

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I) Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24110MH1978GOI020185
2.	Name of the Listed Entity	Rashtriya Chemicals and Fertilizers Limited
3.	Year of incorporation	1978
4.	Registered office address	Priyadarshini, Eastern Express Highway, Sion, Mumbai 400 022
5.	Corporate address <sup>1</sup>	Priyadarshini, Eastern Express Highway, Sion, Mumbai 400 022
6.	E-mail <sup>2</sup>	<a href="mailto:investorcommunications@rcfltd.com">investorcommunications@rcfltd.com</a>
7.	Telephone <sup>3</sup>	022-2552 3000
8.	Website	<a href="http://www.rcfltd.com">www.rcfltd.com</a>
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited & BSE Limited
11.	Paid-up Capital	INR 551,68,81,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report <sup>4</sup>	Shri G. Seshadri, Executive Director (Project, Co-ordination, Corporate & IT) Tel. No.: 022 25523071 email id: <a href="mailto:corpotech@rcfltd.com">corpotech@rcfltd.com</a>
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). <sup>5</sup>	Standalone
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

### II) Products/services

#### 16. Details of business activities (accounting for 90% of the turnover): <sup>6</sup>

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and Marketing of Fertilizers and chemicals	Manufacturing and sale of fertilizers & industrial chemicals	99.04

#### 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover): <sup>7</sup>

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Urea	20121	51.42
2	Complex Fertilizers	20122	13.05
3	Traded fertilizers	46692	25.10
4	An Melt	20123	4.10
5	Ammonia	24121	3.08
6	Nitric Acid	24121	1.30

<sup>1</sup> GRI 2-1, <sup>2</sup> GRI 2-3, <sup>3</sup> GRI 2-3, <sup>4</sup> GRI 2-3, <sup>5</sup> GRI 2-2, <sup>6</sup> GRI 2-6, <sup>7</sup> GRI 2-7

### III) Operations

#### 18. Number of locations where plants and/or operations/offices of the entity are situated: <sup>8</sup>

Location	Number of plants	Number of offices	Total
National	2	55	57
International	Nil	Nil	Nil

#### 19. Markets served by the entity:

##### a. Number of locations <sup>9</sup>

Location	Number
National (No. of States)	24
International (No. of Countries)	Nil

##### 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 <sup>10</sup>

RCF is engaged in manufacturing and trading on fertilizers which is supplied to Customers (Farmers) through Wholesale and Retail dealers and manufacturing of Industrial Chemicals which are sold for Industrial use.

### IV) Employees

#### 20. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled): <sup>11</sup>

S.no.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No. (C)	%(C/A)
<b>EMPLOYEES*</b>						
1.	Permanent (D)	1313	1187	90.40	126	9.60
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>1313</b>	<b>1187</b>	<b>90.40</b>	<b>126</b>	<b>9.60</b>
<b>WORKERS</b>						
4.	Permanent (F)	1213	1123	92.58	90	7.42
5.	Other than Permanent (G)	3576	3381	94.55	195	5.45
6.	<b>Total workers (F + G)</b>	<b>4789</b>	<b>4504</b>	<b>94.05</b>	<b>285</b>	<b>5.95</b>

\* Permanent employees reported during the year have been restated to exclude permanent workers

##### b. Differently abled Employees and workers: <sup>12</sup>

Sr no.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No. (C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	42	38	90.48	4	9.52
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>42</b>	<b>38</b>	<b>90.48</b>	<b>4</b>	<b>9.52</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	22	19	86.36	3	13.64
5.	Other than Permanent (G)	-	-	-	-	-
6.	<b>Total workers (F + G)</b>	<b>22</b>	<b>19</b>	<b>86.36</b>	<b>3</b>	<b>13.64</b>

<sup>8</sup> GRI 2-6, <sup>9</sup> GRI 2-6, <sup>10</sup> GRI 2-6, <sup>11</sup> GRI 2-7 ; GRI 2-8, <sup>12</sup> GRI 405-1

21. Participation/Inclusion/Representation of women <sup>13</sup>

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	6	3	50
Key Management Personnel**	1	-	-

\* 3 whole time directors (Including CMD), 2 government nominee directors and 1 independent director

\*\* Company Secretary

22. Turnover rate for permanent employees and workers <sup>14</sup>

	FY 2023-24 (Turnover rate in current FY) (In %)			FY 2022-23 (Turnover rate in previous FY) (In %)			FY 2021-22 (Turnover rate in the year prior to the previous FY) (In %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.37	0.08	3.45	4.40	0.19	4.59	4.10	0.48	4.58
Permanent Workers	4.84	0.12	4.96	4.35	0.11	4.46	4.65	0.07	4.72

\* The turnover rate includes regular retirement of employees & workers and accordingly numbers for FY23 and FY22 have been restated

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures <sup>15</sup>

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)
1	FACT_RCF Building Products Limited (FRBL)	Joint Venture	50.00	No
2	Urvarak Videsh Limited (UVL)	Joint Venture	33.33	No
3	Talcher Fertilizers Limited (TFL)	Joint Venture	33.33	No

VI) CSR Details

24. Whether CSR is applicable as per section 135 of Companies Act, 2013 <sup>16</sup> : Yes

I) Turnover (in Rs. crores): 16,981.31

II) Net worth (in Rs. crores): 4,593.60

VII) Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct: <sup>17</sup>

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2023-24 Current Financial Year			FY 2022-23 (Previous Financial Year)		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	<a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	15	-	-	38	-	-

<sup>13</sup> GRI 405-1, <sup>14</sup> GRI 401-1, <sup>15</sup> GRI 2-2, <sup>16</sup> GRI 201-1 <sup>17</sup> GRI 2-25

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 2023-24 Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes, Shareholders can register their grievances on SCORES Portal at <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a> and on ODR Portal at <a href="https://smartodr.in/">https://smartodr.in/</a>	10	-	-	7	-	-
Employees and workers	Yes <a href="http://grievances.rcfltd.com/">http://grievances.rcfltd.com/</a>	4	-	-	-	-	-
Customers	Yes, <a href="https://mgms.rcfltd.com/">https://mgms.rcfltd.com/</a>	1*	-	-	11*	-	-
Value Chain Partners	-	-	-	-	-	-	-

\*Complaints received through Customer Care

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

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

The company has performed its First ESG Materiality Assessment and has identified 14 material topics which are important to the business and stakeholders. The topic has been identified by factoring in Global ESG Standard & Frameworks, peer benchmarking, domestic regulations, and frameworks adopted by ESG Rating Agencies. The highest material topics have been specified as risk or opportunity and RCF is taking actions to mitigate the risk and leverage on the opportunities identified <sup>18</sup>. The ESG Materiality Matrix and the process of devising the same is enclosed in the **Annexure**.

S. No.	Material issue identified <sup>19</sup>	Indicate whether risk or opportunity (R/O) <sup>20</sup>	Rationale for identifying the risk / opportunity) <sup>21</sup>	In case of risk, approach to adapt or mitigate <sup>22</sup>	Financial implications of the risk or opportunity (Indicate positive or negative implications) <sup>23</sup>
1	R&D and Agricultural Innovation	Opportunity	Focus on development of innovative products which are sustainable, increases crop yields and ensure food security thus giving a competitive edge in the market.	NA	Positive

<sup>18</sup> GRI 3-1, <sup>19</sup> GRI 3-2, <sup>20</sup> GRI 3-3, <sup>21</sup> GRI 3-3, <sup>22</sup> GRI 3-3, <sup>23</sup> GRI 201-2

S. No.	Material issue identified <sup>19</sup>	Indicate whether risk or opportunity (R/O) <sup>20</sup>	Rationale for identifying the risk / opportunity) <sup>21</sup>	In case of risk, approach to adapt or mitigate <sup>22</sup>	Financial implications of the risk or opportunity (Indicate positive or negative implications) <sup>23</sup>
2	Health, Safety and Wellbeing	Risk	It is essential to provide safe and healthy work environment as it can impact human well-being, loss prevention and business reputation. Promoting a safe and healthy work environment also helps prevent workplace accidents and injuries.	Regular health inspections of our employees are carried out. RCF also has an in-house primary health centre. The company conducts regular plant audits to evaluate the processes in place from safety aspects and regularly try to enhance the safety at the workplace. RCF also has HSE Management Plan, Process Safety & Risk Management, Emergency Mitigation System.	Negative
3	GHG Emissions & Climate Change	Risk	Growing importance on climate change concerns by Regulators and Stakeholders requires integration of energy transition initiatives into business. Increasing regulatory requirements may lead to increase in operational costs and also has a potential to cause reputational damage.	Focus on Renewable source of energy, Energy efficient equipment, Carbon capture.	Negative
4	Product Safety and Quality	Opportunity	Creating an awareness among the consumers on safe usage of products enhance brand reputation, build customer trust, ensure regulatory compliance, increase efficiencies leading to lower consumption, with a potential to increase market share and long-term business success.	N.A.	Positive
5	Human Capital	Opportunity	Employees and Workers are valuable assets for achieving organizational goals, investing in employee skills and wellbeing will boosts productivity, fosters innovation, enhances company reputation, and drive long-term growth and offer competitive advantage.	N.A.	Positive
6	Governance, Ethics and Compliance	Risk	Non-compliance with regulations and unethical practices may lead to penalties, reputational damage, financial losses, and operational disruptions. This may impact the brand and trust of stakeholders	RCF's Code of Conduct and Monitoring Mechanism helps to ensure Ethical Conduct. Periodic review of regulatory changes and requirements can proactively address compliance.	Negative

<sup>19</sup> GRI 3-2, <sup>20</sup> GRI 3-3, <sup>21</sup> GRI 3-3, <sup>22</sup> GRI 3-3, <sup>23</sup> GRI 201-2

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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	<a href="http://www.rcfltd.com">www.rcfltd.com</a>								
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)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 Quality Management System; ISO 14001 Environmental Management System; ISO 27001 Information Security Management; ISO 45001 Occupational Health and Safety; ISO 50001: 2011 Energy Management System;								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any. <sup>24</sup>	<p>RCF commits to conduct its business with highest ethical and governance standards. It has taken proactive quality improvement targets internally to ensure our customers are able to use best-in-class products. The business has also defined initiatives to enhance employee engagement and well-being. Our ESG Framework consists of three interlinked pillars, i.e., Protective Environment, Minimising Resource Use, and Inclusive Growth that reflect our commitment to minimizing the adverse impact of our operations on the planet and people. Each pillar encompasses specific themes and focus areas that guide our sustainability roadmap.</p> <p>The company is also in the process of setting ESG targets at organizational level within the defined boundaries. Ammonia-V revamp project is being implemented as a part of energy improvement schemes to meet the new energy norms for Trombay Urea plant. The scheme is envisaged to result in energy saving of 0.18 Gcal/MT of Ammonia. Project was completed in May 2024.</p> <p>The Company is upgrading the existing Effluent Treatment Plant at Thal for treating 10,000 M3/day effluent to ensure the quality of treated effluent not only meeting the statutory norms but also suitable for recycling the treated effluent as raw water. Benefit of the project will be better environment management on sustained basis through recycling of treated effluent as a raw water. The project is executed in two phases. In 1st phase, around 5000 m3/day treated water will be recycled. In 2nd phase, balance effluent will be recycled, to achieve "Zero Effluent Discharge" goal. Project was completed in May 2024.</p>								

<sup>24</sup> GRI 3-3

Disclosure Questions

P1 P2 P3 P4 P5 P6 P7 P8 P9

The Company is running Two Sewage Treatment Plants (STPs) at Trombay Unit with each plant having capacity to treat around 22.75 million Litres per Day (MLD) of sewage received from MCGM which otherwise would have been drained into the sea after preliminary treatment. The STP plants treat waste sewage generated in the city and convert it into treated water. Both plants together generate about 30 MLD of treated water which is being used in our plants as process water. Both STP plants of the Company are of great value to residents of Mumbai and Society at large besides improving reliability of operations of RCF Trombay Unit. During the year 2023-24, about 8,152.82 million litres of treated water was generated at both STP plants.

The Company is setting up Briquette Fired Boiler at RCF Thal. The low-cost steam shall help in reducing the variable cost of chemicals. Briquette (Biomass) or 'White Coal' is made-up from agriculture and forest natural waste. It can be efficiently used to replace fossil fuel. Use of Briquettes for steam generation will reduce the Green House Gas (GHG) emissions. The project is expected to be completed by September 2024.

As part of achieving ecologically sustainable growth, Company has forayed into solar power generation. The Company has set up a 2 MWp ground mounted Photovoltaic Solar power plant in Trombay Unit. In addition to this, the Company has commissioned solar rooftop facilities at Thal and Trombay with an aggregate capacity of 2.25 MWp. The power generated is used for captive consumption, thereby reducing Company's power import to the equivalent extent. The green power generated by solar plants replaces the conventional power generated through burning of fossil fuels leading to reduction in overall Greenhouse gas emissions. During the year 2023-24, 4439 MWh of solar power was generated.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met<sup>25</sup>

The organization has enforced governing policies enabling it to conduct its operations in compliance with the highest governance standards. RCF has been able to offer quality products and services. At the same time, improvement initiatives have also been taken up basis the customer feedback received. It adheres to the product stewardship principles by further improving environmental, health, and safety impacts of products and services.

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)<sup>26</sup>

The Company is committed to integrating Environmental, Social and Governance ('ESG') principles into its businesses which is central to improving the overall environment and quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycle. RCF has established policies for Safety, Health & Environment ('SHE').

The company has performed its First ESG Materiality Assessment and has identified 14 material topics which are important to the business and stakeholders. The topic has been identified by factoring in Global ESG Standard & Frameworks, peer benchmarking, domestic regulations, and frameworks adopted by ESG Rating Agencies. The highest material topics have been specified as risk or opportunity and RCF is taking actions to mitigate the risk and leverage on the opportunities identified.

<sup>25</sup> GRI 3-3, <sup>26</sup> GRI 2-22

RCF has adopted ESG framework that is consistent with the Company's Vision, purpose, corporate principles and global ambition. Marking Sustainability as its priority, RCF takes care of the environment and society by strategizing each activity.

The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbour of choice in the communities in which it operates and contributes to their equitable and inclusive development. The Company is firmly committed to pursuing ethical practices across its business segments.

Our governance framework comprises of systems, policies, processes and practices that enable to build an environment of trust along with ethical practices. RCF's manufacturing units are accredited with ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 27001 (Information Security Management), ISO 45001 (Occupational Health and Safety), and ISO 50001: 2011 (Energy Management System).

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). <sup>27</sup>	Shir S. C. Mudgerikar, Chairman & Managing Director
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 <sup>28</sup>	Yes, RCF Board of Directors provide guidance and direction to the management to ensure that health, safety and sustainability implications are duly addressed in all strategic initiatives.

#### 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	Yes, as a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by the Board of Directors. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.	Need Basis
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Company Secretary to the Board of Directors.	Quarterly

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	The working of policies is not assessed/evaluated by external agency. However, the Company conducts review of the charters, policies internally by the Board of Directors as and when required, which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.								

<sup>27</sup> GRI 2-13, <sup>28</sup> GRI 2-9



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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)	All Principles are covered by policies. Hence not applicable								

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1** Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:<sup>29</sup>

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Organizational leadership, FAI Annual Seminar, Orientation program for functional directors, Familiarisation program for Independent Directors & 2 Day Certification Programme for Effectiveness of Audit Committee	100
Key Managerial Personnel	1	Building Resilient & Sustainable Economics.	100
Employees other than BoD and KMPs	299*	Technical, business, functional, leadership, on boarding, safety, wellbeing aspect, Preventive vigilance, Tendering and procurement guidelines, improving professional & personal effect, compliance management, human rights & ethical value, Anti Bribery management System & Contract labour compliance.	79.34
Workers	102*	Leadership, technical, functional, financial	92.92

\*35 number of training were given to both officers and workers.

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): <sup>30</sup>

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	P1	National Stock Exchange of India Limited and BSE Limited	₹ 54,28,000	The Stock Exchanges have imposed fines on the Company for non-compliance of Regulation 17 (i.e. non appointment of requisite number of Independent Directors including woman independent director), Regulation 18 (i.e. Non-compliance with the constitution of audit committee) and Regulation 19 (Non-compliance with the constitution of nomination and remuneration committee) of the Listing (Obligations and Disclosure Requirements) Regulations, 2015 during FY 2023-24	Yes, The Company is a Central Public Sector Undertaking (CPSU) under the administrative control of the Ministry of Chemicals and Fertilizers, Department of Fertilizer, Government of India and its Directors on the Board are nominated / appointed by the President of India.  The Company is continuously pursuing with the Government of India for the appointment of requisite number Independent Directors including woman independent director on the Board in order to comply with the provisions of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015. Considering the above, the Company has made applications to Stock exchanges for waiver of fines.
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-		-	-
Punishment	-	-		-	-

<sup>30</sup> GRI 2-27

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.<sup>31</sup>

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
<p>During FY 2023-24, the Stock Exchanges have imposed fine amounting to ₹ 54,28,000 on the Company for non-compliance of Regulation 17 (i.e. non appointment of requisite number of Independent Directors including woman independent director), Regulation 18 (i.e. Non-compliance with the constitution of audit committee) and Regulation 19 (Non-compliance with the constitution of nomination and remuneration committee) of the Listing (Obligations and Disclosure Requirements) Regulations, 2015.</p> <p>Since your Company is a CPSU, its Directors on the Board are nominated / appointed by the President of India.</p> <p>To mitigate such default, the Company is continuously pursuing with the Government of India for the appointment of requisite number Independent Directors including woman independent director on the Board in order to comply with the provisions of the SEBI (Listing Obligations &amp; Disclosure Requirements) Regulations, 2015. Considering the above, the Company has made applications to Stock exchanges for waiver of fines.</p>	<p>National Stock Exchange of India Limited and BSE Limited</p>

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.<sup>32</sup>

Yes

The Company has formulated Whistle Blower Policy to enable stakeholders including individual employees and their representative bodies, to freely communicate their concerns about illegal or unethical practices. RCF has provided ample opportunities to encourage Directors and employees to become whistle blowers (Directors and employees who voluntarily and confidentially want to bring the unethical practices, actual or suspected fraudulent transactions in the organization to the notice of competent authority for the greater interest of the organization and the nation). It has also ensured a very robust mechanism within the same framework to protect them (whistle blowers) from any kind of harm.

It is hereby affirmed that no personnel have been denied access to the Audit committee.

The Company has put in place a fraud prevention policy. As a part of compliance with the policy, Company has appointed nodal officers for Trombay, Thal, Marketing and Corporate Office. The fraud prevention policy has been framed to provide a system for detection and prevention of fraud, reporting of any fraud that is detected or suspected and for dealing in matters pertaining to fraud. During the year under review, no such cases were reported. In addition, your Company has Vigilance Department to bring greater transparency, integrity and efficiency. The focus of Vigilance department is on Preventive and Participative Vigilance.

Web link of Whistle Blower Policy is available on RCF's website:

[https://www.rcfltd.com/public/storage/cmspages/cmspdfFile/F1565000758-whistle\\_blower\\_policy.pdf](https://www.rcfltd.com/public/storage/cmspages/cmspdfFile/F1565000758-whistle_blower_policy.pdf)

Web link of Fraud Prevention Policy is available on RCF's website: <https://www.rcfltd.com/vigilances/details/3>

<sup>31</sup> GRI 2-27, <sup>32</sup> GRI 2-23; GRI 3-3

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:<sup>33</sup>

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest<sup>34</sup>

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remark	Number	Remark
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.<sup>35</sup>

Not Applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payable	42.67 days	42.15 days

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	38.06	40.30
	b) Number of trading houses where purchases are made from	1345	1353
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	28.24	28.41
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	100.00	100.00
	b) Number of dealers / distributors to whom sales are made	3663	3824
	c) Sales to top 10 dealers/ distributors as % of total sales to dealers /distributors	17.98	33.07

<sup>33</sup> GRI 205-3, <sup>34</sup> GRI 2-25, <sup>35</sup> GRI 205-3

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b) Sales (Sales to related parties / Total Sales)	Nil	Nil
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d) Investments (Investments in related parties / Total Investments made)	Nil	Nil

#### Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
	Nil	

- 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.<sup>36</sup>

Yes

RCF's Code of Conduct requires executives in senior management of the Company to dedicate their best efforts to advancing the Company's interests and to make decisions that affect the Company based on the Company's best interests and independent of outside influences. Executives in senior management of the Company are required to ensure that any 'conflicts of interest' with the Company should be avoided. The Company obtains declaration from all BoDs, KMPs and Senior Management under Regulation 26 (5) of SEBI (Listing Obligation and Disclosure Regulations), 2015 regarding any conflict of interest. As per the declaration received, none of the Directors, KMPs and members of Senior Management had any conflict of interest for the period under review. In case there is likely to be a conflict of interest, he/she is required to make full disclosure of all facts and circumstances thereof to the Managing director or any committee / officer nominated for this purpose by the Board and a prior written approval is to be obtained.

#### PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

##### Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	All R & D investments and efforts are aimed towards sustainability. Research efforts are put in the direction of development of organic fertilizers, and effective waste management for better sustainability
Capex	55.56%	36.08%	RCF's Capex schemes are primarily aimed towards energy saving and/or adoption of newer efficient technologies.

<sup>36</sup> GRI 2-15

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) <sup>37</sup>

Yes,

The Company has a well-established vendor selection process that addresses social, ethical, and environmental considerations as mandated by law. The Company employs a transparent tendering process for vendor selection. All tender invitations of the Company include General Conditions of Contract covering aspects regarding prohibition of child labor and welfare of contractual labor. Environmental screening parameters such as adherence to IS/BIS/OSHAS standards or performance criteria, are specified on tender-to-tender basis. Additionally, the Company has implemented purchase preference conditions to engage vendors from categories such as local suppliers, MSE vendors, startups, and women entrepreneurs.

b. If yes, what percentage of inputs were sourced sustainably? <sup>38</sup>

43.16% of the Company's inputs were sourced from MSE vendors.

With the efforts taken by the company, procurement from MSEs i.e., cost of items procured is ₹ 893.88 Crore out of the total procurement cost of ₹ 2071.24 Crore which works out to be 43.16%. The procurement from MSEs owned by SC/ST Entrepreneurs is ₹ 0.81 Crore which is 0.04 % and procurement from women owned MSEs is ₹ 22.69 Crore which is 1.1 % of the total procurement of the year 2023-24. The percentage procurement is calculated excluding Raw materials, gas, water, electricity, catalyst and proprietary items which cannot be procured from MSEs.

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. <sup>39</sup>

RCF manufactures Neem coated urea, Ammonia, Methyl amines, Di methyl formamide, Formic acid, Di methyl acetamide, Heavy water, Liquid argon, Liquid nitrogen, Complex fertiliser Suphala, Sodium Nitrate, Sodium Nitrite, Nitric Acid etc., which are consumable and cannot be reclaimed. However, Company uses plastics for packaging and e-wastes are generated due to use of various computers, controllers, air conditioners, and instrumentation. Hazardous wastes are generated in the form of spent resin, used catalysts, spent oil after use of it in the plants, sulphur sludge and ETP sludge.

There is well defined procedure in the Company for reusing, recycling and disposing at the end of life for these wastes in line with CPCB/SPCB guidelines.

Category wise details are as below:

- a) Plastics (including packaging): RCF uses plastic as a packaging material for its products like Neem coated Urea, Di methyl acetamide drums (200 Litres), Di methyl Formamide Drums (200 Litres), Urea, Suphala, DAP, SSP etc. RCF has a registration number as a Brand Owner under Plastic Waste Management Rules 2022. RCF has disposed 9227 MT plastic waste for the financial year 2023-24. To fulfil its obligation, RCF has engaged agencies to fulfil its EPR obligation by recycling / disposing off the plastic waste on behalf of RCF.
- b) E-waste: Specified procedures are in place for disposal of e-waste. Total 19.19 MT e- waste has been disposed of through authorized recyclers for the financial year 2023-24.
- c) Hazardous waste: RCF has majorly four main hazardous wastes i.e. Spent Catalyst, Spent Oil, ETP Sludge and Sulphur Sludge. Spent Catalyst and Spent Oil are disposed of at designated places in a specified manner through CPCB/SPCB approved parties as and when required. Total of 527.17MT and 192.9 MT of Spent catalyst and spent oil respectively were disposed of for the year 2023-24. Sulphur Sludge and ETP Sludge, 23.50 MT and 3655.68 MT respectively recycled in 2023-24.
- d) Other waste: As per MPCB guidelines, Other generated waste of 0.7 MT has been disposed of through MPCB authorized recycler.

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

Yes

RCF has a registration number as a Brand Owner under Plastic Waste Management Rules 2022. RCF is committed to complying the requirements of Extended Producer Responsibility (EPR) as mandated by Central Pollution Control Board (CPCB). To fulfil its obligation, RCF has engaged agencies to fulfil its EPR obligation by recycling/ disposing off the plastic waste on behalf of RCF. For this reporting period, RCF has fulfilled EPR target of 100% for the year 2023-24.

<sup>37</sup> GRI 414-1, <sup>38</sup> GRI 414-1, <sup>39</sup> GRI 3-3; GRI 306-2

### Leadership Indicators

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Not Applicable	Not Applicable	Not Applicable

- 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: <sup>40</sup>

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics(including packaging)	Nil	Nil	9226.88	Nil	4402.21	7725.00
E-waste	Nil	Nil	19.20	Nil	Nil	Nil
Hazardous waste	Nil	3673.15	726.20	Nil	2112.21	739.94
Other waste	Nil	Nil	-	Nil	Nil	0.70

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

### Essential Indicators

- a. Details of measures for the well-being of employees:<sup>41</sup>

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)
<b>Permanent employees</b>											
Male	1187	1187	100	1187	100	NA	NA	99	8.34	8	0.67
Female	126	126	100	126	100	10	7.94	NA	NA	10	7.94
<b>Total</b>	<b>1313</b>	<b>1313</b>	<b>100</b>	<b>1313</b>	<b>100</b>	<b>10</b>	<b>0.76</b>	<b>99</b>	<b>7.54</b>	<b>18</b>	<b>1.37</b>
<b>Other than Permanent employees</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

\*Company has employee health programme which is managed through its own hospital located at Trombay and Thal Unit.

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

<sup>40</sup> GRI 301-2, <sup>41</sup> GRI 401-2

Category	% of workers covered by										
	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Workers</b>											
Male	1123	1123	100	1123	100	NA	NA	52	4.63	5	0.45
Female	90	90	100	90	100	7	7.78	NA	NA	10	11.11
Total	1213	1213	100	1213	100	7	57.71	52	4.29	15	1.24
<b>Other than Permanent Workers</b>											
Male	3381	NA	NA	3381	100	NA	NA	NA	NA	NA	NA
Female	195	NA	NA	195	100	NA	NA	NA	NA	NA	NA
Total	3576	NA	NA	3576	100	NA	NA	NA	NA	NA	NA

\*Company has employee health programme which is managed through its own hospital located at Trombay and Thal Unit.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.52	0.42

2. Details of retirement benefits, for Current FY and Previous Financial Year.<sup>42</sup>

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	NA	NA	NA	NA	NA	NA
Others – please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard <sup>43</sup>

Yes, all the RCF's premises/offices are accessible to differently abled employees, as per requirements of the Rights of Persons with Disabilities Act, 2016.

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. <sup>44</sup>

Yes, RCF is committed to provide equal opportunity for all the employees as per the Rights of Persons with Disabilities Act, 2016.

<sup>42</sup> GRI 201-3, <sup>43</sup> GRI 3-3, <sup>44</sup> GRI 3-3



**5. Return to work and Retention rates of permanent employees and workers that took parental leave.<sup>45</sup>**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

**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.<sup>46</sup>**

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievance portal
Other than Permanent Workers	Yes, Public Grievance Process & regular interactions
Permanent Employees	Yes, Grievance portal
Other than Permanent Employees	Yes, Public Grievance Process, email & regular interactions

\* A Statutory Grievance Redressal committee for grievance redressal including Management and Union Representatives is set up. The employees can submit their grievances to the grievance committee. The committee studies the grievances and gives suitable reply to the employees.

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:<sup>47</sup>**

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>1313</b>	<b>1313</b>	<b>100</b>	<b>1332</b>	<b>1332</b>	<b>100</b>
-Males	1187	1187	100	1215	1215	100
-Females	126	126	100	117	117	100
<b>Total Permanent Workers</b>	<b>1213</b>	<b>1213</b>	<b>100</b>	<b>1323</b>	<b>1323</b>	<b>100</b>
-Males	1123	1123	100	1232	1232	100
-Females	90	90	100	91	91	100

**8. Details of training given to employees and workers:<sup>48</sup>**

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and Safety Measures		On skills upgradation		Total (D)	On Health and Safety Measures		On skills upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Employees*</b>										
Male	1187	619	52.15	1885	158.80	1215	1622	133.50	705	58.02
Female	126	75	59.52	118	93.65	117	58.00	49.57	96	82.05
Total	<b>1313</b>	<b>694</b>	<b>52.86</b>	<b>2003</b>	<b>152.55</b>	<b>1332</b>	<b>1680</b>	<b>126.13</b>	<b>801</b>	<b>60.14</b>

<sup>45</sup> GRI 401-3, <sup>46</sup> GRI 2-25, <sup>47</sup> GRI 2-30, <sup>48</sup> GRI 403-5; GRI 404-2

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and Safety Measures		On skills upgradation		Total (D)	On Health and Safety Measures		On skills upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Workers</b>										
Male	1123	334	29.74	648	57.70	1232	2698	218.99	335	27.19
Female	90	40	44.44	100	111.11	91	72	79.12	39	42.86
<b>Total</b>	<b>1213</b>	<b>374</b>	<b>30.83</b>	<b>748</b>	<b>61.67</b>	<b>1323</b>	<b>2,770</b>	<b>209.37</b>	<b>374</b>	<b>28.27</b>

\* Permanent employees reported during FY23 have been restated to exclude permanent workers

9. **Details of performance and career development reviews of employees and worker:** <sup>49</sup>

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/A)
<b>Employees</b>						
Male	1187	1187	100	1215	1215	100
Female	126	126	100	117	117	100
<b>Total</b>	<b>1313</b>	<b>1313</b>	<b>100</b>	<b>1332</b>	<b>1332</b>	<b>100</b>
<b>Workers</b>						
Male	1123	1123	100	1232	1232	100
Female	90	90	100	91	91	100
<b>Total</b>	<b>1213</b>	<b>1213</b>	<b>100</b>	<b>1323</b>	<b>1323</b>	<b>100</b>

10. **Health and safety management system:** <sup>50</sup>

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

Yes

RCF has implemented an Occupational Health and Safety Management System (OHSMS) – ISO-45001:2018, an internationally recognized framework for managing occupational health and safety to ensure the safety and wellbeing of all the employees and contractor workers.

- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?** <sup>51</sup>

RCF has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) to identify work-related hazards and assess risks on a routine and non-routine basis. All Plants / Departments have revised the 'Hazard Identification & Risk Assessment Document' (HIRA) to be in line with ISO 45001:2018 Standard.

HIRA lists out all occupational hazards & risk arising out of our activities both routine and non-routine during manufacturing/ handling of products. All the HIRAs are reviewed during the IMS (Integrated Management System-ISO-9001, ISO-14001, ISO-45001) Audits carried out internally after every six months and externally every year.

The recommendations/ observations made during the Audit related to risk levels are to be complied within a month. The status of compliance is reviewed by top management during the Management Review Meeting (MRM) which is carried out after one month of each audit.

Apart from this, safety audits of both units of RCF is conducted by External Safety Auditor annually and their recommendations implemented in the plant.

Yes, in case of any incident workers can directly report it to site safety team. Alternatively it is identified in routine site safety inspections. Also site Occupational Health & Safety team reports all first aid / medical treatment cases to safety team for their recording.

<sup>49</sup> GRI 404-3, <sup>50</sup> GRI 403-1, <sup>51</sup> GRI 403-2

- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)** <sup>52</sup>

Yes, in case of any incident workers can directly report it to site safety team alternatively it is identified in routine site safety inspections. Also site Occupational Health & Safety team reports all first aid / medical treatment cases to safety team for their recording.

- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)** <sup>53</sup>

Yes, employees have 24x7 access to Township Medical centre where Non-Occupational Medical Healthcare Services are provided.

11. **Details of safety related incidents<sup>54</sup>, in the following format:**

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.22	1.31
	Workers	0.34	1.13
Total recordable work-related injuries	Employees	6	13
	Workers	4	13
No. of fatalities	Employees	0	1
	Workers	0	5
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	5
	Workers	2	2

12. **Describe the measures taken by the entity to ensure a safe and healthy workplace.**<sup>55</sup>

RCF has implemented various measures to ensure a safe and healthy workplace for its employees and contract workers. Some of these measures include:

- RCF conducts regular safety inspections of its facilities to identify potential hazards and take appropriate measures to mitigate them. JSA (Job Safety Analysis) of critical jobs is carried out to ensure that the risk of each step of a task is reduced to ALARP (As Low as Reasonably Practicable).
- RCF conducts regular risk assessments to identify potential hazards and risks associated with its operations. Various specialized safety studies are conducted such as EIA, RA, HAZOP, QRA, HIRA, LOPA, MCLS and Dispersion modelling etc. for its projects, revamp, any modification in process, new equipment installation etc. This helps RCF to take preventive measures to avoid untoward incidents.  
RCF conducts regular safety audits to identify and rectify any safety-related issues. This helps RCF to maintain a safe working environment for its employees and prevent untoward incidents.
- RCF provides regular safety training to its employees' / contract workers to educate them on the safe handling of chemicals, equipment, and machinery. The training covers topics such as hazard identification, risk management, emergency response, and use of personal protective equipment (PPE). Thus it is ensured that every individual is aware of the potential hazards associated with their work and how to mitigate them.
- Improvement in Safety & environmental awareness amongst Employees, Contractors, Customers, Suppliers, Hazardous chemical transporting staff and neighbouring community by promoting learning through proactive communication, training, sharing of experience & best practices of HSE.
- RCF has developed an "Emergency Response Plan" to deal with any untoward incidents. The plan includes procedures for evacuation, first aid, firefighting, and communication. RCF conducts regular drills to ensure emergency preparedness involving employees, CISF, MARG (Mutual Aid Response Group: Chembur-Trombay), Mumbai Police and NDRF.
- Process Safety Mock drills are carried out in Process Plants at regular intervals to analyse the integrity of operating systems and processes handling hazardous substances so as to review the emergency preparedness plan of the organization and evaluate standard operating procedure.

<sup>52</sup> GRI 403-2, <sup>53</sup> GRI 403-6, <sup>54</sup> GRI 403-9; GRI 403-10, <sup>55</sup> GRI 3-3; GRI 403-9; GRI 403-10

8. Identification of Near miss incident & process near miss incidents reporting, prompt action to address all reported near miss incidents including root cause analysis done. The system also includes Weekly review of near miss incidents with senior officials.
  9. Quarterly HSE Index audit is conducted for evaluating HSE system on the basis of well-defined checklist. Marks are allotted for positive/ constructive approach toward safety.
  10. RCF provides its employees with appropriate Stat-of-art safety gadgets and PPEs. Regular training sessions and demonstrations are also conducted.
  11. RCF has implemented Process Safety Management (PSM) systems based on 29CFR1910.119 as developed by Occupational Safety and Health Administration (OSHA) to identify, evaluate, and control process hazards. This helps to prevent accidents and ensure the safe operation of the plant.
  12. Compliance in accordance with the standards ISO 9001-2015, ISO 14001-2015 and ISO 45001-2018. (through Training, Documentation, Audits, Management Review and Annual Audits).
  13. Time to time Revision of IMS Manual, Safety Manual, Fire Manual, Process Safety Plant Manuals, and Emergency Control Plan (ECP) for continual improvement, through procedures and Management Plan.
  14. RCF has implemented Protect and Sustain Protocol under Product Stewardship initiative of International Fertilizer Association (IFA). Protect and Sustain protocol documentation is prepared, audited, surveillance audit and certification audit is done for Trombay Unit, Thal Unit, Marketing offices, Administrative offices and Security System. This is in line with our endeavour to encourage compliance to international norms pertaining to Health, Safety, Environment and Security of our business activities from source to end user.
  15. RCF provides its employees with various health and wellness programs to promote physical and mental wellbeing.
  16. RCF is committed to protecting the environment and has implemented various measures in line with MPCB/ CPCB guidelines and statutes to minimize its impact on the environment.
  17. RCF complies with all relevant safety and environmental regulations to ensure a safe and healthy workplace.
- Overall, RCF is committed to providing a safe and healthy workplace for its employees and takes all necessary measures to achieve this goal.

13. Number of Complaints on the following made by employees and workers:<sup>56</sup>

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2608	313	All the short comings in working conditions are daily discussed during morning meeting chaired by ED (Tr)-Occupier and immediate corrective actions are taken which are reviewed regularly.	1480	56	-
Health & Safety	1145	37	All the cases under Health & Safety heading are reviewed on Weekly basis in Morning meeting chaired by ED(Tr)-Occupier and corrected immediately.	838	19	-

14. Assessments for the year:<sup>56</sup>

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100 % (All the Plants, Workshops and stores were audited through External Safety Audits conducted by DISH certified external agency as well as Internal Safety Audits conducted by committee comprising concerned Plant/ Department head, all sectional heads, Civil department representative and Safety Department representative nominated by Senior Management.
Working Conditions	

<sup>56</sup> GRI 2-25, <sup>57</sup> GRI 3-3

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.<sup>58</sup>

In the event of a significant incident, RCF has a compensation and redressal policy in place to address the needs of affected individuals and prevent recurrence. The policy ensures that RCF takes responsibility for incidents and provides support to affected individuals while taking corrective action to prevent future incidents. RCF takes health and safety very seriously and is committed to providing a safe working environment for its employees. The Company regularly reviews its health and safety practices and working conditions to identify areas for improvement and take corrective action as necessary.

In case of any incident, RCF conducts a thorough investigation of the incident by formation of a technical committee to identify the root cause. The recommendations as suggested by the committee are implemented to prevent future recurrences.

**Leadership Indicators**

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

- a) Employees: Yes
- b) Workers: Yes

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

All of the value chain partners of the Company are covered under the PF and ESI Act. As per contractual agreements, vendors must submit a copy of their wage register and PF/ ESI Act challans to process monthly invoices.

This serves as proof of payment to contract workers. Furthermore, the Company's General Conditions of Contract (GCC) include clauses to ensure that all statutory dues and fines are collected as applicable. Additionally, the company collects TDS from all its vendors to ensure the submission of applicable taxes. RCF does monthly reconciliation of recording of GST charged by the supplier and availing of input tax credit in its books with the data populated from the supplier in the GST portal on filing of return. Through this mode, it is possible to identify the GST defaulters and accordingly alert the concerned stakeholders as well as user to block such GST defaulter's payment.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:<sup>59</sup>

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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)<sup>60</sup>

Yes, the Company provides Functional Training Program, Skill Development Program, Modular Training, Management Development Program, Leadership Development Program, Personal Effectiveness and Productivity for the Medical Team, Personal Effectiveness for various level of officers, Mentor Mentee Programmes, Retirement Planning Training, Orientation program for Retiring Employees, programme on Tax Saving Scheme Under Income Tax Act, to its employees.

<sup>58</sup> GRI 3-3; GRI 403-9; GRI 403-10, <sup>59</sup> GRI 3-3, <sup>60</sup> GRI 404-2

The Company also provides various facilities for employees upon retirement, including a defined contribution plan/pension scheme, provident fund, gratuity, and post-retirement medical benefit facility (PRMBF). Further, resettlement benefits are also offered to help employees settle down after retirement. Furthermore, the Company has developed app to assist its employees.

Financial Planning for superannuating employees provides them direction to invest in proper manner along with interaction with various Annuity Service Providers for best investments, NPS Awareness and Help Desk, Superannuation (Pension) Scheme Awareness.

#### 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<sup>61</sup>

RCF has established a robust process for identifying stakeholders both internal as well as external. Accordingly, it has identified various internal stakeholders like employees and external stakeholders such as farmers, shareholders, debenture holder, suppliers/partners, communities, government & regulatory authorities.

RCF has instituted a governance structure to focus on embedding the ESG aspects within its strategy, organisational culture and business verticals. RCF identifies stakeholders key to our business through their impact on the organisation and the value we create for them in return. RCF have identified distinct stakeholders categories for its business.

##### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.<sup>62</sup>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder	No	Email, Public Notification, Advertisement in newspapers & website etc.	Statutory and event based	Quarterly financial results, dividend, credit rating and new projects
Debenture holder	No	Email, Public Notification & website etc.	Statutory and event based	Quarterly financial results, interest payment, credit rating and new projects
Farmers	No	Farmers meet	Periodically	Procuring feedback from the customers and areas of improvement Quality & reliability of the products
Suppliers/Partners	No	Email, SMS, Vendor meeting	Ongoing	Business related discussions, awareness and training programmes, timely payment, continuity of orders, workshops and seminars

<sup>61</sup> GRI 2-29, <sup>62</sup> GRI 2-29; GRI 3-1

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & regulatory authorities	No	Compliance meetings, inspections, compliance reports, media releases	Ongoing	Regulatory requirements, compliance with national and local regulations, policy advocacy, changes in regulatory framework
Communities	No	CSR meet Stakeholder meet	Periodically	Understanding the expectations of communities with respect to CSR initiatives.

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: <sup>63</sup>

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1313	611	46.53	1332	226	16.97
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>1313</b>	<b>611</b>	<b>46.53</b>	<b>1332</b>	<b>226</b>	<b>16.97</b>
<b>Workers</b>						
Permanent	1213	117	9.65	1323	-	-
Other than permanent	3576	-	-	3847	-	-
<b>Total Workers</b>	<b>4789</b>	<b>117</b>	<b>2.44</b>	<b>5170</b>	<b>-</b>	<b>-</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Employees</b>										
Permanent	1313	0	0	1313	100	1332	0	0	1332	100
Male	1187	0	0	1187	100	1215	0	0	1215	100
Female	126	0	0	126	100	117	0	0	117	100

<sup>63</sup> GRI 2-24; GRI 403-5

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Other than Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Workers</b>										
<b>Permanent</b>	<b>1213</b>	<b>0</b>	<b>0</b>	<b>1213</b>	<b>100</b>	<b>1323</b>	<b>0</b>	<b>0</b>	<b>1323</b>	<b>100</b>
Male	1123	0	0	1123	100	1232	0	0	1232	100
Female	90	0	0	90	100	91	0	0	91	100
<b>Other than Permanent</b>	<b>3576</b>	<b>2234</b>	<b>62.47</b>	<b>1342</b>	<b>37.53</b>	<b>3847</b>	<b>1853</b>	<b>48.17</b>	<b>1994</b>	<b>51.83</b>
Male	3381	2089	61.79	1292	38.21	3574	1666	46.61	1908	53.39
Female	195	145	74.36	50	25.64	273	187	68.50	86	31.50

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. Lakhs)	Number	Median remuneration/ salary/ wages of respective category (Rs. Lakhs)
Board of Directors (BoD)*	1	113.77	2	88.88
Key Managerial Personnel**	1	70.09	0	NA
Employees other than BoD and KMP Workers	1185	25.25	124	25.91
Workers	1123	16.22	90	12.86

**Notes:**

- \*Includes Whole Time Directors only
- \*\*KMP means Company Secretary
- Remuneration of BOD & KMP includes Actuarial provision & Medical expenses incurred for the year.
- PRP / Bonus included in the year of payment & shown as part of remuneration.
- Employees Other than BOD & KMP are all Officers.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	7.87	7.24

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. RCF has an internal committee in place

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. <sup>64</sup>

RCF has a structured Grievance Redressal policy to resolve the grievances of employees including grievances pertaining to human rights. The procedure starts with a complaint by the aggrieved employee in grievance monitoring system Portal.

<sup>64</sup> GRI 2-25



RCF also ensures compliance with various provisions under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. To inculcate appropriate workplace behaviour and promote gender sensitization, Corporation has mandated all its executive employees to undergo awareness sessions through online courses and workshops conducted on the subject.

Internal Complaint Committees (ICC) of the Corporation have been reconstituted and detailed guidelines on procedures relating to the functioning of the ICC have been circulated.

6. Number of Complaints on the following made by employees and workers:<sup>65</sup>

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	-	-	1	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.<sup>66</sup>

RCF has a Whistle-Blower Policy wherein the permanent management and non-management employees can report to the management concerns about unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct or ethics policy. The objective of this policy is to build and strengthen a culture of transparency and trust in the organization and to provide employees –officers and workmen with a framework / procedure for responsible and secure reporting of improper activities (whistle blowing) and to protect employees wishing to raise a concern about improper activity / serious irregularities within the Company.

The policy provides that the confidentiality of those reporting violations shall be maintained and they shall not be subjected to any discriminatory practice. The Whistle-Blower policy is hosted on the website of the Company.

RCF also ensures compliance with various provisions under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. To inculcate appropriate workplace behaviour and promote gender sensitization, Corporation has mandated all its executive employees to undergo awareness sessions through online courses and workshops conducted on the subject.

Internal Complaint Committees (ICC) of the Corporation have been reconstituted and detailed guidelines on procedures relating to the functioning of the ICC have been circulated.

<sup>65</sup> GRI 406-1; GRI 2-25, <sup>66</sup> GRI 2-25

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No) <sup>67</sup>

Yes, human rights requirements are included in business agreements and contracts. Service contracts contain clauses that address human rights requirements, such as the prohibition of child labour and the assurance of minimum wages.

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. <sup>68</sup>

The Company is committed towards ensuring compliance with all labour laws along with maintaining zero incidence of human rights violations. The Company has developed a well-defined Grievance Redressal Procedure for employees. Any employee can raise a grievance, which is then resolved within the prescribed timelines.

**Leadership Indicators**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. <sup>69</sup>

The Grievance Redressal Committee is in place and guidelines are updated from time to time to address any uncovered aspect arising out of human rights grievances.

2. Details of the scope and coverage of any Human rights due-diligence conducted. <sup>70</sup>

All locations of the Company maintain 100% compliance with statutory provisions. Reporting of compliance is also done to the concerned government offices as per the statute, before the due date. Due diligence for this compliance is ensured through periodic internal inspections.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? <sup>71</sup>

Yes

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**

**Essential Indicators**

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: <sup>72</sup>

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A) (in Giga Joules)	53,148	50,501
Total fuel consumption (B) (in Giga Joules)	-	-
Energy consumption through other sources (C) (in Giga Joules)	-	-
<b>Total energy consumption (A+B+C) (in Giga Joules)</b>	<b>53,148</b>	<b>50,501</b>

<sup>67</sup> GRI 2-23, <sup>68</sup> GRI 3-3, <sup>69</sup> GRI 2-25; GRI 3-3, <sup>70</sup> GRI 3-3, <sup>71</sup> GRI 405, <sup>72</sup> GRI 302-1; GRI 302-3,

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From non-renewable sources</b>		
Total electricity consumption (D)	49,28,990	52,14,857
Total fuel consumption (E)	2,99,16,127	3,03,23,206
Energy consumption through other sources (F)	-	-
<b>Total energy consumption from non-renewable sources (D+E+F) (in Giga Joules)</b>	<b>3,48,45,117</b>	<b>3,55,38,063</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>3,48,98,265</b>	<b>3,55,88,564</b>
Energy intensity per rupee of turnover (Giga Joules/ INR)	0.00020551	0.000165902
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)</b>	<b>0.004706176</b>	<b>0.003799159</b>
<b>Energy intensity in terms of physical output (Energy Consumed / MT)</b>	<b>6.881072029</b>	<b>6.781255303</b>

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

\*While computation of PPP, conversion factor of 22.9 against USD has been considered based on OECD data for the year 2022.

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.** <sup>73</sup>

RCF continues to promote & prioritize effective energy utilisation and conservation. RCF's two fertilizer productions unit are identified as Designated Consumer (DC)s under PAT cycle. Under PAT cycle, RCF achieved the targets in two out of two fertilizer production unit and were issued energy certificates. During the year, RCF has implemented energy saving projects at a cost of ₹ 12.56 crore.

3. **Provide details of the following disclosures related to water <sup>74</sup>, in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	1,62,42,500	1,71,06,975
(iv) Seawater / desalinated water	NA	NA
(v) Others	81,52,815	87,80,115
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	2,43,95,315	2,58,87,090
<b>Total volume of water consumption (In kilolitres)</b>	<b>2,22,04,732</b>	<b>2,36,54,325</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.000131</b>	<b>0.000110</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)</b>	<b>0.002994</b>	<b>0.0025251</b>
<b>Water intensity in terms of physical output (Total Water Consumed / MT)</b>	<b>4.3782222</b>	<b>4.50723493</b>

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

\*While computation of PPP, conversion factor of 22.9 against USD has been considered based on OECD data for the year 2022.

<sup>73</sup> GRI 3-3, <sup>74</sup> GRI 303-3; GRI 303-5

4. Provide the following details related to water discharged:<sup>75</sup>

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – Primary/ Tertiary		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – Primary Treatment*	36,22,004	41,22,727
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NA	NA
No treatment		
With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>36,22,004</b>	<b>41,22,727</b>

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

\*Effluent is treated in existing Effluent Treatment plant (ETP). ETP ensures that effluent discharged from the factory meets the statutory requirements laid down by the Pollution Control Board. Effluent Treatment plant consists of Physio-chemical Treatment, Nitrification and Denitrification treatment for removal of suspended particles, fluorides, ammonical nitrogen and nitrate nitrogen.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. <sup>76</sup>

RCF is exploring the possibility of setting up Zero Effluent Discharge (ZED) plant to treat the effluent generated and to recover & recycle the water in the process at Trombay unit. The objective of the scheme is to achieve Zero Liquid Discharge (ZLD) for RCF Trombay. The zero liquid effluent discharge projects consists of treatment of the various liquid effluent streams generated in the various plants at Trombay unit and converting the effluents in the raw water which shall be used in the process. Detailed Feasibility Report (DFR) received from Consultant. Estimated Project cost is Rs.99.78 Crore.

<sup>75</sup> GRI 303-4, <sup>76</sup> GRI 303-1

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

Parameter*	Please specify-unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/m <sup>3</sup>	27	29
SOx	µg/m <sup>3</sup>	14	14
Particulate matter (PM 10)	µg/m <sup>3</sup>	42	42
Particulate matter (PM 2.5)	µg/m <sup>3</sup>	22	21
Persistent organic pollutants (POP)	N/A	NA	NA
Volatile organic compounds (VOC)	N/A	NA	NA
Hazardous air pollutants (HAP)	N/A	NA	NA
Others - Carbon monoxide (CO)	N/A	NA	NA

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

Yes. Name of the external agency: M/s. Skylab Analytical Laboratory and M/s. Jubillant Pharma

\* Considering annual average of ambient air quality at Trombay and Thal Unit. Stack monitoring, Effluent monitoring, Ground Water monitoring, Soil & Sludge monitoring, Ambient Air monitoring and Noise monitoring done by third party agencies M/s. Skylab Analytical Laboratory, M/s Jubillant Pharma

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:<sup>77</sup>

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	37,03,604	37,27,538
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,67,959	1,67,960
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes per rupee	0.0000228	0.0000182
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0005221	0.0004159
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		0.76	0.74

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.<sup>78</sup>

- i) GTG-HSRG project at Trombay and Thal has been commissioned leading to reduction of CO<sub>2</sub>, emission by 28%. RCF has installed Gas Turbines Generators (GTG) with Heat Recovering Steam Generators each, at Trombay and Thal Unit. GTGs with co-generation of steam, have better efficiency compared to conventional turbo generator used for captive power generation and hence shall result in reduction in CO<sub>2</sub> emission by around 28%.
- ii) Trombay Ammonia V Plant Revamp (KBR Scheme):  
Ammonia-V revamp project is being implemented as a part of energy improvement schemes. The scheme is envisaged to result in energy saving of 0.25 Gcal/MT of Ammonia and shall lead to lower emissions.

<sup>77</sup> GRI 305-1; GRI 305-2; GRI 305-4, <sup>78</sup> GRI 305-5

9. Provide details related to waste management by the entity, in the following format:<sup>79</sup>

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	9227.00	4365.49
E-waste (B)	19.19	-
Bio-medical waste (C)	1.30	0.45
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste.(G)	4586.74	2888.16
Other Non-hazardous wastegenerated (H). Please specify, if any.	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>13834.23</b>	<b>7254.14</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated /Revenue from operations)	0.000000081	0.000000034
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total waste generated /Revenue from operations adjusted for PPP)	0.0000019	0.00000077
<b>Waste intensity in terms of physical output (Total Waste / MT)</b>	0.0027278	0.0013822
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	27149.65	2111.21
(ii) Re-used	-	-
(iii) Other recovery operations	19240.85	74249.15
<b>Total</b>	<b>27149.65</b>	<b>76360.36</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.44	1.16
(ii) Landfilling	276.03	5
(iii) Other disposal operations	720	158.19
<b>Total</b>	<b>996.47</b>	<b>164.35</b>

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

\*While computation of PPP, conversion factor of 22.9 against USD has been considered based on OECD data for the year 2022.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.<sup>80</sup>

3R strategy (Reduce, Reuse and Recycle) is employed in the different processes for effective implementation of waste management system at RCF. In the course of Fertilizer and Chemical manufacturing, the wastes generated from process and from other activities are taken care with proper planning for storage, recycle and disposal.

Extensive work is being done in RCF for management of waste by R&D activities and through improvement plans for reduction in waste generation, selection of suitable raw material for minimizing waste, R&D on waste for recycling and its sale as a valuable product for the end users.

At Trombay unit, the sludge generated from ETP contains certain amount of phosphates. It is recycled for manufacture of complex fertilizer Suphala (NPK15:15:15) as a source of P2O5. Sulphur sludge is generated in Sulphuric Acid plant is recycled to complex fertilizer plant Suphala (15:15:15) as a source of "S" in the form of secondary nutrient. Also, recycling of off grade/spoiled Suphala from Silo and converting it into saleable product.

<sup>79</sup> GRI 306-3; GRI 306-5, <sup>80</sup> GRI 306-2; GRI 3-3

At both units of RCF, 100% of swept urea generated in Urea Bagging plants which are collected from floor & equipment cleaning is recycled back in Urea manufacturing.

Hazardous Wastes (HW) being generated in our industry are used catalyst, spent oil, and resin. As per HW rules, authorization has been taken for storage and disposal. Further HW storage has been clearly marked and all the storage of HW (till disposal) is done as per HW rules. Total monitoring of HW material is carried out and the same is disposed of as per timelines for disposal of such waste. Proper record is kept and same is shared with statutory authorities. Bio-medical waste and E-waste is disposed-off as per Bio-medical waste / e-waste management rules or through authorized external agencies.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:<sup>81</sup>

Sr.no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?(Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:<sup>82</sup>

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
Installation of New Nano-Urea Fertilizer Plant of total capacity 27,375 KL/annum located at RCF Trombay Unit	EIA Notification dated 14.09.2006	EC granted on 11.8.2023	Yes, EIA conducted by external agency	Yes	<a href="https://mpcb.gov.in/node/6417">https://mpcb.gov.in/node/6417</a>

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:<sup>83</sup>

Sr. No.	Specify the law / regulation/guidelines which was not complied with	Provide details of the non - compliance	Any fines /penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, both units of RCF are compliant with the applicable law/regulations/guidelines				

#### Leadership Indicators

1. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. <sup>84</sup>

RCF does not have any of our plant in water stress areas.

<sup>81</sup> GRI 304-1, <sup>82</sup> GRI 413-1, <sup>83</sup> GRI 2-27, <sup>84</sup> GRI 304-2

2. 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:<sup>85</sup>

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-withsummary)	Outcome of initiative
1	Solar Power Generation facilities	As part of achieving ecologically sustainable growth, RCF has forayed into solar power generation. RCF has set up a 2 MWp ground mounted Photovoltaic Solar power plant in Trombay Unit in January 2016. In addition to this, RCF has commissioned solar rooftop facilities at Thal and Trombay with an aggregate capacity of 2.17 MWp.	Use of renewable energy leading to lower greenhouse gas emissions
2	Sewage Treatment Plants (STPs)	RCF is operating Two Sewage Treatment Plants (STPs) at Trombay Unit each plant having capacity to treat around 22.75 Million Litres per Day (MLD) of sewage received from Municipal Corporation of Greater Mumbai (MCGM) which otherwise would have been drained in to the sea after preliminary treatment. The plant serves as a dual purpose, it not only solves the issue of treatment and disposal of sewage, but also relieves MCGM from the obligation of supply of 30 MLD of industrial water, and making equivalent amount of water available for the local community.	Treating 45.5 MLD of sewage to generate 30 MLD treated water, helps in conserving important natural resource i.e. Water there by reducing waste water.
3	Nano Urea Fertilizer Plant	RCF is setting-up a new Nano Urea Fertilizer Plant of capacity of 75 KL per day i.e. 1.5 Lakh Bottles per day of 500 ml capacity at RCF Trombay Unit.	Resources utilisation for production of the conventional urea and Fuel requirement for transportation shall be reduced.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
As per guidelines of Directorate of Industrial Safety and Health, RCF has established Disaster Management Plan for management of onsite and offsite hazards at both Units of RCF. RCF identifies and assesses potential environment risks in existing plants & upcoming projects by conducting PSM audit, ISO audit, HSE index audit.

Disaster Prevention Measures:

The following activities are carried out for disaster prevention:

- Periodical Safety Audit / OHSAS Audits.
- Performance and condition monitoring.
- Predictive and Preventive maintenance programs.
- We have carried out GAP analysis for the entire complex.
- Process Safety Management system is adopted to ensure safety.

**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.<sup>86</sup>

Six (6)

<sup>85</sup> GRI 3-3, <sup>86</sup> GRI 2-28



- 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. <sup>87</sup>

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Fertilizers Association of India	National
2	Standard Conference of Public Enterprises	National
3	IMC Chamber of Commerce and Industry	National
4	National Safety Council	National
5	Indian Chemical Council	National
6	International Fertilizer Association	International

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities. <sup>88</sup>

Name of authority	Brief of the case	Corrective action taken
No adverse orders have been passed by the regulatory authorities related to anti-competitive conduct.		

#### Leadership Indicators

1. Details of public policy positions advocated by the entity: <sup>89</sup>

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Safe use of Fertilizers by Farmers	Through Industry bodies	No		-
2	Wastage Sewage Treatment	Through Industry bodies	No		-
3	Use of drone in agriculture	Through Industry bodies	No	As needed	-
4	Advocacy for reasonable statutory and regulatory enactments that affect the Company.	Usually through industry-related trade associations to which the Company belongs.	No		-

#### 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. <sup>90</sup>

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					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: <sup>91</sup>

S No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil						

<sup>87</sup> GRI 2-28, <sup>88</sup> GRI 3-3, <sup>89</sup> GRI 2-28; GRI 415, <sup>90</sup> GRI 413-1, <sup>91</sup> GRI 413-1; GRI 413-2

3. Describe the mechanisms to receive and redress grievances of the community. <sup>92</sup>

The Company has an effective Grievance Redressal System. Any citizen having complaints in respect of the production or services rendered may directly approach the Company at convenient locations in the Area offices/ Administration buildings at Trombay and Thal. Citizens can record their grievances in respect of matter like failure of the quality, prices, conduct of its officers and employees. For the public grievances, the company has initiated "Online Grievance Registration system" on the company's Website.

Any aggrieved citizen can approach the Company and address his/her Grievances to the Nodal Officer of the Company, who acts as Coordinating Officer for Redressal of the grievances. The name and address of the Nodal Officer are provided on RCF Corporate Website.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers: <sup>93</sup>

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	43.16%	40.12%
Sourced directly from within the district and neighbouring districts	71.37%	72.97%

As percentage of input material (inputs to total inputs by value)

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	35.05	36.97
Semi-Urban	0.18	0.12
Urban	2.50	2.21
Metropolitan	62.27	60.70

(Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Note:

1) Prepared as per place of posting of Manpower as on 31.03.2024.

2) Employees posted at Thal (District Alibag) has been shown as posted in Rural area as per census of Thal.

### Leadership Indicators

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

S. No.	State	Aspirational District	Amount spent (₹ in Lakh)
1	Maharashtra	Osmanabad	5.40

2. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) <sup>94</sup>

- Yes, the Company has preferential procurement policy in line with the Government of India's guideline. Preference is given to local suppliers, Micro & Small Enterprises (MSEs), MSEs owned by SC/ST individuals and women, and startups in accordance with current government and company policies. Under the Public Procurement Policy 2012 (PPP-2012) and the Purchase Preference linked to Local Content policy (PP-LC 2020), MSEs and Class I Local Suppliers receive purchase preference. Certain items are exclusively reserved for procurement from MSE vendors. When sufficient local content and capacity exist in India, only Class I local suppliers are permitted to participate in the bidding process. For non-critical procurement, prequalification criteria are waived for startups and relaxed for Micro & Small Enterprises. In addition, relaxation of 50% in the performance bank guarantee (PBG) is provided to Women and Reserved categories (SC/ST) owned MSEs.

<sup>92</sup> GRI 2-25, <sup>93</sup> GRI 204-1, <sup>94</sup> GRI 204-1; GRI 3-3

- (b) From which marginalized /vulnerable groups do you procure? <sup>95</sup>
- Micro & Small Enterprises (MSE), and Startups lead by women SC/ST etc.
- (c) What percentage of total procurement (by value) does it constitute?
- 43.16% of the total procurement was contributed by MSE group.

3. Details of beneficiaries of CSR Projects: <sup>96</sup>

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health and Sanitation	3,80,481	100 *
2	Rural Development	25,000	
3	Education	6,574	
4	Women Empowerment	1,200	
5	Livelihood and Skill Development	3,700	

\* The above details are for CSR projects where beneficiaries are mapped. However, there are several community-based initiatives which have benefitted various sections of the society as whole.

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

**Essential Indicators**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. <sup>97</sup>

The Company has developed multiple mechanisms for customer's feedback, suggestions, or complaints about any product or services such as:

- i. Online web-based marketing grievance monitoring system has been developed <https://mgms.rcfltd.com/>
- ii. Toll free Call Centre number: RCF Kisan Care Toll Free service 1800-22-3044 was operated for imparting Agricultural information to the farming community.
- iii. Social media: Information has been shared through social media (WhatsApp, Facebook, Twitter, Instagram and You Tube) with handle @rcfkisanmanch.
- iv. RCF has established 12071 Pradhan Mantri Kisan Samrudhi Kendra (PMKSK) on Pan India Basis. These PMKSK are unique initiative to support the farmers as a one stop solution. During the year, 406 Field Demonstrations, 192 Soil Testing Days, 374 Farmers' Meetings, 16 Krishi Melas, 2 Veterinary Camp/Rural Sports, 34 Exhibitions, etc. were organized for the benefit of the farmers.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: <sup>98</sup>

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

3. Number of consumer complaints in respect of the following: <sup>99</sup>

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-

<sup>95</sup> GRI 3-3, <sup>96</sup> GRI 413-1, <sup>97</sup> GRI 2-25, <sup>98</sup> GRI 417-1, <sup>99</sup> GRI 418-1

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other i.e. Customers	1	0	-	11	0	-

4. Details of instances of product recalls on account of safety issues: <sup>100</sup>

	Number	Reasons for recall
Voluntary recalls	0	N.A.
Forced recalls	0	N.A.

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. <sup>101</sup>

Yes, RCF has implemented Information security management system and is certified for ISO 27001:2013.

<https://www.rcfltd.com/public/storage/cmspages/cmspdfFile/F1671539569-Information%20Security%20Policy%20Dec2021.pdf>

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. <sup>102</sup>

There were no complaints received w.r.t. cyber security and data privacy during the reporting year.

7. Provide the following information relating to data breaches: <sup>103</sup>

a) Number of instances of data breaches

Nil, there were no instances of reportable data breaches in the current financial year.

b) Percentage of data breaches involving personally identifiable information of customers

- Nil, there were no instances of reportable data breaches involving personally identifiable information of customers.

c) Impact, if any, of the data breaches

- Not applicable as there were no reportable data breaches for the year.

### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). <sup>104</sup>

- For general purpose

Web link: <https://www.rcfltd.com/>

Information can be obtained from the RCF's toll free number 1800-22-3044 for farmers

RCF operates customer care service 022 25523044 for farmers

For Specific Products:

Fertilizers - <https://www.rcfltd.com/product-fertilizer/fertilizer-1>

Industrial Products - <https://www.rcfltd.com/product-media/ipd-1>

<sup>100</sup> GRI 416-2, <sup>101</sup> GRI 2-23, <sup>102</sup> GRI 3-3, <sup>103</sup> GRI 418-1, <sup>104</sup> GRI 2-6

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** <sup>105</sup>

The entity is engaged in sale and marketing of agriculture inputs, hence periodic training is being organised in marketing territory for the consumers i.e. dealers/retailers and farmers for updating their knowledge on safe and responsible use of products.

In addition to this, the entity is also engaged in organising promotional campaigns and participation in Krishi Melas and Agricultural exhibitions organised by Agricultural Universities /state agriculture departments where products and services are displayed and related information is given to the consumers.

1. Soil Sample Analysis: 40,578 number of NPK and 16,126 number of Micro-nutrient analysis have been done and Soil Health Cards distributed.
2. Pradhan Mantri Kisan Samrudhi Kendras : 8. RCF has established 12071 Pradhan Mantri Kisan Samrudhi Kendra (PMKSK) on Pan India Basis. These PMKSK are unique initiative to support the farmers as a one stop solution.
3. Farmer Training Centres are operational at Thal and Nagpur for imparting residential training to farmers. A total of 28 programs were undertaken benefitting 1281 farmers during the year.
4. RCF Kisan Care Toll Free service 1800-22-3044 was operated for imparting Agricultural information to the farming community.
5. RCF Sheti Patrika: 6.60 lakh copies of RCF Sheti Patrika (Marathi edition) covering the relevant subjects pertaining to Agriculture and allied fields were printed & distributed to farmers.
6. With active participation in Government's (DOF) flag ship program i.e. Vikasit Bharat Sankalp Yatra (VBSY), RCF has Organized 26000 No.'s, fertilizer Spraying demonstrations, through Drone's at Gram panchayat level, in Maharashtra, Karnataka Goa & Rajasthan states.
7. Social Media: Information has been shared through Social Media (WhatsApp, Facebook, Twitter, Instagram, and You Tube) with handle @rcfkisanmanch.
8. Agricultural Extension Services: 406 Field Demonstrations, 192 Soil Testing Days, 374 Farmers' Meetings, 16 Krishi Melas, 2 Veterinary Camp/Rural Sports, 34 Exhibitions, etc. were organized for the benefit of the farmers.
9. Adoption of Villages for Promotion of City Compost/ Biofertilizer/ PDM/PROM/Nano Urea, etc: 3 villages from Maharashtra & Karnataka were selected for promotion of City Compost/ Biofertilizer/ PDM/PROM/Nano Urea, etc.10.With active participation in Government's (DOF) flag ship program i.e. Vikasit Bharat Sankalp Yatra (VBSY), RCF has Organized 26000 No.'s, fertilizer Spraying demonstrations, through Drone's at Gram panchayat level, in Maharashtra, Karnataka Goa & Rajasthan states.
11. Drone Pilot training was organized by RCF at different DGCA approved Pilot training centres for Drone Didis (Members of Self-Help Group).
12. Seventy No. of Agricultural Spray drones procured by RCF and distributed among Drone Didis of Namu Drone Didi Scheme (NDD) in Maharashtra, Andhra Pradesh, Telangana, Karnataka and Uttar Pradesh states.

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

The Company has a well-established contact mechanism for disseminating information on product availability or disruptions. This includes using email, toll free number, customer care number, social media, SMS, and notices at physical locations to notify end-users.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)** <sup>106</sup>

Yes,

RCF adheres to government guidelines by providing legally mandated product information in accordance with metrology regulations. Beyond the required statutory information, RCF also offers detailed guidance on crop-specific dosages, precautions, compatibility, and safety measures to support farmers.

The entity conducts various periodical meetings with the consumers i.e. farmers to have the comprehensive feedback of the products and take the steps for continuous improvement in quantity and services.

<sup>105</sup> GRI 3-3, <sup>106</sup> GRI 417-1

## Annexure – ESG Materiality Assessment FY 2023-24

### Setting the ESG priorities:

ESG Material Assessment identifies key Environment, Social and Governance (ESG) factors that could impact business and stakeholders. RCF has considered a double materiality assessment, under which ESG factor is evaluated based on importance to the organization and its expected influence on business success, as well as the significance of the issue to stakeholders and their likely impact on business success based on the organization’s efforts (or lack thereof) on this issue.

RCF has performed its First ESG Materiality Assessment and has identified 14 material topics which are important to the business and stakeholders.

The Materiality Assessment has been done by factoring global ESG standards and framework including GRI, SASB and MSCI and BRSR, benchmarking against peer materiality matrix across the chemical and fertilizer sector and inputs from extant government regulations.

All the ESG materiality topics identified after inputs from above sources were shared to key stakeholders through an online survey for determining importance to stakeholders. The stakeholder group for the survey consisted of employees (management and non-management), customers, dealers & distributors, and domestic and international suppliers and contractors.

The material topics important to the business were identified by means of engagement through senior management of RCF, peer analysis and inputs from methodology used by ESG Rating Agencies.

The highest material topics so identified have been specified as risk or opportunity and RCF is envisaging actions to mitigate the risk and leverage on the opportunities identified.

### ESG Materiality Matrix

