

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

SI No	Details	
1	Corporate Identity Number (CIN) of the Listed Entity	L24129KL1943GOI000371
2	Name of the Listed Entity	The Fertilisers and Chemicals Travancore Ltd
3	Year of incorporation	1943
4	Registered office address	Eloor Udyogamandal, Ernakulam District, Kerala - 683501
5	Corporate address	Eloor Udyogamandal, Ernakulam District, Kerala - 683501
6	E-mail	investors@factltd.com
7	Telephone	0484-2567620
8	Website	www.fact.co.in
9	Financial year for which reporting is being done	01-04-2022 to 31-03-2023
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd
11	Paid-up Capital	Rs. 647.07 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Susan Abraham Company Secretary susan@factltd.com 0484-2567620
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	99%
2	Professional, Scientific and Technical	Architecture, engineering activities, technical testing and analysis activities	1%

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

S. No.	Product / Service	NIC Code	% of total Turnover
1	Complex Fertilisers	31052000	72
2	Ammonium Sulphate	31022100	14
3	Caprolactum	29337100	11

III. Operations

16 Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	12	15	27
International	NIL	NIL	NIL

17 Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	9
International (No. of Countries)	0

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

c. A brief on types of customers

The ultimate customers of the Company for fertilisers are the farmers and the agriculturists. The sales of fertilisers to the farmers are effected through the company's depot and the dealer network. The customers for petrochemical products are Nylon Manufactures.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	617	549	88.97	68	11.10
2.	Other than Permanent (E)	61	53	86.88	8	13.11
3.	Total employees (D + E)	678	602	88.79	76	11.20
WORKERS						
4.	Permanent (F)	929	888	95.58	41	4.41
5.	Other than Permanent (G)	665	557	83.75	108	16.24
6.	Total workers (F + G)	1594	1445	90.65	149	9.34

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	16	14	87.5	2	12.5
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	16	14	87.5	2	12.5
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	22	22	100	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	22	22	100	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel	5	1	20

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-2023 (Turnover rate in currentFY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.27	10.52	9.41	12.15	3.14	11.18	10.38	4.72	9.79
Permanent Workers	15.51	11.90	15.35	13.98	13.04	13.93	14.2	7.92	13.88

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

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

S. No.	Name of the holding / subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	FACT-RCF Building Products Private Limited	Joint Venture	50 %	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
(ii) Turnover (in Rs.) – ₹ 6198 Crore.
(iii) Net worth (in Rs.) – ₹ 1164 Crore.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22_ Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	No	No	No	No	No	No
Investors (Other than shareholders)	Yes	No	No	No	No	No	No
Shareholders	Yes	1	No	No	No	No	No
Employees and workers	Yes	6	5	No	7	7	No
Customers	Yes	25	25	No	No	No	No
Value Chain Partners	No	No	No	No	No	No	No
Other (please specify)	No	No	No	No	No	No	No

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

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

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate change & International conflicts	Risk	Climate change & conflicts can lead to changes, affecting raw materials availability	Raw materials planning & movement planned accordingly.	1. Exchange rate variation 2. Non-availability of raw material 3. Lack of demand for finished products Can affect plant operations and business

2	Pollution	Risk	It can have a negative impact on the business operations as well as the surrounding community.	Fuel changed to RLNG Online analysers for continuous monitoring of parameters are installed and data is uploaded online to CPCB and KSPCB servers. Training sessions on Industrial pollution and an awareness on Environment are being conducted.	
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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure uestions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://fact.co.in//images/upload/BRSR-Policy_120								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All fertilizer plants are certified for ISO 14001:2015 and ISO 9001:2015. FACT Cochin Division is also certified for ISO 45001:2018. FACT Udyogamandal Division is also certified for ISO 50001:2018.								
5. Specific commitments, goals and targets set by the entity with defined time lines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6. Performance of the entity against the along-with reasons in case the same are not met.	Not Applicable								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report highlighting ESG related challenges, targets and achievements (<i>listed entity has placement of this disclosure</i>)	The Company is taking steps to reduce the carbon emissions. The feedstock and fuel has been changed to RLNG, the green fuel. The Company is taking steps to utilise renewable energy for its operations.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr. Jayachandran K. Director (Technical)								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Senior management of the Company reviews the policies									On a continuous basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance Certificate on laws applicable is provided by all the division heads.									Half yearly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No							

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

NOT APPLICABLE

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Principle 1:- Business should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable

Essential Indicators

1. Percentage coverage by training and awareness programme on any principles during the financial year

Segment	Total no: of training / awareness programme conducted	Topics covered	% of persons in respective category covered by the programme
Board of Directors	1	Orientation and awareness sessions for the Directors	100%
Key Managerial Personnel	2	Regular awareness programmes	100%
Employees other than BOD and KMP	9	FACT conducts various internal and external training programmes to its employees through FACT Training and Development Centre	10%
Workers	NIL	NIL	NIL

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

MONETARY					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding	NIL	NIL	NIL	NIL	NIL
NON - MONETARY					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case details	Name of regulatory/ enforcement agencies/ judicial institutions
NIL	NIL

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

Yes. FACT is having a separate Vigilance Department. This department strives to improve the quality management system within FACT by creating a corruption free environment for each individual to strive for high level performance towards achieving the Vision and Mission of FACT. Company is having a Whistle Blower Policy. Web link for accessing the policy is <https://fact.co.in/home/Dynamicpages?MenuId=45>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	NIL	NIL
KMP	NIL	NIL
Employees	NIL	NIL
Workers	1	NIL

6. Details of complaints with regard to conflict of interest

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under training	% of value chain the partners covered (by value of business done with such partners) under the awareness programme
1	Training to work through GeM Portal	15%
22 Dealer Training Programs	1) FCO norms 2) POS training 3) Fertilizer Recommendation for various crops and its Balanced use	25 %

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

The Board of FACT comprises of optimum combination of executive and non-executive Directors. The Chairman & Managing Director and three functional directors are appointed by Government of India through the selection process of Public Enterprise Selection Board. All part time official Directors are Joint Secretary or Additional Secretary level officials in the Ministry of Chemicals and Fertilizers. All Independent Directors are also being appointed by the Government of India. These Directors are not required to hold any shares in FACT. Details of other Directorship etc are notified to the Board on first appointment and at the beginning of the Financial Year. While considering agenda items at the meeting of the Board, Directors having interest on that item would not participate on the deliberations and their presence are not counted for quorum

Principle 2:- Business should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

	<i>Current Financial Year(2022-23)</i>	<i>Previous Financial Year(2021-22)</i>	<i>Details of improvements in environmental and social impacts</i>
R&D	35.67 lakhs	75.97 lakhs	a) Formulated Bio-enriched organic manure consisting of all the three primary nutrients and microorganism incorporated in a single product. Microorganism converts complex nutrients into simple nutrients for the availability of the plants. It is organic in nature. Hence, significantly lowers the carbon footprint. b) Formulated 100% water soluble fertilizer which is environmentally friendly and can significantly improves the crop nutrient uptake. Water soluble fertilizers allow farmers to easily adjust nutrient concentrations to the plant's changing needs over their growth cycle. Farmers prefer drip irrigation as it reduces cost of crop cultivation by almost 30% besides increasing the average productivity of fruits and vegetables by almost 40%.

Conversion of fuel in Dryer from Furnace Oil to greener fuel RLNG in NP Plants.	168 lakhs	72.14 lakhs	RLNG is greener fuel therefore, emissions to the environment is reduced
Construction of Ammonia Barge	1244 lakhs	NIL	New liquid Ammonia barge "Pearl of Periyar" of capacity 350 MT was commissioned to transport liquid Ammonia between production divisions. This reduces the transportation of Ammonia by trucks through congested city roads, reducing the environment impact on general public and improving public safety
RLNG Conversion of burners in Combustion chamber of Factamfos Plants at UC	10 lakhs	158 lakhs	RLNG is a cleaner and safer fuel and reduce carbon emission

- 2 a). Does the entity have procedures in place for sustainable sourcing? Yes
 - b). If yes, what percentages of inputs were sourced sustainably? 100
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E- waste (c) Hazardous waste and (d) other waste.
 - a) Plastics (including packaging): Safely disposed to authorized re-processors through MSTC (Metal Scrap Trading Corporation).
 - b) E-waste: is being disposed safely through authorized re-processors through MSTC.
 - c) Hazardous waste: Is being disposed safely through authorized re-processors approved by KSPCB and through MSTC.
 - d) Bio-medical waste are safely disposed through IMA – IMAGE facility .
 - e) Other waste:
Wastes such as Paper, Glass, metal scrap etc. are collected from the place of generation and stored in designated storage facility available within the premises.
Metal scrap are being disposed/sold through MSTC.
4. Whether Extended Producer Responsibility (EPP) is applicable to the entity's activities (Yes/ No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. - No

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details.
No
2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.
Not applicable in view of answer to 1 above

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

Indicate Input Material	Recycled or reused input material to total material	
	Current year (2022-23)	Previous year (2021-22)
Ammonium Sulphate	0.36%	0.12%
NP 20:20:0:13	0.077%	0.0012%

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

	Current year (2022-23)			Previous year (2021-22)		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics(including packing)	NIL	NIL	65.71 MT	NIL	NIL	71.44 MT
e-waste	NIL	NIL	0.2 MT	NIL	NIL	6.98 MT
Hazardous waste	NIL	NIL	810.27 MT	NIL	NIL	332.79 MT
Other waste	NIL	NIL	0.003 MT	NIL	NIL	0.009MT

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

Indicate Input Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Ammonium Sulphate	0.37%
NP 20:20:0:13	0.07%

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	549	549	100	549	100	NA	0	NIL	0	NIL	0
Female	68	68	100	68	100	68	100	NIL	0	NIL	0
Total	617	617	100	617	100	68	11.02	NIL	0	NIL	0
Other Than Permanent Employees											
Male	53	53	100	53	100	NA	0	NIL	0	NIL	0
Female	8	8	100	8	100	8	100	NIL	0	NIL	0
Total	61	61	100	61	100	8	13.11	NIL	0	NIL	0

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	888	888	100	888	100	NA	NA	NIL	0	NIL	0
Female	41	41	100	41	100	41	100	NA	NA	NIL	0
Total	929	929	100	929	100	41	4.30	NIL	0	NIL	0
Other Than Permanent Workers											
Male	557	336	60.32	557	100	NA	NA	NIL	0	NIL	0
Female	108	46	42.59	108	100	108	100	NA	NA	NIL	0
Total	665	382	57.44	665	100	108	16.24	NIL	0	NIL	0

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

Benefits	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial year		
	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0	23.96	Y	0	20.27	Y
Others Please specify - GMC	100%	100%	Y	100%	100%	Y

3. Accessibility of workplaces

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

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

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	50%	100%	(2*100)/0	66.67%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Categories of Employees	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	YES. Comprehensive Employee Grievance redressal Mechanism is in operation to redress the grievances of employees
Other than Permanent Workers	YES, Comprehensive Employee Grievance redressal Mechanism is in operation to redress the grievances of employees
Permanent Employees	YES, Comprehensive Employee Grievance redressal Mechanism is in operation to redress the grievances of employees
Other than Permanent Employees	YES, Comprehensive Employee Grievance redressal Mechanism is in operation to redress the grievances of employees

Web link for Grievance redress policy – <http://192.168.20.129/HRM/Grievance-Management-System.pdf>

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial year		
	Total employees / workers in respective category (A)	No of workers in respective category, who are part of associations or union (B)	% (B / A)	Total employees / workers in respective category (A)	No of workers in respective category, who are part of associations or union (B)	% (B / A)
Total permanent employees	617	560	90.76	599	530	88.48
Male	549	500		533	472	
Female	68	60		66	58	
Total permanent workers	929	929	100	961	961	100
Male	888	888	100	924	924	100
Female	41	41	100	37	37	100

8. Details of training given to employees and workers

Category	FY 2022-23 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	655	93	14.20	80	12.21	665	40	6.02	29	4.36
Female	79	9	11.40	14	17.72	78	1	1.28	2	2.56
Total	734	102	13.80	94	12.81	743	41	5.52	31	4.17
Workers										
Male	803	36	4.50	0	0	791	24	3.03	1	0.13
Female	30	0	0	2	6.67	23	0	0	0	0
Total	833	36	4.32	2	0.24	814	24	2.95	1	0.12

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

Category	Total (A)	FY 2022-23 Current Financial Year				Total (D)	FY 2022-23 Previous Financial Year			
		On Health and safety measures		On skill upgradation			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										
Permanent	617	617	100	617	100	599	599	100	599	100
Other than permanent	61	61	100	61	100	70	70	100	70	100
	678	678	100	678	100	669	669	100	669	100
Workers										
Permanent	929	929	100	929	100	961	961	100	961	100
Other than permanent	665	665	100	665	100	622	622	100	622	100
	1594	1594	100	1594	100	1583	1583	100	1583	100

10. Health and safety management System:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?

Yes, Occupational health and safety management system covers safety of process plants and equipment, Health and safety of employees and workers, Safe transportation and storage of hazardous chemicals.

The safety management system involves identifying, assessing and managing the risks with the goal of ensuring the safety of employees, customers and the general public. The safety management system covers policies and procedures, risk management, safety performance monitoring and assessment, employee training and awareness, incident reporting and investigation, continuous improvement and emergency preparedness and response.

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

Work related hazards are identified and mitigation measures are managed through well-established work permit system, Job Safety Analysis are prepared for high risk work such as work at height, demolition, critical erection etc. Hazard Identification and Risk Assessment (HIRA) has been carried out in all departments and Control Measures has been suggested to minimize the risk.

Routine safety inspection is carried out at each work site to identify work related hazards. Safety audits are conducted yearly by internal and external authorities and hazards identified will be rectified immediately.

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

Yes.

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

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

Safety Incident/Number	Category	FY 2022-23 Financial Year	FY 2021-22 Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	07 (Nos) [FR – 3.75]	16(Nos) [FR – 8.82]
	Workers	29(Nos) [FR - 45.535]	23(Nos) [FR – 22.6]
Total recordable work-related injuries	Employees	32	59
	Workers	30	35
No. of fatalities	Employees	0	0
	Workers	0	1
High consequences work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

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

a) Safety Inspections

In order to prevent accidents in the plants, Safety Inspections were carried out by safety committee members every quarter of the year. Unsafe actions of workers and unsafe conditions in the plants were highlighted in the reports. The reports along with actions to be taken were sent to concerned departments for corrective action.

b) Near Miss & Accident reporting

A system for near miss reporting was introduced in the year 2019 and Near miss reporting boxes are placed in all prominent locations of factory along with near miss reporting form both in Malayalam and English.

c) Safety induction Training

Safety induction training is being imparted to all newly joined employees, Trainees, contract workers and visitors. Refreshment training and work specific trainings are also provided. Safety training cards are issued to all contract labours including truck drivers. Safety violations noticed by the safety officers are noted in the training card.

d) Safety Sign Boards

Safety Sign Boards describing required mandatory PPEs to be worn by all before entering plant premises, other work specific safety warnings and safety practices are displayed in prominent locations of the factory.

e) Risk Assessments Study of plants

Hazard Identification and Risk Assessment (HIRA) of all critical routine and non-routine jobs has been carried out. Measures to eliminate high hazards identified in HIRA have been taken by changing the method of execution of the job and by providing job specific Personal protective equipments. HIRA register has been prepared for all plants and departments. Regular updation of the register is being done by the concerned department heads.

f) Truck safety Inspection

Safety Audit of Acid and ammonia trucks are carried out before issuing entry pass and training was given to the crew by safety officers on yearly basis. All documents, physical condition of trucks, display of information panels, availability of proper PPEs and competency of drivers are ensure during the inspection.

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

	FY <u>2022-23</u> Current Financial Year			FY <u>2021-22</u> Previous Financial year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NA	-	NIL	NA	-
Health & Safety	NIL	NA	-	NIL	NA	-

14. Assessments for the year

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

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

Provided fixed life lines on all roofs with fragile roofing sheets. As first phase, fixed life lines systems were installed in Phosphoric acid plant and on product godown roofs. A contract has been invited for installing the fixed life line systems on all remaining roofs

Leadership Indicators

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

- A. Employees (Y/N): Yes
- B. Workers (Y/N): Yes

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

Documentary evidence of payment of statutory dues are collected from the value chain partners while releasing the payments due to them

3) Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment

	Total no. of affected employees/ workers		No. of employees/workers that rehabilitated and placed in employment or whose members have been placed in suitable employment	
	FY <u>2022-23</u> (Current Financial Year)	FY <u>2021-22</u> (Previous Financial Year)	FY <u>2022-23</u> (Current Financial Year)	FY <u>2021-22</u> (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

No

5) Details on assessment of value chain partners:NA

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

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

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

Essential Indicators

1) Describe the processes for identifying key stakeholder groups of the entity: Identified based on operations of the Company.

NIL

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

FACT is having an internal assessment process on division/department wise to identify the key stakeholder groups.

Stakeholders group	Whether identified as vulnerable or marginalized	Channels of communication (email, SMS, newspaper, meetings etc)	Frequency of engagement (annually/half yearly/quarterly/ others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/workers	Yes	RTI, Grievance mechanism	Others	Resolving Issues
Trade Unions	Yes	RTI, Grievance mechanism	Others	Resolving Issues
Local Communities / Suppliers / Vendors / Dealers / Shareholders	No	RTI, Grievance mechanism	Others	Resolving Issues

Leadership Indicators

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

The Management of the Company is entrusted with the Chairman and Managing Director under the supervision of the Board.

All the stakeholders can meet or consult with the CMD or the officials authorized by the CMD.

The feedback / requirements based on such consultation is reported to the Board.

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

Inputs received from workers or employees are incorporated in the safety policy of the Company. Inputs from the suppliers or vendors are helpful for sourcing the materials. Feedback from the dealers are considered while framing the marketing policy.

3) Provide details of instances of engagement with, and actions taken to address the concerns of vulnerable/ marginalized stakeholder group :

NIL

Principle 5:- Business should respect and promote human rights

Essential Indicators

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

Category	FY_2022-23 Current Financial Year			FY_2021-22 Previous Financial year		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (C / D)
Employees						
Permanent	734	17	2.32	743	7	0.94
Other Permanent	0	0	0	0	0	0
Total	734	17	2.32	743	7	0.94
Workers						
Permanent	833	5	0.60	814	8	0.98
Other Permanent	0	0	0	0	0	0
Total Workers	833	5	0.60	814	8	0.98

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

100% of employees and workers of FACT are paid more than or equal to the minimum wages as applicable in their respective jurisdiction.

Category	FY_2022-23 Current Financial Year					FY_2021-22 Previous Financial year				
	Total (A)	Equal Minimum		More Minimum		Total (D)	Equal Minimum		More Minimum	
		No. (B)	Wage% (B / A)	No. (C)	Wage% (C / A)		No. (E)	Wage% (E / D)	No. (F)	Wage% (F / A)
Employees										
Permanent	617	0	0	617	100	599	0	0	599	100
Male	549	0	0	549	100	533	0	0	533	100
Female	68	0	0	68	100	66	0	0	66	100
Other Permanent	61	0	0	61	100	70	0	0	70	100
Male	53	0	0	53	100	64	0	0	64	100
Female	8	0	0	8	100	6	0	0	6	100
Workers										
Permanent	929	0	0	929	100	961	0	0	961	100
Male	888	0	0	888	100	924	0	0	924	100
Female	41	0	0	41	100	37	0	0	37	100
Other Permanent	665	0	0	665	100	622	0	0	622	100
Male	557	0	0	557	100	529	0	0	529	100
Female	108	0	0	108	100	93	0	0	93	100

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median salary/ wages of respective category
Board of Directors (BoD)	4	264165	NIL	NA
Key Managerial Personnel	4	264165	1	159468
Employees than BoD KMP	544	97604	69	92665
Workers	889	45729	40	31515

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

Yes

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

FACT is committed to conduct its business in a fair and transparent manner by adjusting the highest standard of professionalism, honesty, integrity, and ethical behavior. FACT has adopted a code of conduct applicable to all employees. FACT is providing a safe and positive work environment.

On receipt of any concern through letter or e-mail, the same will be addressed by the concerned department /division of the Company.

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

	FY_2022-23 Current Financial Year			FY_2021-22 Previous Financial year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL		2	2	
Discrimination at Work Place	NIL	NIL		NIL	NIL	
Child Labour	NIL	NIL		NIL	NIL	
Forced Labour / Involuntary Labour	NIL	NIL		NIL	NIL	
Wages	1	2		2	2	
Other human rights related issues	5	3		3	3	

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

The Grievance Redressal Committees are constituted with sufficient members from the vulnerable/marginalized groups

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

Yes

9) Assessments for the year:

	% of your plants and offices that were assessed
Child labour	100 %
Forced/involuntary labour	100 %
Sexual harassment	100 %
Discrimination at workplace	100 %
Wages	100 %
Others – please specify	NIL

10) Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at question 9 above. –

No significant risks/concerns was noticed or reported during the assessments.

Leadership indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
NIL
- Details of the scope and coverage of any Human rights due-diligence conducted.
NIL
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
Yes
- Details on assessment of value chain partners
NIL

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	NIL
Child Labour	NIL
Forced Labour/Involuntary Labour	NIL
Wages	NIL
Others – please specify	NIL

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

Principle 6 - Business should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	574034 GJ	497572 GJ
Total fuel consumption (B)	15355548 GJ	10932745 GJ
Energy consumption through other sources (c)	492780 GJ	546200 GJ
Total energy consumption (A+B+C)	16422362 GJ	11976517 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	2.65 * 10 ⁻⁴ GJ/₹	1.93 * 10 ⁻⁴ GJ/₹

No independent assessment/evaluation/assurance has been carried out by an external agency on energy consumption

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

Yes

Ammonia Complex is a designated consumer (Registration No. FTZ0029KL). PAT cycle II target was 0.959 Million Tonne of Oil Equivalent (MTOE). During the assessment year (2018-2019) plant was unproductive and hence exempted due to "low capacity utilization". Unit has not included in the new PAT cycle by Bureau of Energy efficiency

Petrochemical plant has been notified as the designated consumer on 7th Sep 2022. Base line data collection for assigning the energy reduction targets need to be carried by BEE

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(I) Surface water	11776569	10206255
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	11776569	10206255
Total volume of water consumption (in kilolitres)	11776569	10206255
Water intensity per rupee of turnover (Water consumed / turnover)	1.90 * 10 ⁻⁴ kl/₹	1.65 * 10 ⁻⁴ kl/₹

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

No

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nox	MT	Nil	Nil
Sox	MT	485.65	469.27
Particulate matter (PM)	MT	251.47	306.86
Persistent organic pollutants (POP)	NIL	NIL	NIL
Volatile organic compounds (VOC)	NIL	NIL	NIL
Hazardous air pollutants (HAP)	NIL	NIL	NIL
Others – Ammonia	MT	50.21	59.9
CO	MT	0.93	1.98

No independent assessment/evaluation/assurance has been carried out by an external agency

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

Parameter	unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	268150.214	200537.137
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not applicable	Not applicable

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

The fuel used in boilers and furnaces in the unit has been changed over to the green, eco-friendly and energy efficient fuel – RLNG, contributing to reduction in GHG emission. In addition, the process design itself incorporates steps towards reduction in GHG emission in various production processes in the unit.

8. Provide details related to Waste management by the entity, in the following format.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)	1.79	7.154
Bio-medical waste (C)	0.0035	0.009
Construction and demolition waste (D)	320.4	352.44
Battery waste (E)	1.145	0.562
Radioactive waste (F)	Nil	Nil
Other Hazardous waste (G)		
a. Spent Catalyst	18	21.8
b. Sulphur muck	522.58	433.06
c. Waste oil	3.55	5.875
d. Lead scrap	6.98	Nil
e. ETP sludge	758.6	725.8
Other Non-hazardous waste (H)	Nil	Nil
Total (A+B+C+D+E+F+G+H)	1633.05	1546.70

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	6.38	4.545
Waste oil		
(ii) Re-used	90	120
(iii) Other recovery operations	Nil	Nil
Total	96.38	124.545
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	842.64	567.56
Total	842.64	567.56

No independent assessment/evaluation/assurance has been carried out by an external agency

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

A comprehensive solid waste management plan is being followed in the organization. As a part of this plan, all the solid wastes generated other than hazardous waste is collected from the place of generation and is stored in designated storage facility available within the premises. Metal scrap, E-waste and Plastic waste are being disposed/sold through Metal Scrap Trading Corporation (MSTC). Bio-medical waste are Safely disposed through IMA – IMAGE facility . Used Battery/ waste are Safely disposed to the authorized re-processors through buy-back policy .

Hazardous waste – Five categories of Hazardous wastes are generated in FACT, namely – Spent Catalyst, Sulphur muck, Waste Oil, Lead scrap and ETP Sludge. Hazardous wastes are Safely disposed to authorized re-processors. Waste oil is recycled as lubricant for conveyor idlers and other machinery.

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

No

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

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

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

Yes

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption(A)	6830 GJ	9200 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	6830GJ	9200GJ
From non-renewable sources		
Total electricity consumption(D)	567204 GJ	488372 GJ
Total fuel consumption (E)	15355548 GJ	10932745 GJ
Energy consumption through other sources (F)	492780 GJ	546200 GJ
Total energy consumed from non-renewable sources (D+E+F)	16415532 GJ	11967317 GJ

No independent assessment/evaluation/assurance has been carried out by an external agency

2. Provide the following details related to water discharged.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(I) To Surface water		
- No treatment	Nil	Nil-
With treatment – please specify level of Treatment (Lime treatment in Effluent Treatment Plant)	1959708	1926303
(ii) To Groundwater		
- No treatment	Nil	Nil-
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil-
With treatment – please specify level of treatment	894142	679287.40
Total water discharged (in kilolitres)	2853850	2605590.4

No independent assessment/evaluation/assurance has been carried out by an external agency

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

Not Applicable

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

Parameter	unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NIL	NIL
Total Scope 3 emissions per rupee of turnover		NIL	NIL

intensity (optional)-the relevant metric may be selected by the entity		NIL	NIL
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NIL	NIL

No independent assessment/evaluation/assurance has been carried out by an external agency

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

Not applicable to FACT

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

SI. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Switching over to greener fuel.	The fuel used for combustion in the furnace of NP 20:20:0:13 plants were changed over from Furnace oil to green, eco-friendly and energy efficient fuel – RLNG.	a) Reduction in pollutants discharge to the environment. b) Reduction in fuel consumption Study in progress.
2.	Using Ammonium Sulphate purge liquor of another plant as raw material input for product manufacture.	Ammonium Sulphate purge liquor generated in Ammonium Sulphate Plant is used as input to substitute a part of Ammonia & sulphuric acid requirement in Factamphos Manufacture.	Reduces the effective raw material consumption. Handling and disposal cost of the purge liquor is saved.
3.	Recycle of Waste oil generated in all plants.	Waste oil generated from rotating equipments is used as lubricant in conveyor idlers and other machinery	Consumption of fresh lubricants is reduced.
4.	Purchase of renewable energy.	Renewable energy is purchased through PTC to substitute a part of the power requirement.	Reduces Carbon foot print of the organization
5.	Recycle of effluent water.	A part of effluent from NP plant is recycled for diluting the strong Phosphoric acid and for scrubbing gases in knock out chamber. A part of effluent from PAP plant is recycled to attack tank in PAP	Reduces fresh water consumption
6.	Study for utilisation of sludge generated from effluent treatment plant for production of blended fertiliser	Study is in progress to develop a fertiliser named a blended fertiliser FACTHOME 10:10:10, from effluent treatment plant's sludge, with a nutrient content of 10:10:10 (NPK) and minor quantities of secondary nutrients, as a value added product.	

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

FACT is having Business Continuity and Disaster Management plan. Disaster Management Plan has been prepared with objectives such as i) identifying the hazards or disaster potential scenario. ii) localizing any accidents that may occur and if possible contain them to minimize the harmful effects of accidents iii) providing adequate details of the technical and organizational procedures, detailed the emergency response procedures and measures to minimize damage to life, property and environment. iv) providing detailed procedures for evacuation, rescue and treatment of casualties. v) defining clearly the roles and responsibilities of those involved in emergency response. vi) making a realistic assessment of resources both human and material required in handling the emergency in house and additional resources/skills that may be required under mutual aid from neighboring industries/ installations or other external agencies. vii) ensuring that manpower, equipment including communication and personal protective equipment, material and financial resources necessary to carry out on-site emergency plan are readily available for immediate activation of the plan in the event of accident. viii) safeguarding victims by evacuating them to a safer place and rehabilitating the affected persons.

FACT has a well-defined On-Site Emergency Plan (OSEP) that outlines the procedures, mechanisms, and resources available to respond to various kinds of emergencies.

The OSEP includes the following elements:

1. Risk assessment study reports which identifies the potential hazards and risk faced by the organization and surrounding communities
2. Communication protocol for communicating with employees stake holders and the general public
3. Safe evacuation routes and procedures for employees and customers
4. Continuity of essential operations during and after a disaster
5. Emergency response team with duties and responsibilities
6. Recourses available
7. Regular training and mock drills
8. Review and updates

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

No adverse impact to the environment arising from Value Chain of the Company since necessary actions have already been taken in the process design of operating plants.

9. Percentage of value chain partners (by value of business donor with such partners) that were assessed for environmental impact

Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. 5
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S.No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/associations (State/National)
1	The Fertiliser Association of India	National
2	Standing Conference of Public Enterprises	National
3	All India Management Association	National
4	Kerala State Productivity Council	State
5	National Safety Council – Kerala chapter	National

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

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

Leadership Indicators

3. Details of public policy position advocated by the entity

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain	Frequency of review by Board (Annually/ Half yearly/ Quarterly /Others please specify)	Web link if available
Nil	Nil	Nil	Nil	Nil	Nil

Principle 8 :- Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

SL No.	Name of Project for which R&R is ongoing	State	District	No of project affected families (PAF)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
NIL	NIL	NIL	NIL	NIL	NIL	NIL

3. Describe the mechanism to receive and redress grievances of the community: Directly to the Company
 FACT is committed conduct its business in an ethical manner protecting the interest of the community.
 FACT is having a mechanism to receive and redress the grievances of the community. Any on having a grievance can approach the Company directly by letter, e-mail, personal representation etc. On receipt of any concern or grievance from the community, the same will be redressed by the concerned Division / Department of the Company.
4. Percentage of input materials (inputs to total inputs by value) sourced from suppliers

	Current Financial Year 2022 -23	Previous Financial Year 2021-22
Directly sourced from MSMEs/ small producers	2.32%	6.20%
Sourced directly from within the district and neighboring districts	76.29%	34.45%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference to question no 1)

Details of negative social impact identified	Corrective action taken
NA	NA

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: NIL
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
 YES
- (b) From which marginalized /vulnerable groups do you procure?
 MSEs including those owned by SC/ST and women entrepreneurs
- (c) What percentage of total procurement (by value) does it constitute?
 10% approximately
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	NIL	NIL	NIL	NIL

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

Name of Authority	Brief of Case	Corrective action taken
NIL	NIL	NIL

6. Details of beneficiaries of CSR Projects:

CSR project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Supply of water to Manjummel	Not quantifiable	NIL
Supply of National flags in relation to Har Ghar Tiranga	Not quantifiable	NIL
CSR Support to Asian Blind Football	Not quantifiable	NIL
Expenses incurred in connection with Blood donation camp, Udyogamandal club	Not quantifiable	NIL
Param Innovation Project	Not quantifiable	NIL
Super Speciality Medical Camp	Not quantifiable	NIL

PRINCIPLE 9. Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback: FACT is having a dealer network and the products are sold through dealers. FACT sales officers meet the dealers and consumers regularly. The Consumer complaint and feedback is received through the dealers and sales officers. The Minor complaints are redressed at sales officer level and the major complaints are reported to higher authorities.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. No: of consumer complaint in respect of following:

	FY (Current Financial year)		Remarks	FY (Previous Financial year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	25	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

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

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

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

Yes. In IT Policy of the Company cyber security and mitigating risk related to data privacy is laid out. It can be accessed through the web link.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

NIL

Leadership Indicators

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

Website of the Company www.fact.co.in.

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

Conducted following Farmer Education Programs to teach the farmers for balanced use of fertilisers and to convey the message for scientific recommendation of fertilizers for various crops, issuing Soil Health cards etc.

- a) Agriculture seminar
- b) Squad program
- c) Soil sample collections
- d) Agriculture Exhibition
- e) Field Demonstration
- f) Dealer Meet

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

NIL

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

Yes. FACT is printing literature/ leaflets with detailed product information, recommendation of fertiliser dosage for various crops, crop-specific information etc. and these leaflets are distributed to the farmers during Seminar and other meetings.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact:
- b. Percentage of data breaches involving personally identifiable information of customers.

No identifiable data breaches have been noticed during the reporting period.