMENTS

The Company recognises its employee's right to assemble, communicate and join an association of their choice in matters related to their employment within the purview of policies and procedures of the Company. NOCIL respects the right of employees to associate or not associate through the Internal Employee Resource Group and seek representation to bargain collectively in accordance with local laws.

The Company has collective bargaining agreements. 10.5% of its employees are covered by a collective bargaining agreement.



**HARNESSING THE
POTENTIAL OF ECONOMICAL
CHEMISTRY TO CREATE A**

SUSTAINABLE AND PROSPEROUS FUTURE!



ECONOMIC PERFORMANCE

4.1 Economic Value Distributed and Created



04

ECONOMIC PERFORMANCE

NOCIL'S COMMITMENT TO GENERATING SUSTAINABLE ECONOMIC VALUE AND FOSTERING LONG-TERM GROWTH IS A TOP PRIORITY. THIS FOCUS IS CRUCIAL FOR ENHANCING OPERATIONAL EFFICIENCY, MAINTAINING COMPETITIVENESS, MEETING STAKEHOLDER EXPECTATIONS, AND ACTIVELY CONTRIBUTING TO A MORE SUSTAINABLE FUTURE.

The Company effectively attains financial prosperity, mitigates environmental repercussions, and generates enduring value for stakeholders by incorporating Sustainability principles into its business strategies and operational procedures. Actuarial valuation using the projected benefit obligation method was used to calculate the entire economic performance of the Group.

4.1 ECONOMIC VALUE DISTRIBUTED AND CREATED

ECONOMIC VALUE GENERATED

₹ 1,444.67 Crores

Net Value Retained

₹ 39.88 Crores

Value Generated from Investments and Others

₹ 131.35 Crores

Net Profit

ECONOMIC VALUE DISTRIBUTED

₹ 866.48 Crores

Operating Cost

₹ 88.57 Crores

Wages and Salaries

₹ 50.07 Crores

Payout to Shareholders

₹ **1.62** Crores

Financing Costs

₹ **850.74** Crores

Other Expenses

₹ **1,253.22** Crores

Investments

ECONOMIC VALUE RETAINED₹ **3.64** CroresDonations to NGOs and
Research₹ **1,385.31** Crores

Net Value Retained

**ESTIMATED VALUE OF LIABILITIES, WHICH INCLUDES EMPLOYMENT BENEFITS AND RETIREMENT PLANS**

₹ Crores as of March 31, 2024	Non-Current	Current	Total
- Gratuity (Net of Fund Balance)	5.93	0.21	6.14
- Leave Encashment	8.15	3.69	11.84
- Others	0.44	0.34	0.79
Total	14.52	4.24	18.75

PF and Pension are Contributed to the RPFO and Hence Not Included

THROUGH SUSTAINABLE PRACTICES, NOCIL IS
REVOLUTIONISING CHEMISTRY TO

SAFEGUARD
OUR
PLANET'S
RESOURCES.



PEOPLE AND WELFARE

5.1 Workforce Pool

- 5.1.1 Workforce
- 5.1.2 Representation and Inclusion
- 5.1.3 New Employee Hires
- 5.1.4 Turnover Rate for Permanent Employees and Workers

5.2 Employment and Human Rights

5.3 Employee Upgradation and Remuneration

- 5.3.1 Employee Training
- 5.3.2 Performance and Career Development Reviews
- 5.3.3 Remuneration and Nomination

5.4 Employee Health and Safety

5.5 Employee Benefits and Welfare



05

PEOPLE AND WELFARE

In today's competitive business world, it is not enough to offer high salaries and perks to attract top talent. The real key to retaining top talent is by having a strong company culture. A company's culture encompasses its values, beliefs, traditions, and behaviours that guide its employees' actions. A positive company culture is not only essential for attracting talent but also for retaining it.

NOCIL is committed to protecting Human Rights and explicitly prohibits all forms of verbal and physical abuse. The Company is an equal opportunity employer and does not discriminate on the grounds of religion, caste, gender, ethnicity, or race. It has adopted a merit-based and transparent recruitment process that includes both campus mode and lateral hiring. The talent acquisition team develops advanced recruitment plans, factoring in promotions, retirements, attrition, and organisational growth.

Talented and skilled workforce is an important enabler for a company to deliver on its growth ambitions and be future-ready while remaining competitive. People are the most important and valuable assets of a company. During the year, the Company maintained its focus on attracting the right talent and building internal capabilities to meet current operational requirements, as well as future business expansion and growth plans. One of the key business imperatives has been retaining key contributors by leveraging innovative incentive schemes as a motivational and retention strategy.

NOCIL also offers a variety of Managerial Skill Development programmes to strengthen leadership impact and develop potential managers. The Company is committed to enabling a high-performance culture and accordingly, a new performance management system was rolled out during the year. The Company partnered with a reputed external agency to strengthen employee and managerial capability to engage in structured performance conversations with a development focus.

During the year, the Company successfully concluded the Value-Added Hierarchy exercise, which aimed to provide a platform for reflection and dialogue, facilitate greater collaboration, and establish the differential value added by each layer within the organisation. The Company is now defining Phase II of this initiative which will help institutionalise the same. NOCIL has complied with all the regulations pertaining to Factory, Labour and other applicable laws and has maintained very cordial Industrial Relations with the recognised Labour Union.

In its pursuit of establishing itself as the preferred employer for its workforce, the Company is committed to cultivating a diverse workforce, fostering an inclusive work environment, and implementing efficient people processes.



5.1 | WORKFORCE POOL



5.1.1 WORKFORCE

Workforce Breakdown						
Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	621	590	95.01	31	4.99
2.	Other than Permanent (E)	56	50	89.29	6	10.71
3.	Total Employees (D+E)	677	640	94.53	37	5.47
Workers						
4.	Permanent (F)	73	73	100	Nil	Nil
5.	Other than Permanent (G)	470	470	100	Nil	Nil
6.	Total Workers (F+G)	543	543	100	Nil	Nil

2023-24 Gender Ratio		
Age (in Years)	Male % of Total Count	Female % of Total Count
21-30	50.43	1.71
31-40	20.00	2.14
41-50	12.14	0.57
51-60	12.71	0
61 and Above	0.29	0

5.1.2 REPRESENTATION AND INCLUSION

Age (in Years)	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11
Key Management	4	0	0

5.1.3 NEW EMPLOYEE HIRES

2023-24 New Hires				
Age Group (in Years)	Male		Female	
	No.	% of Total Male Recruits	No.	% of Total Female Recruits
21-30	143	80.34	4	2.25
31-40	18	10.11	7	3.93
41-50	5	2.81	0	0
51-60	1	0.56	0	0

Based on the workforce plan, the organogram of the function/department is drawn for the specific financial period, April to March, indicating the vacant positions. The Company leverages a multi-level and multi-panel selection process, recognised globally as a valid and robust selection mechanism. For senior hires, the process also includes proven leadership instruments, such as Hogan.

5.1.4 TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS

	2023-24*			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.73%	1.41%	28.14%	24.36%	1.27%	25.63%	23.38%	0.35%	23.73%
Permanent Workers	13.70%	0.00%	13.70%	16.87%	0.00%	16.8%	8.49%	0.00%	8.49%

*Turnover rate for the 2023-24 is inclusive of retirements and involuntary exits.



5.2 | EMPLOYMENT AND HUMAN RIGHTS

NOCIL IS DEDICATED TO UPHOLDING HUMAN RIGHTS AND PREVENTING DISCRIMINATION IN ITS EMPLOYMENT PRACTICES WITHIN THE CONTEXT OF A CHEMICAL MANUFACTURING ORGANISATION. THE COMPANY BELIEVES THAT EVERY INDIVIDUAL, IRRESPECTIVE OF THEIR SOCIO-CULTURAL BACKGROUND, IS ENTITLED TO EQUAL OPPORTUNITIES, FAIR TREATMENT, AND A SECURE WORK ENVIRONMENT.

NOCIL supports the protection and elevation of Human Rights and is guided by fundamental principles of Human Rights as encompassed in the Constitution of India and as regulated by the Protection of Human Rights Act, 1993. NOCIL firmly believes that Human Rights belong to everyone, everywhere, regardless of gender, race, religion, cast or age. The Company endeavours to ensure that the 'Rights relating to life, liberty, equality, and dignity of individuals as guaranteed by the Constitution are duly upheld in its operations and business.

NOCIL's support for these fundamental principles is reflected in corporate policies and actions towards the employees, suppliers, Customers, clients, communities, and the countries where the Company does its business.

NOCIL's commitment to Human Rights is longstanding, and the Company is committed to maintaining and improving systems and processes to avoid complicity in Human Rights violations.

Prioritising Human Rights and promoting non-discrimination has had a positive impact on employee morale, job satisfaction, and engagement. When employees are provided with dignified treatment, equitable opportunities for professional development and career progression, and a workplace free from discrimination, they tend to exhibit higher levels of motivation, loyalty, and dedication towards their work. This leads to enhanced productivity, diminished employee turnover rates, and a favourable work Environment.

PROHIBITION OF CHILD LABOUR

NOCIL complies with Articles 24 & 39 of the Constitution of India in letter and spirit which prohibit employment of children in factories and stipulate that the tender age of children is not abused and that and are not forced by economic necessity to enter avocations unsuited to their age or strength.

BUILDING AN INCLUSIVE WORKPLACE WITHOUT ANY DISCRIMINATION

The Company strives to build up an inclusive workplace and leverage the power of diversity for sustainable competitive advantage, where employees from different backgrounds can have the opportunity to participate, develop and contribute freely and equitably.

FREEDOM OF EXPRESSION & ASSOCIATION

The Company recognises the employees' right to assemble, communicate and join association of their choice in matters related to their employment within the purview of the policies and procedures of the Company.

HEALTH, WORKPLACE SAFETY AND ENVIRONMENT

NOCIL is firmly committed to maintaining the highest standards of environmental protection and provision of a safe and healthy workplace.

In the previous two fiscal years, including 2023-24 and 2022-23, there were zero instances of child work.

- No report of sexual harassment
- No instance of discrimination
- No instance of forced or involuntary labour at any point

5.3

EMPLOYEE UPGRADATION AND REMUNERATION

NOCIL STRONGLY EMPHASISES ATTRACTING, DEVELOPING, AND RETAINING TALENT, CULTIVATING A HIGH-PERFORMANCE, WHILE CREATING A LEARNING ORGANISATION WHERE EMPLOYEES ARE ENGAGED AND ENRICHED, AND PRIORITISING THEIR SAFETY. NOCIL ADOPTS VARIOUS INITIATIVES FOR EMPLOYEES' SKILL UPGRADATION THROUGH COMPREHENSIVE TRAINING, GUIDED PROGRAMMES, AND AWARENESS CAMPAIGNS. IT IS DEDICATED TO CULTIVATING A CULTURE OF CONTINUAL LEARNING AND DEVELOPMENT AS THE COMPANY RECOGNISES THAT ITS DEDICATED WORKFORCE IS ITS MOST IMPORTANT ASSET.

At NOCIL, the Company fosters a culture of innovation where ideas are nurtured and boundaries are pushed. As pioneers in the industry, NOCIL embraces cutting-edge technologies and empowers employees to unleash their full potential. Employees have the opportunity to work alongside brilliant minds, collaborate with industry leaders, and contribute to groundbreaking solutions.

The Company prioritises employees' growth and development, offering extensive training programmes and mentorship opportunities to sharpen skills and broaden horizons. NOCIL cultivates a dynamic and inclusive work environment that values diversity and encourages creativity.

Beyond the work itself, NOCIL is deeply committed to sustainability and social responsibility. With a focus on





creating a better world, the Company engages employees in meaningful projects that positively impact communities and the Environment.

Employee skill upgradation is not only critical for NOCIL but also for its workforce, and it serves several vital purposes. It enables the Company to stay abreast of the latest industry developments, thereby maintaining its position as a market leader. Equipping its workforce with current knowledge, technological advancements, and best industry practices ensures consistently high levels of efficiency, productivity, and creativity in all its business endeavours. Furthermore, investing in employee skill enhancement significantly contributes to their job satisfaction and engagement. When employees are given the chance to develop their expertise and broaden their knowledge base, they feel appreciated and motivated. Consequently, it leads to personal growth as well as professional development, which ultimately results in better work satisfaction, increased productivity, and increased employee engagement.

NOCIL prioritises the well-being and happiness of its workforce. The Company makes every effort to ensure a safe working environment through effective training in safety procedures and best practices. In addition to promoting a culture of safety and Compliance, this leads to a decrease in the number of accidents, injuries, and expenditures connected with them.

The Company demonstrates its dedication to the welfare of its employees as well as their professional development by investing in the upgradation of its workforce. This, in turn, boosts its brand credibility and establishes it as an employer of choice within the industry, attracting and retaining top talent in the sector.

NOCIL's rewards philosophy is based on providing industry level rewards and benefits to attract and retain the best talent in the industry.

 Annual Merit Increase	 Variable Pay	 Market Benchmarking	 NOCIL's Retirement Programme
<p>The 'Annual Merit Increase' process is designed to reward high-performing employees. The evaluation parameters ensure fairness, parity and equity among employees.</p>	<p>Variable Pay is aligned towards rewarding employees for their performance during the financial year and creating a performance-driven culture.</p>	<p>Market benchmarking process ensures that our rewards programme is competitive.</p>	<p>NOCIL's retirement programme, which includes a provident fund, gratuity, and leave encashment, is designed to ensure a joyous and peaceful life for its employees, post-retirement. It helps the Company honour their long-term association with NOCIL.</p>

5.3.1 EMPLOYEE TRAINING

	2023-24					2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	640	640	100.00	599	93.59	608	399	65.62	282	46.38
Female	37	37	100.00	30	81.08	26	3	11.50	4	15.38
Total	677	677	100.00	629	92.91	634	402	63.40	286	45.11
Workers										
Male	543	543	100.00	0	0.0	648	648	100.00	0	0.00
Female	0	0	0.0	0	0.0	0	0	0.0	0	0.0
Total	543	543	100.00	0	0.0	648	648	100.00	0	0.00

During the year, NOCIL launched the new performance management system, ACT Now (Architect, Custodian, Tonesetter) managerial capability programme, Building Ourselves to Lead and Deliver (BOLD) programme for senior leaders and xCEL@Nocil (Contribute, Engage and Learn) induction programme.

5.3.2 PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

At NOCIL, as part of the revamp of the performance management system, the organisation has introduced two formal conversations between managers and employees. These include mid-year check-in conversations, which focus on performance and identifying key focus areas for the remainder of the year, and annual performance conversations, which address both performance and development.

Additionally, for new joiners who are not part of the annual performance cycle, similar conversations are conducted as part of the confirmation process, with an emphasis on performance and developmental growth.

5.3.3 REMUNERATION AND NOMINATION

The Board of Directors of NOCIL ('the Company') constituted the Remuneration Committee in their meeting held on July 29, 2005. In terms of the provisions of the Companies Act 2013, the Board, in their meeting held on April 30, 2014, renamed the Committee as 'Nomination and Remuneration Committee', consisting of three (3) Independent Non-Executive Directors. This Policy is amended pursuant to SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 and the amendments made thereto and SEBI (LODR) Regulations as amended from time to time.

The scope of the activities of the NRC, as set out in Regulation 19 of the Listing Regulations, in conjunction

with Section 178 of the Companies Act, 2013 as amended, are as follows:

- Recommending to the Board the Appointment/ re-appointment of Executive Chairman/Managing Director
- Reviewing the performance of the Executive Chairman/ Managing Director basis the Company's performance
- Recommending to the Board remuneration, including salary, perquisites, and performance bonus to be paid to the Company's Executive Chairman/Managing Director
- Reviewing the Remuneration Policy of the Company in line with amended rules and regulations, and market trends to attract and retain the right talent
- Reviewing and approving the elevation/promotions and revision in remuneration of the Senior Management of the Company
- Granting employees stock options to designated employees and allotting equity shares on exercise of the ESOPs
- Formulating the criteria for determining qualifications, positive attributes and independence of a Director and recommending to the Board a Policy related to the remuneration of the Directors, key managerial personnel, and other employees

- Formulating a set of criteria for the evaluation of the performance of Independent Directors and the Board
- Devising a Policy on Board diversity
- Identifying people who are qualified to become Directors and who may be appointed in senior management in accordance with the criteria laid down and recommend to the Board their appointment and removal
- Specifying the manner of evaluation of the performance of the Board, its Committees, and the individual Directors to be carried out either by the Committee or by the Board or by the independent external agency and reviewing its implementation and Compliance
- Appointing every Independent Director, upon the evaluation by the NRC of the balance of skills, knowledge, and experience on the Board; and on the basis of such evaluation, preparing a description of the role and capabilities required of an Independent Director. The person recommended to the Board for appointment as an Independent Director shall have the capabilities identified in such description.

FOR IDENTIFYING SUITABLE CANDIDATES, THE COMMITTEE MAY:

- Use the services of external agencies, if required
- Consider candidates from a wide range of backgrounds, having due regard to diversity
- Take into account the time commitments of the candidates

In view of the amended provisions of Section 178 of the Companies Act, 2013, the performance of Board, its Committees, and each Director (excluding the Director being evaluated) has been evaluated by the Board on the basis of engagement, leadership, analysis, decision-making, communication, governance, and interest of stakeholders, among others.



	Male		Female	
	Number	Median Remuneration/ Salary/ Wages of the Respective Category (in ₹)	Number	Median Remuneration/ Salary/ Wages of the Respective Category (in ₹)
Board of Directors (BoD)	11	0.18 Crores	2	0.18 Crores
Key Managerial Personnel	4	2.66 Crores	-	-
Employees other than BoD and KMP	627	0.04 Crores	33	0.06 Crores
Workers	73	0.12 Crores	-	-

5.4 | EMPLOYEE HEALTH AND SAFETY

NOCIL IS DEDICATED TO ENHANCING ENVIRONMENTAL PROTECTION, HEALTH, SAFETY, AND SECURE TRANSPORTATION. THE COMPANY HAS STRINGENT RULES, PROCESSES, PRACTICES, AND SYSTEMS IN PLACE TO ADDRESS PROCESS SAFETY AND ENSURE A SAFE WORK ENVIRONMENT. IT ADHERES STRICTLY TO THE HIGHEST STANDARDS OF HSE (HEALTH, SAFETY, AND ENVIRONMENT) ACROSS ALL OPERATIONS, PROMOTING A SAFE AND HEALTHY WORKPLACE.

Safety is also included as a part of the performance management system and detailed as a non-negotiable common behaviour for all to demonstrate across levels and job families.

NOCIL believes that a safe working Environment can improve the effectiveness of its operations, decrease downtime & enhance the growth potential of the Company. A workplace that lowers the risk of accidents, injuries & illness caused by work, enables the Company to safeguard employee livelihood, thus establishing itself as the employer of choice in the sector. The Company firmly believes that a safe and sound workplace helps the Environment in and around the organisation and offers economic stability as well.

NOCIL is **ISO 45001:2018** (Occupational Health Safety Management System) certified Company, its scope statement states: Manufacture and sales of Rubber Chemicals, their intermediates and allied chemicals for rubber processing and other industries. IMS certification covers both its manufacturing sites at Navi Mumbai & Dahej, as well as all other regional offices & warehouses. Both Manufacturing sites have a functional Occupational Health Centre (OHC) equipped and maintained to address occupational health-related illnesses & identified

emergencies in the plant. There is a Company medical officer and a doctor well qualified to handle occupational illness available in 'G' shift, along with a qualified male nurse round the clock. First aid boxes are available at control rooms, offices, and security gates throughout the site. An arrangement is made with a hospital/nursing home to provide hospitalisation treatment as well.

In recognition of NOCIL's commitment to responsible practices, it has attained the '**Responsible Care**' certification from the Indian Chemical Council (ICC). To ensure Compliance with legal requirements, NOCIL conducts quarterly legal review meetings and employs software to monitor changes in existing regulations, in addition to the applicability of new ones.

To adhere to its stringent **HSE (Health, Safety, Environment)** standards, NOCIL undergoes periodic audits and workplace monitoring for factors such as noise & illumination levels and ambient air quality, among others. This monitoring is done both internally as well as through a third party. The Company also prioritises process safety measures like Pre-Start-up Safety Review (**PSSR**) process, and process safety alarms, among others. Process safety issues are thoroughly investigated using methodologies such as **HAZOP/HAZAN/LOPA**, and findings are effectively implemented. The Company follows the Hazard Identification and Risk Assessment (HIRA) process to provide guidance for the identification and evaluation of hazards and risks of NOCIL's activities, services, and products. The evaluation determines whether or not a particular hazard has any risk related to health and safety, if so, whether or not the organisation can control or influence these risks.



WHEN IDENTIFYING HAZARDS, THE FOLLOWING MUST BE TAKEN INTO CONSIDERATION:

- The workplace Environment – temperature, size of the site, number of staff and shifts
- Workplace layout, design of organisation – design of equipment – the way equipment is installed and disposed
- Management systems and procedures awareness
- Human behaviour
- Emergency situations
- Contractors involved in work practices
- Training – whether all the staff members have been trained in the operation of equipment
- How often equipment is inspected and repaired
- Changes in processes or equipment – whether the changes have been rolled out effectively
- Past relevant incidents, including actual or potential emergencies. Numerous methods and sources of information can be used to identify hazards
- SAE rounds - interviewing workers - information from contractors
- Information from suppliers and customers e.g. SDS
- Reports published by regulatory bodies
- Manufacturer specifications and user guides
- Previous safety incidents or near-miss reports
- Codes of practices published by regulatory bodies (such as managing hazardous chemicals in the workplace)

The ranking of Hazard Potential (HP) is arrived at by considering the Threshold Limit Value (TLV) and Vapour Pressure (VP) of the chemicals at specified temperatures. The chemicals are first ranked against TLV's and then on Vapour Pressure (VP). These two are then multiplied to arrive at the HP factor. The system of using Hazard Potential (HP), as a criterion of evaluation, is appropriate for the nature of chemicals that are handled by NOCIL. The score so obtained shall be multiplied to get a total score for the risk. The higher the total score, the greater the risk.

$$\text{Risk Score} = (S) \times (\text{HP}) \times (O)$$

Each department shall identify the legal and other requirements applicable to the hazards. Additionally, the Company follows permit procedures to carry out any non-routine/maintenance job involving interaction of various departments. These permits are valid for the time, duration & date of issue and can be cancelled for any valid reason by the person issuing the permit. This permit system is equipped with a Lockout/Tagout and Job safety analysis system to ensure safe working condition for the job.

The Company has a process of Safe Attitude Encouragement (SAE) Round to ensure safety in jobs

by correcting unsafe acts, if any, being carried out, and increasing safety awareness among the employees. The primary objective of the round is to observe any unsafe act being carried out during the job and correct the same. However, any unsafe condition that needs to be corrected shall also be noted and informed to the concerned department.



SAFETY COMMITTEE

The Company has a Central Safety Committee in place that plays a pivotal role in overseeing safety matters. The members of this committee are drawn from various manufacturing areas like production, engineering, QA, warehouse, and utilities, among others, and have adequate representation from both management and non-management employees. The tenure of the Committee is normally 2 years. The Committee is headed by Vice President - Operations, IR & Admin/CRO with the HOD of Safety serving as Secretary. The Safety Committee meets on a monthly basis and meetings are attended by the Managing Director, President - Operations and Technical, the Chief Risk Officer, the HOD - Safety, and all other functional heads. NOCIL holds both departmental and central safety committee meetings, ensuring participation from all workers. During these meetings, queries and concerns regarding work-related hazards are addressed. The Company carefully considers all raised issues and works towards resolving them promptly. Additionally, regular fire safety drills are conducted for employees at both the Plants and the Head Office.

Furthermore, the Company has a comprehensive safety manual in place to guide its procedures. Committee meetings are held every three months, where the salient matters are discussed as follows:

Review of safety performance with respect to accidents and fires over the period

Safety, Health and Environmental concerns at the site

Review of corrective actions/recommendations arising out of previous meetings and accident investigations

The Committee acts as a channel of communication in matters related to Health, Safety and Environment. The Committee also assists the management in conducting safety promotional activities such as annual safety week, fire day and Environment day.

PEOPLE COVERED BY OHS SYSTEM

2023-24				
Metrics	People Who are Covered by OHS System			
	Internally Audited		Externally Audited	
	Number	%	Number	%
Employees	677	100	677	100
Workers	543	100	543	100

WORK-RELATED INJURIES

2023-24			
Metrics	Employees	Workers	Others
The number of fatalities as a result of work-related injury	Nil	Nil	Nil
The number of high-consequence work-related injuries	Nil	Nil	Nil
The number of recordable work-related injuries	Nil	Nil	Nil
The main types of work-related injury	First Aid Cases	First Aid Cases	
The number of hours worked	14,09,301	19,38,572	

2023-24			
Metrics	Employees	Workers	Others
Metrics of work-related ill health	Employees	Workers	Others
The number of fatalities	Nil	Nil	Nil
The number of recordable cases	Nil	Nil	Nil
Types of cases	Nil	Nil	Nil

The safety department operates a team that conducts investigations into safety-related incidents. Moreover, it also solicits support from other departments or external agencies, when necessary, to obtain essential technical insights. Investigations into all lost time injuries are carefully completed within a month of their occurrence. The recommendations, in the form of new safety controls, made as part of the investigation report, undergo risk assessment by the concerned PIC prior to their finalisation. The responsible PIC ensures the successful implementation and effectiveness of these recommendations. The safety department maintains a proactive approach to monitor the progress of recommendation implementation through declaration by individual area-in-charge or PICs. These records are maintained in the form of soft copies. Furthermore, the Safety & Environment department compiles and shares statistics of the accidents and incidents through its monthly report. The department also closely monitors the work-related injuries among contractor personnel and their records. Reporting of dangerous occurrences, near miss accidents, environmental damage and property damage is carried out extensively, as well as notified in the 'near miss accident report' form. The form reaches the safety department on the following day. On receipt of the information, the safety department carries out an investigation depending upon the seriousness of the incident.

OHS services like training, safe attitude encouragement rounds, audits, hazard identification and risk assessment help minimise safety-related risks.

NOCIL WHOLEHEARTEDLY PROMOTES THE PARTICIPATION OF WORKERS AT RELEVANT LEVELS AND FUNCTIONS WITHOUT ANY BARRIER. IT HAS ESTABLISHED STRUCTURED PROCESSES FOR CONSULTATION IN THIS DIRECTION.

The Company ensures that the workers and their representatives are part of wide range of critical activities, including incident investigation, SAE (Safe Attitude Encouragement) rounds, safety audits, suggestion schemes, safety week celebration, and safety training, among others. Additionally, workers and their representatives are part of departmental and central safety committee meetings. To ensure easy availability, IMS and safety manuals and procedures are readily available on LAN. Furthermore, the HODs play a major role in ensuring that the inputs from the managerial and non-managerial workers are collected and subsequently integrated into the IMS system for effective implementation.

The inputs are classified into the following categories:

- Identifying the needs and expectations of interested parties
- Implementing QEHS&R Policy
- Assigning roles, responsibilities and authorities
- Undertaking objective planning and achievement
- Controlling externally provided products and services
- Monitoring, measuring and evaluating various improvement initiatives
- Proposing mechanism for consultation and participation
- Initiating actions to eliminate hazards & reduce OHSMS risk
- Determining training and competence requirements

The Company conducts routine fire safety drills for its employees at both plant locations and the head office. Additionally, the Company employs structured methodologies such as HIRA & HAZOP processes. These methodologies systematically identify all possible deviations of the process parameters namely temperature, pressure, composition, and direction of flow, among others. Moreover, they analyse all the consequences associated with each deviation. These assessments help the Company identify work-related hazards and assess the risk as needed, enhancing the effectiveness of overall safety measures.

5.5 | EMPLOYEE BENEFITS AND WELFARE

NOCIL is committed to fostering a supportive and nurturing work Environment. The Company prioritises employee well-being at the core of its corporate philosophy, recognising that a healthy and content workforce is integral to its success.

To ensure the physical and mental well-being of NOCIL's employees, the Company provides a comprehensive package of benefits, including medical insurance and group accident coverage for all employees, assuring them of financial support during unforeseen circumstances. Moreover, the Company acknowledges the significance of work-life balance and, therefore, offers a range of leaves to accommodate its employees' personal and health-related requirements. Additionally, NOCIL supports them through crucial life transitions by providing maternity leave and ensuring a seamless work-life balance. These initiatives are aimed at promoting a culture of wellness and support, guaranteeing that its employees thrive both in personal and professional lives.

Employees are also provided with various engagement activities and initiatives at the Company level (NOCIL Ltd.) as well as the Group level (Arvind Mafatlal Group - AMG).

'Unwind Within' is an AMG initiative for the mental health of the employees. Employees were explained about the importance of emotional regulation, its importance at the workplace and how to regulate it. Special attention is provided to female employees' mental health and well-being. 'Empowering' focuses on women's health and wellbeing.

NOCIL has formulated a group - Own Your Engagement (OYE) - that aims to improve employee engagement and wellness. Single-day wellness activities are always tapped in and stitched with special occasions. For example - on the occasion of International Yoga Day, an online yoga session was organised for employees to help them unwind from work mentally and physically.



**POWERING
PROGRESS,**

SUSTAINING THE COMMUNITIES.



ENGAGEMENT WITH LOCAL COMMUNITY

6.1 NOCIL and the Local Community

6.2 CSR Governance

6.2.1 Identification Process

6.2.2 Approval Process

6.2.3 Modalities of Execution

6.2.4 Monitoring

6.3 Engagement with the Stakeholders



06

6.1

NOCIL AND THE LOCAL COMMUNITY

NOCIL FIRMLY UPHOLDS ITS COMMITMENT TO ENGAGE WITH AND SERVE THE WIDER COMMUNITY AS PART OF ITS PROACTIVE CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY. THE COMPANY CONSISTENTLY STRIVES TO IMPROVE THE QUALITY OF LIFE OF THOSE MARGINALISED AND LIVING IN A STATE OF IMPOVERISHMENT, THUS CHANNELLING EFFORT AND RESOURCES WHERE IT IS NEEDED THE MOST.

NOCIL places a strong emphasis on fulfilling its Corporate Social Responsibility (CSR) by actively engaging with and serving the broader community. The Company's consistent efforts are dedicated to enhancing the lives of the less privileged and those in impoverished conditions.

NOCIL's commitment to Corporate Social Responsibility (CSR) is driven by the philosophy of 'More than an Obligation, More than a Duty.' NOCIL's robust CSR Policy provides the framework for identifying key stakeholders and implementing a diverse range of activities in domains such as healthcare, education, women's upliftment, community development in rural India, and environmental protection.

This CSR Policy, which is approved and amended by the Board periodically, encompasses the Arvind Mafatlal Group's and the Company's philosophy of imparting its responsibility as a true corporate citizen. It outlines the guidelines and mechanisms for engaging in socially impactful programmes for the welfare and sustainable development of the community at large. This Policy is applicable to all CSR initiatives and activities taken up at various locations, as decided by the CSR Committee and/or the Board of NOCIL for the benefit of various segments of the Society.

'MORE THAN AN OBLIGATION, MORE THAN A DUTY'



The Company, through its ongoing CSR efforts, aims to make a positive difference in Society and contributes to the betterment of the communities by undertaking initiatives that include:



The Board-level CSR committee oversees the activities and provides regular guidance. During the 2023-24, three (3) CSR Committee meetings were held.

IMPLEMENTING HEALTHCARE-RELATED PROJECTS

NOCIL is actively involved in implementing community healthcare programmes, including preventive healthcare, aimed at benefitting the underprivileged population in rural and tribal areas.

NOCIL has allocated funds to renowned NGOs that work in the domain of improving healthcare, such as The Cancer Patients Aid Association (CPAA). The objective is to provide financial assistance for medical treatment to cancer patients, facilitating affordable or free treatment

for impoverished individuals, particularly women, battling serious cancer types like cervical and breast cancer. No of beneficiaries: 204.

Not just the people already battling cancers are assisted financially, but also children, especially young girls within the age range of 9-18, are given vaccination for cervical cancer. More than 250 young girls were given vaccinations to prevent cervical cancer.

RENOVATION OF EDUCATIONAL INSTITUTION

Education is considered the most important building block of a child's characteristics, nature and personality. However, a lack of good educational infrastructure can deter children and prevent them from becoming valuable members of society.

A need for renovation of an educational institution was felt, and thus, the Rotary Happy School Project came into existence. A Zilla parishad and an Anganwadi school were redeveloped, benefitting more than 70+ students.

RENOVATION INCLUDED

- Classroom upgradation
- Rebuilding toilets
- Replacing damaged benches, old television sets, and other electrical equipment
- Improving water storage facility
- Replacing flooring
- Boundary, gate wall repair, and water tank formation are some of the things, among others, that were improved

SCHOOL ELEVATION



SCHOOL REAR-SIDE



JAL SANGRAH: A WATER MANAGEMENT PROJECT

Jal Sangrah was implemented in the Santalpur Taluka, Patan district, Gujarat. It is surrounded by Rann of Kutch and has agriculture as a major source of income. Overuse of water resources has dipped the water table to a very critical point of exhaustion. To tackle the issue of water scarcity, an age-old tradition of rainwater harvesting technique named 'Holiya' has been adopted. It not only addresses the issue of groundwater depletion but also reduces the salinity of the soil, increases water holding capacity, and minimises water retention in soil.

8 Holiyas were constructed as a part of a watershed development project benefitting 8 families with 6+ members of each family, totalling direct beneficiaries of 48 people and indirect beneficiaries of approximately 240 people.

Now farmers can carry out cropping in all three seasons instead of one year crop. This has improved people's livelihoods and reduced various risks.

TRAINING AND EXPOSURE VISIT



ENTREPRENEURIAL SKILL DEVELOPMENT OF RURAL CHILDREN

Govardhan Skill Centre, situated in Wada District, Palghar is a non-profit organisation that provides various diploma and upskilling courses.

12 students were identified and were sponsored to pursue - Entrepreneurial training courses sponsorship for a Diploma in Basic Rural Technology - a 2-year diploma course. Through these courses students will embark on their entrepreneurial journey using the skills they would acquire during the course.



A 3D printing education programme was also introduced to rural students with the objective of providing them with fundamentals of 3D printing technology and enabling them to create, design and understand various aspects of additive manufacturing offered at Govardhan Skill Centre. Beneficiaries include more than 750 students.

INTEGRATED RESOURCE MANAGEMENT PROJECT

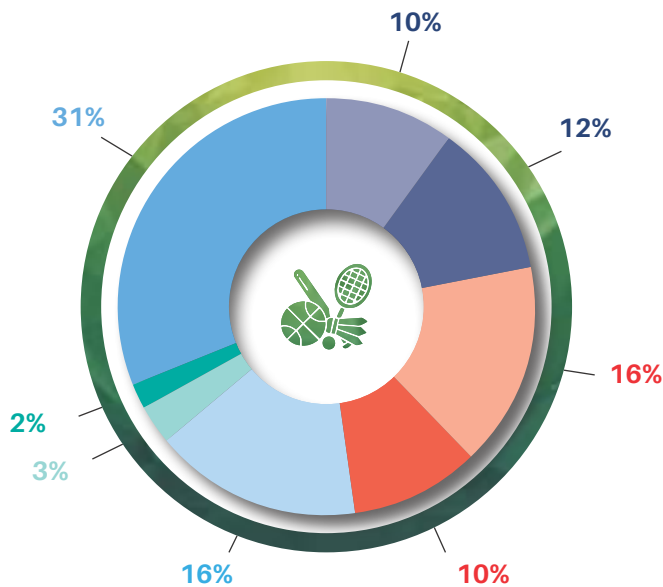
Development activities were undertaken to improve agricultural activities at two different locations - Limkheda Block and Dhanpur Block, both located in Dahod district, Gujarat. Activities included - Trellis formation for cripple vegetable cultivation and nursery ropa for mango and lemon. Direct beneficiaries were more than 120, and indirect beneficiaries were more than 675 people from marginalised and vulnerable groups.

PROMOTION OF SPORTS AND GAMES

Sports and activities are important due to their nature of bringing people together, breaking down social barriers and cultural rigidity, and providing a platform for individuals to showcase their talents and skills. Citizens engaging in sports improve their physical fitness and encourage community engagement. Participating in sports helps individuals to stay active and maintain a healthy lifestyle while also fostering a sense of belonging and unity within communities. Sports also serves as a source of inspiration and motivation, teaching valuable life lessons such as teamwork, discipline, and perseverance. Olympic Gold Quest (OGQ) - the implementing agency supports and grooms athletes and prepares them for Olympics and Paralympics. A total of 81 athletes were selected and supported for different sports activities.



ATHLETES



- Archery
- Badminton
- Boxing
- Athletics
- Shooting
- Swimming
- Weightlifting
- Wrestling

PADOPADI SWARAJYA

Gramsabhas – a general assembly of rural people – play a crucial role in the development of a village by solving problems at the grassroots level. A strong Gramsabha will be able to make good decisions for their people when developing the village. Under the Padopadi Swarajya – Vayam, the implementing NGO works in tandem with the Gramsabha and helps them make informed choices and solve the problems on their own, thus following the concept of Swarajya. Vayam has supported 18 villages across 4 blocks and 2 districts having a population of approximately 4,000 people.



MENTAL HEALTH AWARENESS PROGRAMME

Mental health has gained popularity and become important since the COVID-19 pandemic. This project directly addresses the crucial need by developing a course specifically for teachers on mental health and stress management. Surveys were conducted for teachers and students to gather data that was further processed to develop courses and initiatives. 46 teachers from private, government, semi-government and aided schools were surveyed. Post survey, different sessions were conducted for teachers and students.



SUPOSHAN

Tribal India grows vegetables in the backyard during monsoon. Once the monsoon is over, fresh vegetables vanish from their daily diet, leading to malnutrition in the population. Vayam identified 24 families across 18 villages from Nashik and Palghar district and empowered them to grow vegetables in small pieces of land. Tribal people were also taught to construct a mini farm pond of 5,000 litres to water their farm and ensure water security.

MIYAWAKI PLANTATION

2,000+ saplings were planted in an area of 667 square metres, using the Miyawaki forest plantation method. This plantation, method is most suitable for urban areas where there is a scarcity of land and excessive pollution. In the plantation 45 different species of local plants were used. Protection and maintenance will be provided for up to 2 years, after which the forest will become self-sustainable.

SAMUTKARSH PROJECT

Samutkarsh project includes various initiatives to enhance students' educational journey. This initiative consists of academic support classes, career counselling, extracurricular activities, health checkups and teacher development programmes. Due to Samutkarsh's intervention, a total of 11 students cleared the SSC exam with impressive scores. More than 1,013 students from 10 schools were given school kits, which reduced their financial stress. 51 adolescent girls were given awareness sessions and empowerment activities. The Samutkarsh initiative has significantly improved the educational Environment and fostered positive change.

6.2 | CSR GOVERNANCE

NOCIL undertakes CSR projects or programmes which fall within the purview of the activities specified in Schedule VII of the Companies Act 2013. The list of the same is as under:

- Eradicating hunger, poverty and malnutrition, promoting healthcare, including preventive healthcare and sanitation and facilitating the availability of safe drinking water
- Promoting education, including special education, and employment enhancing vocational skills, especially among children, women, elderly, and differently abled; offering livelihood enhancement projects
- Advancing gender equality, empowering women, setting up homes and hostels for women and orphans, building old age homes, daycare centres, and facilities for senior citizens, and undertaking measures to reduce inequalities faced by socially and economically backward groups
- Upholding Environmental Sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water
- Protecting national heritage, art and culture, including restoration of buildings and sites of historical importance and works of art, setting up public libraries, promoting and developing traditional arts and handicrafts
- Initiating measures for the benefit of armed forces veterans, war widows and their dependents
- Imparting training to promote rural sports, nationally recognised sports, Paralympic sports and Olympic Sports
- Contributing to Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare

of scheduled castes and scheduled tribes, other backward classes, minorities and women

- Providing contributions or funds to Central Government-approved technology incubators located within academic institutions
- Undertaking rural development projects

The CSR Committee and the Board of Directors are duly authorised to consider any other CSR activities that are in Compliance with the provisions of the Companies Act, 2013 or Rules framed thereunder from time to time, including any modifications thereto. These activities may or may not be specific to a local area of operations to encompass a wider geographical scope. Their selection depends on the assessed needs of the people across the country. Whenever feasible, efforts are made to co-ordinate with similar CSR activities that are taken up by the other companies of the Arvind Mafatlal Group or the Central Government or State Government in those areas. The CSR projects/programmes or activities that benefit only the employees of the Company and their families are not considered CSR activities in accordance with the provisions of the Companies Act, 2013 and the rules framed thereunder.

NOCIL has established a well-defined process to realise its CSR objectives by implementing meaningful and sustainable CSR programmes. In every financial year, the Company is committed to allocating or earmarking at least 2% of the average net profits of the Company made during the three immediately preceding financial years as its CSR Budget for the year. This allocation is in accordance with the terms of Section 135 of the Companies Act, 2013, in conjunction with the Companies (Corporate Social Responsibility Policy) Rules, 2014 or any statutory modification(s) or re-enactments(s) thereof, for the time being in force. The calculation of the average net profit follows the provisions specified in Section 198 of the Companies Act, 2013.

6.2.1 IDENTIFICATION PROCESS

Identification of programmes at corporate and unit level is done by means of the following:



Need identification studies by external agencies/institutions



Internal need assessment by a cross-functional team



Receipt of proposals/requests from district administration and local government, among others



Discussions with and requests from local representatives, civic bodies, citizen's forums and voluntary organisations



Discretion of the CSR Committee and/or the Board of Directors

6.2.2 APPROVAL PROCESS

The approval process for CSR programmes adheres to a well-defined set of procedures. CSR initiatives, identified either by the corporate office or individual manufacturing units are required to be placed before the CSR Committee. These proposals should include recommendations from the proposer at either the corporate or unit level. The CSR Committee further formulates and recommends to the Board the Annual Action Plan in pursuance of its CSR Policy. This includes the following:

1

The list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in Schedule VII

2

The manner of execution of such projects or programmes

3

The modalities of utilisation of such funds and implementation schedules

4

Set of monitoring and reporting mechanism

5

Details of need and impact assessment, if any, for the projects undertaken

Once the programmes are approved by the CSR Committee, these would be put before the Board of Directors of the Company for their approval. The Board is empowered to alter such a plan at any time, if needed, during the financial year as per the recommendations of the CSR Committee.

Furthermore, to fulfil the contingency needs, the Chairman or Managing Director is authorised to approve proposals up to ₹ 10,00,000/- in terms of the empowerment accorded to them by the Board of Directors.

Additionally, the Chairman or Managing Director are further authorised to delegate their powers to designated officials to execute CSR activities on behalf of the Company.

6.2.3 MODALITIES OF EXECUTION

Investments in CSR activities should be in accordance with a project or programme-based approach. Moreover, prior to the commencement of any project or programme, comprehensive execution plans and time-bound periodic milestones are to be meticulously established.

The CSR activities may be undertaken and/or implemented by:

1

The Company itself under the guidance and supervision of the CSR Committee or Board of Directors or any responsible person authorised in this behalf; or through a Company established under section 8 of the Companies Act or a registered public trust or a registered Society registered under section 12A and section 80G of the Income Tax Act, 1961 (43 of 1961), established by the Company either singly or along with any other Company which could be its holding or subsidiary or associate Company or jointly with companies belonging to the Arvind Mafatlal Group.

- Subject to the Compliance with the Rules as aforesaid this may include:
 - Arvind Mafatlal Foundation
 - Navinchandra Mafatlal Foundation Trust; or



- A company established under section 8 of the Companies Act, 2013 or a registered trust or a registered Society established by the Central Government or the State Government; or
- Any entity established under an Act of the Parliament or a State Legislature; or
- A company established under section 8 of the Companies Act, 2013 or a registered public trust or a registered Society registered under section 12A and 80G of the Income Tax Act, 1961 and having an established track record of at least three years in undertaking similar activities. Subject to Compliance with the Rules as aforesaid, this may include the following Trusts:
 - N.M. Sadguru Water and Development Foundation
 - Shri Chaitanya Seva Trust

2

Collaboration with other entities allowed to engage in CSR activities.

Subject to the Compliance with the aforesaid Rules, the Company is free to collaborate with other companies of the Arvind Mafatlal Group for undertaking projects or programmes or CSR activities. Furthermore, the CSR Committee of the Company is in a position to create separate reports for these particular projects or programmes or activities.

Every entity referred to herein above shall be required to comply with such requirements, including but not limited to filing of statutory forms and obtaining such registrations as may be mandated by the aforesaid Rules.

6.2.4 MONITORING

The Board of the Company shall ensure that the funds it disburses are used in the manner and for the purposes that it originally approved. The Chief Financial Officer (CFO) or the person responsible for financial

management is entrusted to certify to that effect. The CFO's certification can be based on the following:

- Independent audit reports on a periodic basis or on a one-time basis (in respect of a single one-time contribution) from the NGO's auditors confirming the deployment of funds towards the CSR objectives mandated by NOCIL
- Self-certification from the NGO in the form of affidavit confirming the utilisation/deployment of funds towards the objectives for which NOCIL contributed
- Documentary proofs (with pictures and/or videos) from the NGO evidencing the CSR activities
- Perusal of the statutory documents filed by the NGO with regulatory bodies, among others for cross-verification of the activities undertaken
- Surprise site visits and inspection of documents/ records of the NGO by the CFO on his own or through practising Chartered Accountants

The above measures are initiated in addition to the current monitoring mechanism, which functions as under, and the CFO certification can also be based on the same.

To ensure effective implementation of the CSR activities, a monitoring mechanism is set to be established by the Corporate HR/Unit HR head. Progress of ongoing CSR initiatives will be regularly reported to the Corporate Office on a monthly basis.

Additionally, the HR department at the Corporate Office will periodically conduct impact assessments, especially for the strategic and high-value programmes, through independent professional third parties or professional institutions.

Moreover, to evaluate the impact further, the monitoring team is expected to try and obtain feedback from beneficiaries about the activities.



6.3 | ENGAGEMENT WITH STAKEHOLDERS

Considerable effort is invested in identifying stakeholders, prioritising them based on interests and influence. This involves evaluating Political, Economic, Sociological, Technological, Legal and Environmental factors. Collaborative brainstorming sessions among teams enrich this process, fostering innovation and understanding. By comprehensively analysing these factors, the Company anticipates stakeholder expectations and external pressures. Through meticulous stakeholder identification, it aims to cultivate meaningful relationships, driving sustainable growth and value creation.

Stakeholder Group	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)
 Customers	E-mail, Meetings
 Regulatory Bodies	E-mail, Meetings
 Shareholders	Meetings, Website, Newspaper Advertisement
 Employees	Meetings, Notice Board
 Suppliers	E-mails, Meetings
 Investors & Funders	Meetings, Website, Advertisement, Newspaper
 Communities	Notice Board, Meetings
 Analysts	E-mail, Meetings

All the critical concerns of key stakeholders are communicated with senior management & Board of Directors during engagement sessions.



Frequency of Engagement (Annually/ Half Yearly/ Quarterly/ Others - Please Specify)	Purpose and Scope of Engagement Including Key Topics and Concerns Raised During Such Engagement
As and when required	Product Specification, Customer Specifications, Product Planning
As and when required	Regulatory Performance
Annually	Company Performance
Annually/Half Yearly/Quarterly	QEHS&R (Quality, Environment, Health, Safety & Responsible Care) Policy, IMS (Integrated Management System) Objectives, Policies, Procedures
As and when required	Services and Product Requirements
Quarterly	Company Performance
Annually/Half Yearly	Emergency Preparedness, through Company's CSR activities
As and when required	Company Performance

NOCIL'S DEDICATION TO RESPONSIBLE
PRACTICES PROPELS US TOWARDS A

SUSTAINABLE FUTURE FOR ALL.



SUSTAINABILITY FOOTPRINT

7.1 Sustainable Operations with the KPIs

- 7.1.1 Energy Consumption
- 7.1.2 Emissions
- 7.1.3 Sustainability and Waste
- 7.1.4 Water Consumption



07

SUSTAINABILITY FOOTPRINT

NOCIL'S SUCCESS IN THE RUBBER CHEMICAL INDUSTRY CAN BE ATTRIBUTED TO ITS COMMITMENT TO PROVIDING COMPREHENSIVE SOLUTIONS, ADOPTING GREENER SOLUTIONS, AND MAINTAINING A STRONG FOCUS ON SUSTAINABILITY. WITH A WIDE RANGE OF PRODUCTS AND A REPUTATION FOR INNOVATION, NOCIL HAS POSITIONED ITSELF AS A RELIABLE PARTNER FOR CUSTOMERS WORLDWIDE. THE COMPANY'S STRINGENT PRODUCT VALIDATION PROCESS AND ENVIRONMENTALLY CONSCIOUS PRACTICES FURTHER ENHANCE ITS APPEAL AS A 'SUPPLIER OF CHOICE' IN THE INDUSTRY.

Sustainability is central to NOCIL's business strategy. The Company is deeply committed to reducing its environmental impact and has actively integrated sustainable practices across its operations. As a 'Responsible Care' certified entity, NOCIL rigorously complies with all applicable environmental, health, and safety regulations. This commitment is evident in its efforts to conserve energy, protect natural resources, prevent pollution, and ensure the well-being of individuals.

NOCIL is dedicated to innovation and quality excellence, leveraging data analysis and digital technologies to enhance manufacturing efficiency. By implementing ongoing enhancement initiatives, NOCIL endeavours to optimise its production processes, curtail energy consumption, and mitigate waste generation. The Company allocates resources towards cutting-edge technologies that optimise the utilisation of resources, reduce emissions, and address potential negative environmental consequences.

The Company's emphasis on continuous technological advancements helps it secure a strong market position, enables cost-effective production, and delivers superior products to its customers.

RESEARCH & TECHNOLOGY DEVELOPMENT

The Ministry of Science and Technology, Government of India, recognises NOCIL's Research Centre in Navi Mumbai. Its key areas of focus include:

- Process development, scale-up, and commercial implementation
- Environmental strategies for sustainable growth
- Research initiatives tailored to customers' perceived needs

NOCIL's R&D facilities have been acknowledged by the Department of Scientific and Industrial Research (DSIR) under the Ministry of Science and Technology. These facilities actively collaborate with prestigious educational institutions and specialised research institutes (SSIR) to facilitate knowledge transfer and drive innovation. Such collaborations enable NOCIL to remain at the forefront of scientific progress and leverage the expertise of renowned academic and research institutions. Additionally, NOCIL's Research Centre possesses a highly experienced team dedicated to advancing Environmental Research and promoting sustainable business practices through the adoption of 'Green Chemistry' principles.





The Company is proactively committed to:

- Conducting all activities in an environmentally friendly manner, exceeding statutory Environmental Compliances and standards
- Increasing the use of renewable energy and fuels
- Adopting efficient technologies to improve energy efficiency
- Investing in R&D for environmentally sustainable products
- Reducing water consumption by increasing the use of recycled water
- Implementing the '5S Workplace Organisation Method' to enhance productivity, safety, and waste reduction
- Adopting a '3Rs' strategy focussing on pollution prevention and waste management
- Promoting a safe and healthy work Environment with top HSE standards across all operations
- Reducing carbon footprint and Scope 1 and 2 emissions, with its commitment under 'SBTI (Science Based Target Initiatives)'
- Implementing a greener hazardous waste disposal method, shifting from incineration to pre-processing (co-processing)



7.1

SUSTAINABLE OPERATIONS WITH THE KPIs

AT NOCIL, STABILITY AND FORESIGHT DRIVE THE COMPANY'S SUCCESS. NOCIL'S STRATEGIC FOCUS ENCOMPASSES SEVEN KEY LEVERS: MARKET EXPANSION, STRATEGIC INVESTMENTS, TALENT DEVELOPMENT, INNOVATION, DIGITALISATION, PORTFOLIO EXPANSION, SUSTAINABILITY, AND STRONG GOVERNANCE. BUILT ON RESILIENCE AND STRATEGIC FORESIGHT, NOCIL IS LAYING THE FOUNDATIONS FOR LONG-TERM SUSTAINABLE GROWTH, CREATING LASTING VALUE FOR STAKEHOLDERS AND CONTRIBUTING POSITIVELY TO THE ENVIRONMENT AND SOCIETY.

The integration of Sustainability into industries such as Rubber Chemical manufacturing is paramount for safeguarding the Environment, fostering trust among stakeholders, and strengthening long-term business resilience in the midst of new-age global Sustainability challenges.

7.1.1 ENERGY CONSUMPTION

NOCIL prioritises energy efficiency and conservation in its manufacturing processes. The Company has implemented several initiatives to optimise energy consumption, minimise waste generation, and enhance operational efficiency. By investing in state-of-the-art technologies, NOCIL has made significant strides in maximising energy efficiency and reducing greenhouse gas emissions. These efforts are aligned with its commitment to Sustainability and support a greener future. NOCIL's Sustainability initiatives entail energy management initiatives, which play a key role in achieving a reduction in carbon emissions. The Company has partnered with an external party to source hybrid power, which consists of renewable energies like solar and wind power via the grid to reduce GHG emissions. Currently, more than 25% of the electricity consumed by one of NOCIL's sites is in the form of Green Energy. The Company has also implemented

co-generation of electricity (Turbine) which has further reduced its carbon emissions.

NOCIL attaches key strategic importance to energy efficiency and conservation within its manufacturing processes. In pursuit of its commitment to ongoing improvement, the Company has implemented various initiatives to optimise energy consumption, minimise waste generation, and improve operational efficiency.

The Company's focus on investing in state-of-the-art technologies has enabled it to make remarkable strides in maximising energy efficiency and minimising greenhouse gas emissions. By leveraging these advanced technologies, the Company has been able to optimise its energy consumption and subsequently reduce its environmental impact. This commitment to sustainable practices serves as a pivotal catalyst for the Company's success and aligns with its long-term goals of promoting a greener future.

To fulfil its commitment to drive Sustainability, the Company has been actively exploring and integrating sustainable energy resources into its operations over the past year. Significant investments have been incurred in renewable energy sources, including solar, wind, and biomass, to power its facilities effectively. By strategically diversifying its energy sources and purposefully reducing its reliance on fossil fuels, the Company has successfully achieved a substantial reduction in its carbon footprint.



This accomplishment has a two-pronged benefit – it not only aligns with NOCIL’s commitment to environmental stewardship but also plays a pivotal role in fostering the development of a cleaner and more sustainable energy mix. Acknowledging that employee participation is a crucial driver of its Sustainability endeavours, the Company continues to place a significant focus on promoting employee awareness and fostering engagement to promote energy management.

Steps taken or impact on conservation of energy include:

- Replacement of old transformer with energy-efficient transformer
- Replacement of over-sized motors with energy-efficient drives
- Replacement of old insulations with advanced insulations for reduction of losses
- Installation of additional condensate recovery systems
- Installation of VFDs for selected drives to save power
- Installation of energy-efficient pumps & fans
- Installation of energy-efficient LED lights
- Replacement of centralised ACs with split ACs for power saving

Requisite steps have been initiated for alternate sources of energy to boiler fuel and green power through Open Access. The full benefits of the measures taken will accrue in the subsequent year.

EFFORTS IN BRIEF MADE TOWARDS SUSTAINABILITY, COMPLIANCE & TECHNOLOGY ABSORPTION: DAHEJ SITE:

- Contract signed with M/s Cleanmax for sourcing hybrid green power of 2.25 MW
- Solar panels @500 KW erected and commissioned for generation of solar energy at site
- Installed 2.32 MW Steam Turbine for electricity generation

NOCIL, in its pursuit of Sustainability goals, has introduced a range of training programmes and improved internal communication channels to empower its employees. These initiatives are designed to nurture a culture of energy conservation and encourage its workforce to adopt energy saving practices in their daily routines, such as turning

off lights and equipment when not in use. The Company believes that equipping its employees with the necessary knowledge and skills will empower them to play a significant role and contribute towards its Sustainability endeavours.

Parameters	2023-24 (GJ)	2022-23 (GJ)
Energy from Renewable Sources		
Electricity Consumption	30,498.88	0
Fuel Consumption	0	0
Others	1,656.68	1,816.71
Energy from Non-Renewable sources		
Electricity Consumption	1,50,893.47	1,95,116.11
Fuel Consumption	12,93,665.56	13,81,905.86
Total Energy Consumption	14,76,714.59	15,78,838.68
GJ/MT of Production		
Total Energy Intensity	22.12	22.79

Note: For the year 2023-24, quantitative data of our subsidiary has been included. Similarly, the previous year’s data has also been updated accordingly.

The integration of Sustainability into NOCIL’s energy management practises is in line with its overarching objective of being a conscientious corporate entity. In the past year, the Company’s efforts have enabled it to create a positive impact on the Environment, actively participate in the transition towards a sustainable future, and solidify NOCIL’s position as a prominent figure in the realm of sustainable Rubber Chemical manufacturing.

TOTAL ENERGY CONSUMPTION FOR 2023-24 WAS 14,76,714.59 GJ

SBTI: The Company has signed the Science-Based Target Initiative and is committed to setting its Near-Term Target for well below 1.5 °C. The Company is in the process of developing its target & strategy.

7.1.2 EMISSIONS

In line with its dedication to environmental stewardship and sustainable business practices, NOCIL has undertaken substantial measures to reduce its greenhouse gas emissions and carbon footprint. Through energy optimisation strategies, the Company has effectively curtailed the release of greenhouse gases into the atmosphere. This achievement underscores NOCIL's commitment to sustainable practices and its continuous efforts to minimise its environmental footprint. To reduce its overall carbon footprint, NOCIL has set aggressive targets for reducing Scope 1 and Scope 2 emissions. As indicated above, the Company has signed its commitment under 'SBTi (Science Based Target Initiatives)' and is one of the few chemical companies in India to have done so. NOCIL has also disclosed its emissions in CDP (Carbon Disclosure Platform) and has secured a B- rating. The Company's emission reduction initiatives include source reduction, waste minimisation, and recycling improvements.

NOCIL IS COMMITTED TOWARDS THE PROTECTION OF THE ENVIRONMENT, THEREBY ENSURING A SUSTAINABLE FUTURE FOR THE PLANET. THE COMPANY EXHIBITS ITS COMMITMENT TO ENVIRONMENTAL RESPONSIBILITY BY REDUCING THE CARBON FOOTPRINT OF ITS PRODUCTS, IMPLEMENTING RESPONSIBLE BUSINESS PRACTICES, AND SUPPORTING ITS WIDER VALUE CHAIN IN WORKING TOWARDS SUSTAINABILITY.

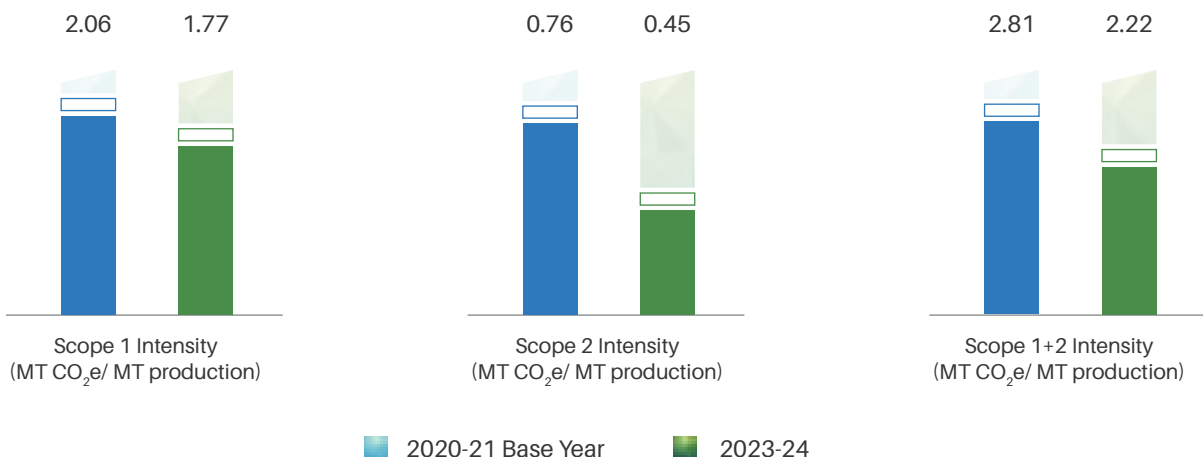
By implementing energy optimisation strategies, NOCIL has effectively curtailed the release of greenhouse gases into the atmosphere. This achievement reflects the Company's commitment towards sustainable practices and its continuous efforts to minimise its environmental footprint. Through the optimisation of the Company's

energy usage, it has played a part in conserving Mother Earth and also exemplified its dedication to corporate social responsibility.

In light of increasingly stringent environmental regulations and growing stakeholder expectations for transparency, NOCIL focusses on prioritising the monitoring and reporting of its carbon emissions. This commitment is vital for upholding its social licence to operate and instil a culture of accountability within the organisation.

By pursuing various efforts that align with the Company's commitment to environmental responsibility, the Company not only complies with relevant regulations but also drives significant financial savings, in addition to strengthening its relationships with stakeholders. In its annual report, NOCIL proudly highlights its commitment to minimise its environmental footprint, further cementing its reputation as a conscientious and forward-thinking leader in the Rubber Chemical manufacturing sector.

Emission Data



SCOPE 1 AND 2 EMISSIONS (METRIC TONNES OF CO₂ EQUIVALENT)

Parameters	2023-24	2022-23
Total Scope 1 Emissions	1,18,119.92	1,43,639.56
Total Scope 2 Emissions	30,224.93	43,359.14
Total Scope 1 and Scope 2 Emissions	1,48,344.85	1,86,998.69

MTCO ₂ e/MT of Production		
Total Scope 1 and Scope 2 Emission Intensity	2.22	2.70

Note: For the current reporting year 2023-24, quantitative data of its subsidiary has been included. Similarly, previous year's data has also been updated accordingly.

AIR EMISSIONS (OTHER THAN GHG EMISSIONS) KG/DAY

Parameters	2023-24	2022-23
NOx	164.99	291.05
SOx	623.31	718.71
Particulate Matter	244.91	422.85

EMISSIONS INTENSITY FOR 2023-24

Scope 1	1.77 MTCO ₂ e/MT of Production
Scope 2	0.45 MTCO ₂ e/MT of Production

2022-23 WAS TAKEN AS BASE YEAR. TOTAL SCOPE 3 EMISSION IN BASE YEAR WAS 2,41,739.26 MTCO₂E. TOTAL SCOPE 3 EMISSION INTENSITY IN BASE YEAR WAS 4.02 MTCO₂E/MT OF PRODUCTION.

7.1.3 SUSTAINABILITY AND WASTE

NOCIL IS COMMITTED TOWARDS THE PROTECTION OF THE ENVIRONMENT, THEREBY ENSURING A SUSTAINABLE FUTURE FOR THE PLANET. THE COMPANY EXHIBITS ITS COMMITMENT TO ENVIRONMENTAL RESPONSIBILITY BY REDUCING THE CARBON FOOTPRINT OF ITS PRODUCTS, IMPLEMENTING RESPONSIBLE BUSINESS PRACTICES, AND SUPPORTING ITS WIDER VALUE CHAIN IN WORKING TOWARDS SUSTAINABILITY.

The Company has a programme in place for waste management, utilising the 3Rs strategy (**Reduce, Reuse, and Recycle**) techniques. Novel Effluent Treatment techniques are employed at its state-of-the-art Dahej plant. A team of R&D scientists are exclusively focussing on **Green Chemistry** and Environmental Research. In its quest for excellence, the Company has placed significant emphasis on optimising production processes, thus minimising material losses and effectively curbing waste generation at its source.

The Company recognises that, given its involvement in chemical manufacturing, it may produce hazardous process waste, encompassing heavy metals, spent acids, catalysts, and wastewater treatment sludge, among others. The Company actively seeks to minimise waste through reducing, reusing, and recycling strategies, aligning with circular economy principles to optimise resource efficiency and minimise environmental impact. These efforts safeguard ecosystems and contribute to a sustainable future by reducing landfill waste. Furthermore, some wastes are subject to regulations pertaining to their transport, treatment, storage, and disposal. Hence, the waste management strategies include reduced generation, effective treatment and disposal, and recycling and recovery, where possible. Such activities, while requiring initial investment or operating costs, may lower companies' long-term cost structure and mitigate the risk of remediation liabilities or regulatory penalties. (306-1 a)

The Company is committed to integrating cutting-edge technologies, including '**Green Chemistry**', into its operations. Its research centre boasts an experienced team dedicated to advanced Environmental Research and '**Green Chemistry**', thereby promoting Sustainable business practices. As a responsible corporate citizen, the Company has adopted and implemented the '**5S Workplace Organisation Method**' to promote productivity, safety, and waste reduction. On the pollution prevention and waste management front, it has implemented a '**3Rs**' strategy - '**Reduce, Reuse and Recycle**' - to maintain a Sustainable Environment. (306-2 a)

NOCIL has entered into contractual agreements with authorised third-party entities. These include Mumbai Waste Management and Trans Thane Creek Waste Management Association (TTCWMA) for Navi Mumbai Plant, Recycling Solutions Private Limited (RSPL), and BEIL Infrastructure Limited for Dahej Plant(306-2 b). These systems have proven to be highly effective in reducing emissions.

NOCIL has entered into contractual agreement with Go Green for implementing a greener hazardous waste disposal method, shifting from incineration to pre-processing (co-processing).

The Company uses distillation/extraction methods for purification purposes. The Research & Development team consistently focusses on waste reduction efforts to enhance process yields, thereby contributing to pollution mitigation. Additionally, the Company prioritises Compliance with the Environment (Protection) Act, 1986, and the Plastic Waste Management Rules, 2024, alongside the Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989.

The Company has taken the required measures to do the registration for the Extended Producer Responsibility (EPR) provisions under Plastic Waste Management Rules, 2016.





NOCIL engages a MOEF approved laboratory for the monitoring of all process and boiler stacks in a regular basis. The parameters measured consistently adhere to the prescribed norms.

The Company holds the title of the largest manufacturer of Rubber Chemicals in India and meticulously manages environmental controls over liquid, gaseous, and solid streams. It operates a comprehensive Effluent Treatment Plant and has implemented innovative technologies such as Soil Biotechnology, Hydrodynamic Cavitation, and Multiple Effect Evaporator. Treated effluent meeting regulatory standards is discharged into underground MIDC/GIDC drainage pipelines, with online monitoring of pH, flow and COD. Hazardous waste is stored in designated areas and disposed of periodically to authorise Treatment, Storage, and Disposal Facilities (TSDFs). Process stacks feature scrubber systems, with drains connected to chemical sewers leading to the ETP for

further treatment. An Electrostatic Precipitator (ESP) is installed for particulate matter emission control from coal-fired boilers, monitored via camera surveillance. To reduce pollution, the Company has transitioned to PNG eco-friendly fuel for boilers and laboratory use, replacing liquid fuels. All process and boiler stacks undergo regular monitoring by MOEF-approved labs, ensuring Compliance with prescribed norms. The Company holds certifications for **ISO 9001** (Quality Management System), **ISO 14001** (Environmental Management System), **ISO 45001** (Occupational Health and Safety Assessment System), IATF 16949 (Quality Automotive Supply Chain), and **ISO 50001** (Energy Management System). Upholding high standards in Health, Safety, and Environmental practices is a fundamental aspect of the Company's organisational philosophy, underscored by a continuous commitment to improvement in environmental, safety and energy standards.

TOTAL WASTE GENERATED

Metrics		Value	Unit
Plastic Waste		38.753	Metric tonnes
E-Waste		0.8657	Metric tonnes
Biomedical Waste		0.009354	Metric tonnes
Construction and Demolition Waste		679	Metric tonnes
Battery Waste		6.593	Metric tonnes
Radioactive waste		Nil	Metric tonnes
Other Hazardous Waste		2,575.49	Metric tonnes
Other Non-Hazardous Waste Generated	Metal Waste	293.041	Metric tonnes
	Wooden Scrap	58.64	Metric tonnes
	Glass Waste	2.990	Metric tonnes
	Coal Boiler Ash	5,399.74	Metric tonnes
	Garbage	87.18	Metric tonnes
Total		9,142.3	Metric tonnes

Hazardous Waste Diverted to Recovery Operations		
Metrics	Offsite Value	Unit
Preparation for Reuse	738.28	Metric tonnes
Recycling	29.14	Metric tonnes
Other Recovery Operations	3,880.68	Metric tonnes

Non-Hazardous Waste Diverted to Recovery Operations		
Metrics	Offsite Value	Unit
Preparation for Reuse	5,399.74	Metric tonnes
Recycling	342.24	Metric tonnes
Other Recovery Operations	Nil	Metric tonnes

Hazardous Waste Directed to Disposal-by-Disposal Operation		
Metrics	Offsite Value	Unit
Incineration (with Energy Recovery)	457.59	Metric tonnes
Incineration (without Energy Recovery)	102.3	Metric tonnes
Landfilling	1,248.18	Metric tonnes
Other Disposal Operations	Nil	Metric tonnes

Hazardous Waste Directed to Disposal-by-Disposal Operation		
Metrics	Offsite Value	Unit
Incineration (with Energy Recovery)	Nil	Metric tonnes
Incineration (without Energy Recovery)	58.65	Metric tonnes
Landfilling	679	Metric tonnes
Other Disposal Operations	87.18	Metric tonnes

7.1.4 WATER CONSUMPTION



NOCIL RECOGNISES THE IMPORTANCE OF WATER CONSERVATION IN TODAY'S WATER-SCARCE WORLD. IN ITS ONGOING EFFORTS TO ENHANCE OPERATIONAL PRACTICES, THE COMPANY HAS PUT IN PLACE A SERIES OF IMPROVEMENT INITIATIVES FOCUSED ON OPTIMISING PRODUCTION PROCESSES.

NOCIL has implemented initiatives to reduce water consumption. Recognising water's critical role in chemical production, the Company focusses on water management strategies to lower operating costs and mitigate the financial impacts of regulations and water supply shortages. It has implemented a 'Recycle and Reuse' water strategy at its production sites. NOCIL's water management aims to protect water as a resource, continuously improve water use efficiency, and reduce water consumption. The Company reaffirms its commitment to protecting water resources and ensuring its operations do not adversely affect nearby water sources.

NOCIL supported a Water Management Project code-named Jal Sangrah undertaken by the NGO, Ashray Foundation. The objective of the NGO is to cope with the chronic problem of water storage in Santalpur Taluka of Patan district. The NGO focusses on the construction of Holiyas to augment and increase water storage. This will result in efficient agricultural yields and livelihood security, access to clean water for drinking and sanitation, and an increase in employment and boosted income in the rural areas of Gujarat.

The Company has adopted various initiatives for water and wastewater management, recognising the critical role of water in its processes. This need is underscored by the historical increase in water scarcity and costs, driven by overconsumption, constrained supplies, pollution, and climate change. NOCIL strictly adheres to rigorous environmental regulations, ensuring proper wastewater handling and disposal. As a part of our water conservation plan under sustainability programme, 15% of water requirement is now obtained from recycled Tertiary Treated water generated from Sewage Treatment Plant (STP) of Navi Mumbai Municipal Corporation.

The Company has provided financial assistance to the NM Sadguru Water & Development Foundation through their CSR activities that focus on implementing sustainable land and water resource management programmes,

thereby enhancing agricultural ecosystems and positively impacting the overall living standards of these marginalised populations.

NOCIL is planning to install Reverse Osmosis (RO) plant at its Dahej site which will have a capacity of 300 m³/day. These initiatives have proven to be instrumental in reducing water consumption, concurrently maximising overall operational efficiency.

The Company recognises that water plays a critical role in chemical production, primarily for cooling, steam generation, and feedstock processing. The need for water management is further highlighted by long-term historic escalations in water scarcity and cost, along with the persistence of challenges driven by overconsumption and constrained supplies resulting from population growth and demographic shifts, pollution, and climate change. Water scarcity can result in a higher risk of operational disruption for companies with water-intensive operations and can also increase water procurement costs and capital expenditures. Consequently, NOCIL ensures actions to reduce water use and consumption through increased efficiency. Additionally, the Company focusses on water



management strategies that lead to lower operating costs over time and may mitigate the financial impacts of regulations, water supply shortages, and community-related disruptions of operations. (303-1 b, c and d)

Recognising the sensitivity of water-related issues, NOCIL acknowledges the shared concerns expressed by the local community and stakeholders regarding water quality. In its annual report, the Company reaffirms its commitment to protecting the water resources it relies on and ensuring that its operations do not adversely affect nearby water sources. By virtue of this commitment to responsible water management and the maintenance of water quality, the Company has made significant contributions to the overall well-being and health of its community. MPCB and GPCB are applicable to NOCIL as standards for the quality of the effluents. (303-2)

Going forward, NOCIL remains true to its dedication to continue these initiatives and further strengthen its relationship with local communities and stakeholders. In the pursuit of promoting responsible water usage and fostering community engagement in water conservation, the Company has undertaken a variety of educational programmes and community initiatives. These initiatives aim to raise awareness about the significance of water conservation and empower individuals to take action in

their daily lives. NOCIL’s educational programmes are thoughtfully designed to impart valuable knowledge and practical insights on water conservation through workshops, seminars, and interactive sessions. Moreover, leveraging its commitment to fostering collaboration and dialogue, the Company has made significant strides in building stronger relationships with the community. NOCIL’s efforts are focussed on enhancing their understanding of the shared responsibility for water resource management. By engaging in open and transparent communication, the Company is endeavouring to successfully create a platform for meaningful discussions and exchange of ideas.

6,03,617 KL (TRADE EFFLUENT PRIMARY, SECONDARY AEROBIC BIODEGRADATION FOLLOWED BY TERTIARY TREATMENT), AND 10,230 KL SEWAGE EFFLUENT TREATMENT BY SBT.

AIR EMISSIONS (OTHER THAN GHG EMISSIONS) KG/DAY

Parameter	2023-24	2022-23
Third-Party Water	11,80,477	11,82,755
Total Water Consumption	11,80,477	11,82,755
Total Water Discharged	6,13,847	6,08,427
Water Intensity (KL per MT of Production)	17.68	19.69

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	DISCLOSURE	PAGE NO.	REFER TO	
GRI 102: General Disclosures	Organisation and its Reporting Practices			
	2-1	Organisational details	10	1 Organisation profile
	2-2	Entities included in the organisation's Sustainability Reporting	01	About the Report
	2-3	Reporting period, frequency and contact point	01	About the Report
	2-4	Restatements of information	01	About the Report
	2-5	External assurance	-	-
	2-6	Activities, value chain and other business relationships	10	1 Organisation profile
	2-7	Employees	47	5.1 Workforce pool
	2-8	Workers who are not employees	47	5.1 Workforce pool
	Governance			
	2-9	Governance structure and composition	28	3.1 Governance Structure and Composition
	2-10	Nomination and selection of the highest governance body	28	3.1 Governance Structure and Composition
	2-11	Chair of the highest governance body	28	3.1 Governance Structure and Composition
	2-12	Role of the highest governance body in overseeing the management of impacts	26, 38	3 Approach to Governance 3.3 Fair Business Practices
	2-13	Delegation of responsibility for managing impacts	26	3 Approach to Governance
	2-14	Role of the highest governance body in Sustainability Reporting	31	3.1.2 Sustainability Governance
	2-15	Conflicts of interest	39	3.3.3 Preventing Conflict of Interests
	2-16	Communication of critical concerns	38	3.3 Fair Business Practices
2-17	Collective knowledge of the highest governance body	28	3.1 Governance Structure and Composition	
2-18	Evaluation of the performance of the highest governance body	28	3.1 Governance Structure and Composition	

GRI STANDARD	DISCLOSURE		PAGE NO.	REFER TO	
	2-19	Remuneration policies	52	5.3.3 Remuneration and nomination	
	2-20	Process to determine remuneration	52	5.3.3 Remuneration and nomination	
	2-21	Annual total compensation ratio	52	5.3.3 Remuneration and nomination	
	Strategies, Policies and Practices				
	2-22	Statement on sustainable development strategy	06	NOCIL's Sustainability Journey	
	2-23	Policy commitments	35, 68	3.2 Ethics and Compliance, 6.2 CSR Governance	
	2-24	Embedding Policy commitments	35, 68	3.2 Ethics and Compliance 6.2 CSR Governance	
	2-25	Processes to remediate negative impacts	62	6.1 NOCIL and the Local Community	
	2-26	Mechanisms for seeking advice and raising concerns	68, 72	6.2 CSR Governance 6.3 Engagement with Stakeholders	
	2-27	Compliance with laws and regulations	35	3.2 Ethics and Compliance	
	2-28	Membership associations	04	Achievements and Certifications	
	Stakeholder Engagement				
	GRI 3: Material Topics	3-1	Process to determine material topics	18	2 Materiality
3-2		List of material topics	18	2 Materiality	
3-3		Management of material topics	18	2 Materiality	
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	42	4.1 Economic Value Distributed and Created	
	201-2	Financial implications and other risks and opportunities due to climate change	-	-	
	201-3	Defined benefit plan obligations and other retirement plans	59	5.5 Employee Benefits and Welfare	
	201-4	Financial assistance received from the Government	-	-	



GRI STANDARD	DISCLOSURE		PAGE NO.	REFER TO
GRI 202: Market Presence	202-1	Ratios of the standard entry-level wage by gender compared to the local minimum wage	52	5.3.3 Remuneration and Nomination
	202-2	Proportion of senior management hired from the local community	28	3.1 Governance Structure and Composition
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	-	-
	203-2	Significant indirect economic impacts	-	-
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	62	6.1 NOCIL and the Local Community
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	38	3.3.1 Stringent Enforcement of Anti-corruption Policy
	205-2	Communication and training about anti-corruption policies and procedures	38	3.3.1 Stringent Enforcement of Anti-corruption Policy
	205-3	Confirmed incidents of corruption and actions taken	38	3.3.1 Stringent Enforcement of Anti-corruption Policy
GRI 206: Anti-Competitive Behaviour	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	38	3.3.1 Stringent Enforcement of Policy Prohibiting Anti-Competitive Trade Practices
GRI 207: Tax	207-1	Approach to tax	-	-
	207-2	Tax governance, control, and risk management	-	-
	207-3	Stakeholder engagement and management of concerns related to tax	68	6.2 CSR Governance
	207-4	Country-by-country reporting	-	-
GRI 301: Materials	301-1	Materials used by weight or volume	-	-
	301-2	Recycled input materials used	-	-
	301-3	Reclaimed products and their packaging materials	-	-

GRI STANDARD	DISCLOSURE		PAGE NO.	REFER TO
GRI 302: Energy	302-1	Energy consumption within the organisation	78	7.1.1 Energy consumption
	302-2	Energy consumption outside of the organisation	78	7.1.1 Energy consumption
	302-3	Energy intensity	78	7.1.1 Energy consumption
	302-4	Reduction of energy consumption	78	7.1.1 Energy consumption
	302-5	Reductions in energy requirements for products and services	78	7.1.1 Energy consumption
GRI 303: Water	303-1	Interactions with water as a shared resource	85	7.1.4 Water consumption
	303-2	Management of water discharge-related impacts	85	7.1.4 Water consumption
	303-3	Water withdrawal	85	7.1.4 Water consumption
	303-4	Water discharge	85	7.1.4 Water consumption
	303-5	Water consumption	85	7.1.4 Water consumption
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-
	304-2	Significant impacts of activities, products and services on biodiversity	-	-
	304-3	Habitats protected or restored	-	-
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	80	7.1.2 Emissions
	305-2	Energy indirect (Scope 2) GHG emissions	80	7.1.2 Emissions
	305-3	Other indirect (Scope 3) GHG emissions	80	7.1.2 Emissions
	305-4	GHG emissions intensity	80	7.1.2 Emissions
	305-5	Reduction of GHG emissions	80	7.1.2 Emissions
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	82	7.1.3 Waste Management
	306-2	Management of significant waste-related impacts	82	7.1.3 Sustainability and Waste
	306-3	Waste generated	82	7.1.3 Sustainability and Waste
	306-4	Waste diverted from disposal	82	7.1.3 Sustainability and Waste
	306-5	Waste directed to disposal	82	7.1.3 Sustainability and Waste



GRI STANDARD		DISCLOSURE	PAGE NO.	REFER TO
GRI 307: Environmental Compliance	307-1	Non-Compliance with environmental laws and regulations	35	3.2 Ethics and Compliance
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	-	-
	308-2	Negative environmental impacts in the Supply Chain and actions taken	-	-
GRI 401: Employment	401-1	New employee hires and employee turnover	47	5.1 Workforce Pool
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	59	5.5 Employee Benefits and Welfare
	401-3	Parental leave	59	5.5 Employee Benefits and Welfare
GRI 402: Labour/ Management Relation	402-1	Minimum notice periods regarding operational changes	59	5.5 Employee Benefits and Welfare
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	54	5.4 Employee Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	54, 68	5.4 Employee Health and Safety, 6.2 CSR Governance
	403-3	Occupational health services	54, 59	5.4 Employee Health and Safety, 5.5 Employee Benefits and Welfare
	403-4	Worker participation, consultation, and communication on occupational health and safety	54, 68	5.4 Employee Health and Safety, 6.2 CSR Governance
	403-5	Worker training on occupational health and safety	54, 51	5.4 Employee Health and Safety, 5.3.1 Employee Trainings
	403-6	Promotion of worker health	54	5.4 Employee Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	54	5.4 Employee Health and Safety
	403-8	Workers covered by an occupational health and safety management system	54	5.4 Employee Health and Safety

GRI STANDARD	DISCLOSURE		PAGE NO.	REFER TO
	403-9	Work-related injuries	54	5.4 Employee Health and Safety
	403-10	Work-related ill health	54	5.4 Employee Health and Safety
GRI 404: Training and Education	404-1	Average hours of training per year per employee	50	5.3 Employee Upgradation and Remuneration
	404-2	Programmes for upgrading employee skills and transition assistance programmes	51	5.3.1 Employee Training
	404-3	Percentage of employees receiving regular performance and career development reviews	52	5.3.2 Performance and Career Development Reviews
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	28, 47	3.1 Governance Structure and Composition, 5.1 Workforce Pool
	405-2	Ratio of basic salary and remuneration for women to men	52	5.3.3 Remuneration and Nomination
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GRI 408: Child Labour	408-1	Operations and suppliers at significant risk for incidents of child labour	49	5.2 Employment and Human Rights
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GRI 410: Security Practices	410-1	Security personnel trained in Human Rights policies or procedures	-	-
GRI 411: Rights of Indigenous People	411-1	Incidents of violations involving the rights of indigenous peoples	62	6.1 NOCIL and the Local Community
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programmes	62	6.1 NOCIL and the Local Community
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	414-2	Negative social impacts in the Supply Chain and actions taken	-	-
GRI 415: Public Policy	415-1	Political contributions	37	3.2.2 Political Contributions
GRI 416: CHS	416-1	Assessment of the health and safety impacts of product and service categories	68	6.2 CSR Governance
	416-2	Incidents of non-Compliance concerning the health and safety impacts of products and services	-	-
GRI 417: Marketing and Labelling	417-1	Requirements for product and service information and labelling	14	1.3 Products and Services
	417-2	Incidents of non-Compliance concerning product and service information and labelling	35	3.2 Ethics and Compliance
	417-3	Instances of non-Compliance related to marketing communications	35	3.2 Ethics and Compliance
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-



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