



**SHREE CHEMICALS INDUSTRIES PVT. LTD.**

# 2025 ESG REPORT

SHREE CHEMICAL INDUSTRIES PVT. LTD.

## Abstract

This report presents the Environmental, Social, and Governance (ESG) practices of Shree Chemicals Industries Private Limited (SCIPL). It highlights the company's approach towards environmental management, employee well-being, ethical business conduct, and regulatory compliance.

The report also outlines key policies, operational practices, and sustainability initiatives, along with SCIPL's commitment to continuous improvement and quality management.

**SCIPL**

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## ABOUT THE REPORT

This report has been prepared to present SCIPL's approach, practices, and targets in the areas of environmental, social, and governance (ESG) as of the 2024 reporting period. The report is designed to assess SCIPL's activities within the framework of sustainability principles and to provide transparent information to relevant stakeholders. All information contained in this report is based on data and declarations provided by SCIPL. The content presented relies on the information and documentation available as of the date of preparation of the report and has not been independently verified by third parties. The data and assessments included in this report are provided solely for informational purposes and do not constitute any form of investment, financial, or legal advice. SCIPL, its board members, employees, and the consultants who supported the preparation of this report shall not be held liable for any direct or indirect loss, damage, or liability arising from the use of the information and assessments contained herein. All information presented in the report has been compiled in good faith and is based on sources considered to be reliable.

## COMPANY AT A GLANCE

### Corporate Profile

Shree Chemicals Industries Private Limited is an India-based private limited company operating in the chemicals and materials sector, with its registered office in Pune, Maharashtra. Incorporated on 6 January 2017, the company is classified as a non-government, unlisted entity engaged primarily in the manufacturing, trading, and distribution of chemical products.

The company is part of the broader "Shree Chemicals" group, which traces its origins back to 1975 as a small chemical trading business in Pune. Over the decades, the group has evolved into a multi-division enterprise serving a diverse customer base including industrial clients, laboratories, and retail consumers across India.

Shree Chemicals Industries specializes in the supply of bulk industrial chemicals, solvents, acids, and raw materials. Its product portfolio also includes application-specific chemicals such as boiler water treatment chemicals, swimming pool chemicals, and specialty chemical solutions.

With over five decades of legacy through its parent group, the company emphasizes quality assurance, long-term supplier relationships, and consistent service delivery. It has established partnerships with leading manufacturers and suppliers, enabling it to maintain product quality aligned with industry standards and ensure dependable supply chains.

The company is led by its directors, including Mr. Shaantanu Vinayak Kulkarni and Mrs. Gargi Shaantanu Kulkarni, who oversee strategic and operational management.

The company remains active and compliant with regulatory requirements, with its core operations focused on supporting industrial chemical demand through efficient sourcing, distribution, and customer-centric service.

## Product Groups

Shree Chemicals Industries Private Limited offers a wide and diversified product portfolio catering to multiple industries such as manufacturing, pharmaceuticals, laboratories, water treatment, and commercial applications. The company supplies both bulk and specialty chemicals with a strong focus on quality, compliance, and availability.

The product range broadly includes:

### **1. Industrial & Bulk Chemicals**

SCIPL supplies a variety of industrial chemicals such as acids, alkalis, and general raw materials used in manufacturing processes. These include products like caustic soda, phosphoric acid, citric acid, solvents, and other essential chemicals widely used across industries.

### **2. Solvents & Acids**

A comprehensive range of solvents and acids is offered for industrial and laboratory applications. These chemicals are used in cleaning, processing, and formulation activities and are supplied in compliance with required quality standards.

### **3. Water Treatment & Cleaning Chemicals**

The company provides chemicals used for water purification, wastewater treatment, and hygiene applications, including laundry chemicals and swimming pool treatment chemicals.

### **4. Laboratory Chemicals & Equipment**

SCIPL caters to laboratories and institutions by supplying fine chemicals, reagents, glassware, plasticware, and liquid handling systems. These products support research, testing, and quality control activities.

### **5. Pharmaceutical & Specialty Chemicals**

The portfolio includes pharmaceutical raw materials, excipients, and specialty chemicals such as starches, lactose, sorbitol, magnesium compounds, and other formulation ingredients used in healthcare and nutraceutical industries.

## **6. Food & Nutraceutical Ingredients**

The company also supplies ingredients such as glucose, vitamins, minerals, and additives used in food processing and nutraceutical applications.

## **7. Packaging & Warehouse Materials**

SCIPL deals with packaging-related materials such as drums, HDPE bags, and pallets that support safe storage and transportation of chemicals.

Overall, SCIPL's product portfolio is designed to meet diverse customer requirements across industries, ensuring consistent quality, regulatory compliance, and reliable supply.

## **Our Clients**

Shree Chemicals Industries Private Limited serves a diverse and well-established client base across multiple sectors, including manufacturing industries, pharmaceuticals, research institutions, educational organizations, and commercial enterprises. The company is trusted by leading organizations for its consistent product quality, timely delivery, and reliable service.

SCIPL's clientele includes reputed companies and institutions such as Lupin, ITC, Hyundai, ACG, Serum Institute of India, PepsiCo, Thermax, Finolex, Godrej, Atomberg, Asian Paints, Thyssenkrupp, Tata, Mercedes, and Abbott. These associations reflect the company's strong market credibility and its ability to meet varied industrial and laboratory requirements.

With over 1,000 satisfied customers, SCIPL has built long-term relationships based on trust, quality, and service excellence. The company continues to expand its client network while maintaining a strong focus on customer satisfaction and dependable supply solutions.

## **Vision, Mission and Accomplishments**

### *Vision*

Shree Chemicals Industries Private Limited aims to be a trusted and leading partner in the chemical supply industry by delivering high-quality products, dependable service, and long-term value to its customers. The company aspires to strengthen its market presence through continuous improvement, innovation, and strong customer relationships.

### *Mission*

The company's mission is to provide reliable chemical products and expert services while building long-term partnerships based on trust, transparency, and integrity. SCIPL focuses on meeting customer requirements through consistent quality, timely delivery, and a customer-centric approach.

### *Accomplishments*

Shree Chemicals Industries Private Limited has built a strong presence in the chemical trading and distribution sector, backed by over 50 years of industry experience through its group legacy. The company serves more than 1,000 customers across various industries, laboratories, and institutions, demonstrating its wide market reach. It has established a reputation for delivering quality products, timely service, and reliable technical support. SCIPL has also developed strong partnerships with leading manufacturers and suppliers across India, enabling consistent quality and supply. Over the years, the company has expanded its operations into multiple business segments, including laboratory solutions and retail, strengthening its overall business portfolio.

## ENVIRONMENTAL SUSTAINABILITY

### Environmental Sustainability Approach

Shree Chemicals Industries Private Limited recognizes the importance of environmental responsibility in the chemical sector and is committed to minimizing the environmental impact of its operations. The company integrates environmentally conscious practices across its sourcing, storage, handling, and distribution activities, while supporting its customers in achieving regulatory compliance and resource efficiency.

The company adopts a preventive and compliance-driven approach to environmental management. Its operations focus on safe handling and storage of chemicals, adherence to applicable environmental regulations, and implementation of standard operating procedures to mitigate risks related to spills, emissions, and waste generation.

### Environmental Policy

Shree Chemicals Industries Private Limited has established a formal Environmental Policy that reflects its commitment to conducting business in an environmentally responsible and sustainable manner. As a company engaged in the trading and distribution of chemical products, SCIPL recognizes its responsibility to minimize environmental impact and integrate environmental considerations into its operations.

The policy applies to all employees, office and warehouse operations, and extends to suppliers and service providers associated with the company. It outlines a structured approach to environmental management, focusing on regulatory compliance, resource efficiency, pollution prevention, and safe handling of chemicals.

SCIPL is committed to complying with all applicable environmental laws and regulations. The company promotes efficient use of resources by monitoring electricity consumption, reducing paper usage through digital practices, and encouraging responsible use of water and materials. A systematic waste management approach is followed, including segregation at source, recycling, and disposal through authorized vendors.

The company places strong emphasis on safe chemical handling by maintaining Safety Data Sheets (SDS), ensuring proper storage practices, and minimizing risks of spills or environmental contamination. Measures are also in place to prevent pollution, including monitoring environmental risks and responding promptly to any incidents.

In addition, SCIPL promotes environmental awareness among employees through training and communication, encouraging responsible practices across all levels of the organization. The company also supports sustainable procurement by encouraging suppliers to adhere to environmental standards and responsible practices.

The implementation of the Environmental Policy is supported by defined procedures, assigned responsibilities, and maintenance of relevant records. The policy is communicated to employees and stakeholders and is reviewed periodically to ensure its continued effectiveness and alignment with business operations.

Through this policy, Shree Chemicals Industries Private Limited reaffirms its commitment to environmental protection, regulatory compliance, and continuous improvement in environmental performance.

## Energy Management

Shree Chemicals Industries Private Limited has established a structured Standard Operating Procedure (SOP) for Energy and Electricity Monitoring to manage and optimize energy consumption across its offices, warehouses, and storage facilities. This SOP reflects the company's commitment to improving energy efficiency, reducing operational costs, and minimizing environmental impact.

The company follows a systematic approach to energy monitoring by recording electricity consumption on a monthly basis, maintaining consumption logs, and analysing trends to identify any abnormal variations. This enables timely corrective actions and supports informed decision-making for energy optimization.

SCIPL has implemented various energy conservation measures, including the use of LED lighting, switching off unused equipment, and promoting responsible energy usage among employees. Regular maintenance of electrical equipment and

gradual replacement with energy-efficient alternatives further contribute to improved operational efficiency.

Roles and responsibilities are clearly defined, with management providing necessary resources, facility teams monitoring consumption and implementing measures, and employees adhering to energy-saving practices. Documentation such as electricity bills, consumption records, and maintenance logs are maintained to ensure transparency and compliance.

The company also conducts periodic training and awareness programs to encourage energy-efficient behavior and integrates continuous improvement practices by identifying and implementing new energy-saving opportunities.

Through this structured approach, Shree Chemicals Industries Private Limited demonstrates its commitment to responsible energy management and continuous improvement in environmental performance.

## Waste Management

Shree Chemicals Industries Private Limited has implemented a formal Waste Management Policy and procedure to ensure systematic handling, segregation, storage, and disposal of waste generated across its offices and warehouse facilities. The policy focuses on minimizing waste generation, promoting segregation at source, and ensuring environmentally responsible disposal in compliance with applicable regulations.

Waste is segregated using a color-coded system into biodegradable, recyclable, hazardous, and non-recyclable categories. Office waste such as paper, plastic, food waste, and e-waste is managed through reuse, recycling, and disposal via authorized recyclers. In warehouse operations, packaging materials are segregated, and chemical-contaminated waste is handled as hazardous waste under strict controls, with no open dumping permitted.

Hazardous waste is stored in labelled, leak-proof containers with secondary containment and is disposed of only through authorized agencies, ensuring regulatory compliance. Designated waste storage areas are maintained, and proper records of disposal are kept as per Pollution Control Board guidelines.

The company supports implementation of its Waste Management Policy through employee training, awareness initiatives, and regular inspections to ensure adherence and continuous improvement in waste management practices.

## Paper Consumption Reduction and Responsible Printing

SCIPL is committed to reducing its environmental footprint by promoting responsible paper usage and encouraging digital ways of working. The company

actively adopts paper conservation practices by prioritizing electronic documentation, digital communication, and electronic record management wherever feasible.

Employees are encouraged to share documents electronically, use email and digital platforms for communication, and minimize unnecessary printing. When printing is required, practices such as double-sided printing and efficient print settings are promoted to reduce paper consumption. SCIPL also supports the use of electronic approvals and digital record storage to limit the generation of physical documents.

Through employee awareness initiatives and continuous monitoring of resource utilization, the company strives to improve operational efficiency while conserving natural resources. These efforts contribute to SCIPL's broader environmental sustainability objectives and demonstrate its commitment to responsible resource management.

## Environmental Initiatives

Shree Chemicals Industries Private Limited actively undertakes environmental initiatives as part of its commitment to sustainability and responsible business practices. The company focuses on minimizing environmental impact through proper waste management, energy conservation, and safe handling of chemical products in line with applicable regulations.

In addition to operational controls, SCIPL promotes environmental awareness and employee participation through on-ground initiatives. During the year, the company organized activities such as tree plantation drives to support biodiversity and carbon sequestration, and cleanliness drives to reduce waste and improve local environmental conditions.

These initiatives not only contribute to environmental protection but also encourage employees to adopt responsible practices both within and beyond the workplace. SCIPL remains committed to strengthening its environmental efforts through continuous improvement and increased participation in sustainability initiatives.

### Tree Plantation

Shree Chemicals Industries Private Limited organized a Tree Plantation Drive at Taljai Hills, Pune, under the theme "Small Acts, Big Impact" as part of its commitment to environmental sustainability and employee engagement.

The initiative aimed to support climate change mitigation through carbon sequestration, enhance corporate social responsibility (CSR) and ESG efforts, and strengthen team bonding by connecting employees with nature. A total of 25 employees from Team SCIPL & ILSPL participated in the activity, contributing approximately 3 hours of volunteer effort.

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During the drive, 10 trees were planted, contributing to local biodiversity and environmental conservation. The activity also fostered a sense of responsibility and collaboration among employees, as reflected in positive feedback shared by participants.

Building on this initiative, the company plans to conduct larger-scale plantation drives in the future and is committed to ensuring proper care and maintenance of the planted trees to create a lasting environmental impact.



Through such initiatives, Shree Chemicals Industries Private Limited continues to demonstrate its commitment to environmental stewardship and community engagement.

### Cleanliness Drive

theme “Small Acts, Big Impact”, as part of its commitment to environmental responsibility and community engagement.

The initiative aimed to promote hygiene, create awareness about sanitation, and encourage responsible waste management practices. A total of 20 employees from

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Team SCIPL & ILSPL participated in the activity, contributing approximately 3 hours of volunteer effort.

During the drive, around 8 bags of waste (approximately 60-80 kg) were collected from the area, helping improve the cleanliness of the natural surroundings and reducing environmental pollution. The activity also highlighted the importance of protecting ecosystems, particularly by reducing plastic waste that can harm soil health and local wildlife.

Participants shared positive feedback, emphasizing the environmental benefits and the sense of contribution towards society and nature.



The cleanliness drive reflects SCIPL's approach towards contributing to local environmental conservation efforts while engaging employees in meaningful sustainability initiatives. The company aims to continue such activities to promote awareness and foster a culture of environmental responsibility.

## Zero Environmental Incident Declaration

Shree Chemicals Industries Private Limited confirms that no environmental incidents, including chemical spills, leakages, or regulatory non-compliance cases, were recorded during the financial year 2024-25. The company has established appropriate systems and controls to prevent environmental risks, including implementation of health, safety, and environmental procedures, maintenance of Safety Data Sheets (SDS), employee awareness on safe handling practices, and regular monitoring of workplace conditions.

SCIPL continues to ensure safe handling, storage, and distribution of chemical products while maintaining compliance with applicable environmental regulations. This declaration reflects the company's commitment to environmental protection and responsible operations.

## Environmental Performance Indicators

SR. NO.	KPIs	Data 2024)	Data (2025)
1	Number of Chemical Spills / Incidents	0	0
2	Number of Environmental Non-Compliance Cases	0	0
3	% of Products with Safety Data Sheets (SDS) Available	80%	80%

## SOCIAL SUSTAINABILITY

### Social Sustainability Approach

Shree Chemicals Industries Private Limited is committed to maintaining a safe, ethical, and inclusive workplace. The company focuses on employee health and safety, fair treatment, and responsible business practices across its operations.

Standard safety procedures are followed, especially in chemical handling and storage, to minimize workplace risks. The company promotes a work environment free from discrimination and encourages employees to follow ethical and safety guidelines.

Regular training and awareness programs are conducted to strengthen employee understanding of safety and workplace responsibilities. SCIPL also expects its suppliers and service providers to adhere to applicable safety and regulatory standards.

Through this approach, the company aims to ensure employee well-being and build a responsible and sustainable work environment.

## Human Rights

Shree Chemicals Industries Private Limited has established a formal Human Rights Policy that reflects its commitment to fair, ethical, and responsible employment practices across all its operations. The policy is aligned with applicable Indian labour laws and internationally recognized human rights principles and applies to all employees, workers, contractors, and service providers associated with the company.

The company strictly prohibits child labour and any form of forced or compulsory labour. Employment at SCIPL is voluntary, and employees are treated with dignity and respect. Equal opportunity is ensured across all employment practices, with zero tolerance for discrimination based on gender, age, religion, caste, nationality, disability, or other factors.

SCIPL ensures compliance with statutory requirements related to wages, working hours, and employee benefits. The company also respects employees' rights to freedom of association and encourages open communication on workplace concerns.

Employee health, safety, and well-being are prioritized through safe working conditions, especially in chemical handling environments, along with necessary training and provision of protective equipment. The company maintains a zero-tolerance approach toward harassment, including sexual harassment, and has established a formal grievance redressal mechanism to address employee concerns in a fair and confidential manner.

SCIPL also extends its human rights expectations to suppliers and contractors, encouraging compliance with labour laws and responsible practices across its value chain.

Through this policy, Shree Chemicals Industries Private Limited demonstrates its commitment to upholding human rights, fostering a respectful workplace, and ensuring responsible business conduct.

## Say No To Child Labor

Shree Chemicals Industries Private Limited maintains a strict zero-tolerance approach towards child labour. The company does not employ any individual below the legally permitted working age and ensures full compliance with applicable labour laws, including provisions related to the prohibition and regulation of child and adolescent labour.

Robust age verification procedures are followed during the recruitment process to ensure that no underage individuals are employed. The company also prohibits the

engagement of adolescents in any hazardous work, particularly in operations involving chemical handling and warehouse activities.

SCIPL extends this commitment across its value chain and expects its contractors, suppliers, and service providers to adhere to the same standards, ensuring that no form of child labour is involved in its operations.

Through these measures, the company upholds ethical employment practices and reinforces its commitment to protecting the rights and well-being of children.

### Prevention of Sexual Harassment (POSH)

Prevention of Sexual Harassment (POSH) is a critical aspect of workplace ethics and employee well-being, aimed at ensuring a safe, respectful, and inclusive work environment. It focuses on protecting individuals from any form of unwelcome behavior of a sexual nature that may create a hostile or intimidating workplace, while promoting dignity, equality, and mutual respect across the organization.

Shree Chemicals Industries Private Limited has established a formal Prevention of Sexual Harassment (POSH) Policy in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The company follows a zero-tolerance approach towards sexual harassment and is committed to providing a secure and respectful work environment for all employees and stakeholders.

The policy applies to all employees, including permanent, temporary, and contractual staff, as well as trainees, service providers, and visitors. It clearly defines sexual harassment and outlines a structured mechanism for reporting and addressing complaints in a fair, confidential, and time-bound manner.

SCIPL has implemented a formal grievance redressal process to ensure impartial inquiry and resolution of complaints. The company strictly prohibits retaliation against complainants and ensures appropriate disciplinary action in cases where misconduct is established.

Regular awareness and training programs are conducted to promote understanding of acceptable workplace behavior and reinforce the importance of maintaining a harassment-free environment.

Through its POSH Policy, Shree Chemicals Industries Private Limited demonstrates its commitment to safeguarding employee dignity and fostering a safe and respectful workplace culture.

### Working Conditions

Shree Chemicals Industries Private Limited (SCIPL) is committed to providing fair, safe, and supportive working conditions for all employees. The company strives to

maintain a professional work environment that promotes employee well-being, productivity, and compliance with applicable labour laws and workplace standards.

SCIPL follows structured working hours and payroll management practices to ensure fair compensation, timely salary payments, and transparency in employment conditions. Employees are provided with clearly defined working schedules, reasonable break periods, and appropriate overtime compensation in accordance with company policy and legal requirements.

The company also prioritizes workplace health and safety by maintaining clean and organized workspaces, promoting safe work practices, and ensuring awareness of chemical handling procedures where applicable. Employees are encouraged to report workplace concerns, hazards, or incidents promptly, supporting a culture of safety and continuous improvement.

In addition, SCIPL fosters a respectful and inclusive work environment through policies related to human rights, equal opportunity, prevention of harassment, and employee well-being initiatives. Through these efforts, SCIPL aims to create positive working conditions that support employee satisfaction, safety, and long-term professional growth.

### Working Hours & Payroll Management

Shree Chemicals Industries Private Limited has established a structured approach for managing working hours, attendance, overtime, and payroll to ensure fair compensation, transparency, and compliance with applicable labour laws.

The company follows standard working hours of 10:00 AM to 6:00 PM, six days a week, in line with statutory requirements. Attendance is systematically recorded, and any deviations such as late arrivals, early departures, or overtime are monitored and require prior approval from management.

Overtime, where applicable, is compensated in accordance with company policy and legal provisions. Payroll is processed on a monthly basis through bank transfers, ensuring timely and secure payment to employees. Salary structures include basic pay, applicable allowances, overtime compensation, and statutory deductions.

SCIPL maintains accurate and confidential records of attendance, payroll, and salary payments to ensure transparency and accountability. All processes are aligned with applicable regulations related to wages, working hours, and employee welfare.

Through this system, the company ensures fair treatment of employees while maintaining compliance and operational efficiency.

## Diversity & Equality & Inclusion (DEI)

Diversity, Equity, and Inclusion (DEI) are essential elements of a responsible and sustainable workplace. DEI focuses on creating an environment where individuals from diverse backgrounds are valued, provided equal opportunities, and treated with fairness and respect. It promotes inclusive decision-making, enhances employee engagement, and contributes to overall organizational effectiveness.

Shree Chemicals Industries Private Limited has established a formal Diversity, Equity & Inclusion (DEI) Policy to embed these principles across its operations. The policy ensures equal opportunity in all employment practices, including hiring, training, performance evaluation, and career growth, with decisions based on merit and business requirements.

The company maintains a zero-tolerance approach towards discrimination, harassment, or unfair treatment based on gender, age, religion, caste, ethnicity, disability, nationality, or any other protected characteristic. It promotes an inclusive work culture through respectful communication, collaboration, and awareness initiatives.

SCIPL also supports workplace accessibility and reasonable accommodations where feasible, ensuring a supportive environment for all employees. A structured grievance mechanism is in place to address concerns related to discrimination or exclusion in a confidential and fair manner, with protection against retaliation.

Through its DEI Policy, Shree Chemicals Industries Private Limited is committed to fostering an inclusive, equitable, and respectful workplace that supports employee well-being and organizational growth.

## Employee Engagement & Well-being

Shree Chemicals Industries Private Limited places strong emphasis on employee engagement and well-being, recognizing that a healthy and motivated workforce is essential for organizational success. The company undertakes various initiatives to promote physical and mental well-being, reduce workplace stress, and foster a positive work environment.

During the year, SCIPL conducted health and fitness sessions, including yoga, ergonomic awareness, and group exercises, aimed at improving overall employee health and awareness. In addition, the company organized office leisure trips featuring team-building activities and recreational programs to enhance collaboration, engagement, and team bonding.

These initiatives have contributed to improved employee morale, stronger teamwork, and a more inclusive workplace culture. SCIPL plans to continue and

expand such programs through regular wellness activities and engagement initiatives, reinforcing its commitment to employee satisfaction and well-being.

### Health & Fitness Sessions

Shree Chemicals Industries Private Limited organized Health & Fitness Sessions as part of its commitment to employee well-being and a healthy workplace environment. The initiative focused on improving both physical and mental health, reducing stress, and promoting overall well-being among employees.

The sessions included activities such as yoga, ergonomic awareness, and group exercises, conducted at the office and factory locations. Around 20-25 employees participated in the initiative, benefiting from expert guidance on maintaining fitness and preventing workplace-related health issues.



Participants highlighted the importance of health awareness and the value of professional advice in maintaining individual fitness levels. Encouraged by the positive response, SCIPL plans to conduct such fitness sessions on a quarterly basis, incorporating a variety of group activities to further promote employee health and engagement.

### Office Leisure Trips

Shree Chemicals Industries Private Limited organizes Office Leisure Trips as part of its efforts to promote employee well-being, engagement, and team bonding. These initiatives are designed to reduce workplace stress, improve productivity, and strengthen employee retention by creating a positive and collaborative work environment.

The trips include activities such as team games and water-based activities, conducted at resorts near Pune. Around 20-25 employees participate in these outings, providing an opportunity for informal interaction and improved team coordination.



Employees have shared positive feedback, highlighting the rejuvenating nature of these trips and their impact on team bonding. Building on this, SCIPL plans to organize larger-scale outings with a wider variety of group activities to further enhance employee engagement and workplace satisfaction.

### Zero Ethics & Labour Violations Declaration

Shree Chemicals Industries Private Limited confirms that no cases related to child labour, forced labour, workplace harassment (including POSH), ethical misconduct such as bribery or fraud, or whistle-blower complaints were reported during the financial year 2024-25.

The company maintains robust policies and systems to ensure ethical conduct and protection of human and labour rights, including implementation of Human Rights, POSH, Anti-Corruption, and Whistle-blower policies. Established grievance mechanisms, regular employee awareness programs, and monitoring processes support effective compliance and early identification of concerns.

SCIPL remains committed to maintaining a fair, safe, and ethical workplace and ensures that any concerns, if raised, are addressed promptly and appropriately.

### Social Performance Indicators

Sr. No.	KPIs	Data (2024)	Data (2025)
1	Total number of employees	11	20
2	Number of women employed in the entire organization	6	8
3	Percentage of women in senior management positions (excluding boards of directors)	50%	71.43%
4	Percentage of women on the organization's board of directors	50%	66.67%
5	Percentage of employees trained on company policies	80%	80%
6	Number of child labour cases	0	0

<b>7</b>	Number of forced labour cases	0	0
<b>8</b>	Average working hours per week	48	48
<b>9</b>	Number of grievances received	0	0
<b>10</b>	Number of POSH complaints	0	0
<b>11</b>	Number of workplace health & safety incidents	0	0
<b>12</b>	Percentage of employees trained on health & safety	80%	80%
<b>13</b>	Percentage of female employees in the workforce	54.54%	40%
<b>14</b>	Percentage of women in management positions	50%	71.43%

## OCCUPATIONAL HEALTH AND SAFETY

### Health & Safety Policy

Health & Safety is a critical component of responsible business operations, especially in the chemical sector. It focuses on ensuring safe working conditions, preventing workplace incidents, protecting employee health, and minimizing environmental impact through structured systems and practices.

Shree Chemicals Industries Private Limited has established a formal Health & Safety Policy to ensure a safe, healthy, and environmentally responsible workplace for all employees, contractors, and visitors. The company follows a preventive approach, recognizing that all accidents are avoidable and that safety is a shared responsibility across the organization.

The policy emphasizes strict compliance with applicable safety, health, and environmental regulations. SCIPL ensures safe handling, storage, and transportation of chemicals through proper labeling, availability of Material Safety Data Sheets (MSDS), and segregation of incompatible substances.

The company has established procedures for fire safety and emergency preparedness, including availability of firefighting equipment, regular mock drills, and clearly displayed emergency information. All incidents, including near-misses, are reported and investigated to prevent recurrence.

SCIPL also promotes employee health and hygiene by providing basic facilities and conducting awareness initiatives. Contractors and transporters are required to adhere to the company's safety standards.

Through its HSE Policy, Shree Chemicals Industries Private Limited reinforces its commitment to maintaining a safe workplace, protecting the environment, and ensuring the well-being of all stakeholders.

## Training on Health and Safety Risks and Good Working Practices

SCIPL recognizes that employee health and safety are essential to maintaining a productive and responsible workplace. The company conducts training programs on health and safety risks and good working practices to enhance employee awareness regarding workplace hazards, safe work procedures, emergency preparedness, and responsible workplace behavior. The training also covers topics such as accident prevention, workplace hygiene, safe handling of materials, and reporting of unsafe conditions. These initiatives help create a safer work environment and support SCIPL's commitment to employee well-being and continuous improvement in health and safety performance.

### OHS Performance Indicators

Sr. No.	KPIs	Data (2024)	Data (2025)
1	Total number of accidents	0	0
2	Number of fatalities	0	0
3	Safety drills conducted (count)	1	1

## BUSINESS ETHICS

### Business Ethics Approach

Shree Chemicals Industries Private Limited is committed to conducting its business with integrity, transparency, and accountability. The company's business ethics approach is guided by principles of honesty, fair dealing, and compliance with applicable laws and regulations across all its operations.

SCIPL emphasizes ethical conduct in all business interactions, including relationships with customers, suppliers, and service providers. The company promotes fair competition, avoids conflicts of interest, and ensures that all transactions are carried out in a transparent and responsible manner.

Employees are expected to adhere to high standards of professional behavior, follow company policies, and act in the best interest of the organization. Any form of unethical conduct, including bribery, corruption, or misrepresentation, is strictly prohibited.

The company encourages a culture of accountability and open communication, where employees can report concerns or unethical practices through appropriate channels without fear of retaliation.

SCIPL also extends its ethical expectations to its suppliers and partners, encouraging compliance with applicable laws and responsible business practices across its value chain.

Through this approach, Shree Chemicals Industries Private Limited aims to build trust with stakeholders and ensure long-term, sustainable business operations.

## Anti-Corruption

Anti-bribery and anti-corruption practices are essential to ensure ethical business conduct, transparency, and accountability in all operations. These principles aim to prevent misuse of power, unfair advantages, and unethical influence in business decisions, thereby building trust with stakeholders and ensuring compliance with legal and regulatory requirements.

Shree Chemicals Industries Private Limited has established a formal Anti-Bribery & Anti-Corruption Policy to uphold these principles across its operations and business relationships. The company follows a strict zero-tolerance approach towards bribery and corruption in any form, whether direct or indirect.

The policy applies to all employees, directors, contractors, and third parties acting on behalf of the company. It strictly prohibits offering or accepting bribes, kickbacks, facilitation payments, or any undue benefits that may influence business decisions. Clear guidelines are defined for acceptance of gifts and hospitality to avoid conflicts of interest.

SCIPL ensures that all dealings with government authorities are conducted ethically and in compliance with applicable laws. The company maintains accurate financial records and does not permit any undisclosed or improper transactions.

A structured reporting mechanism is in place to encourage employees to report suspected violations without fear of retaliation. The company also conducts due diligence on third parties and provides periodic training to promote awareness of anti-corruption practices.

Through its Anti-Bribery & Anti-Corruption Policy, Shree Chemicals Industries Private Limited reinforces its commitment to ethical business conduct and responsible corporate governance.

## Conflicts of Interest

Conflict of interest is a key aspect of ethical business conduct, ensuring that decisions are made objectively and in the best interest of the organization. It arises when personal, financial, or other interests interfere, or appear to interfere, with an individual's professional responsibilities. Managing such conflicts is essential to maintain transparency, trust, and integrity in business operations.

Shree Chemicals Industries Private Limited has established a formal Conflict of Interest Policy to prevent and manage situations where personal interests may

influence business decisions. The policy applies to all employees, directors, contractors, and representatives acting on behalf of the company.

SCIPL requires individuals to avoid situations that may create conflicts and mandates timely disclosure of any actual or potential conflicts to management. Common scenarios include financial interests in suppliers or competitors, engaging in external business activities, accepting inappropriate gifts, or using company resources for personal gain.

The policy ensures that individuals with a conflict do not participate in related decision-making processes, thereby maintaining fairness and objectivity. It also emphasizes confidentiality, prohibiting the misuse of company information for personal benefit.

Any violations or failure to disclose conflicts may result in disciplinary action. The company monitors and reviews such situations to ensure appropriate actions are taken.

Through this policy, Shree Chemicals Industries Private Limited reinforces its commitment to ethical decision-making, transparency, and responsible business conduct.

## Whistleblowing

A whistle-blower mechanism is an essential element of good corporate governance, enabling employees and stakeholders to report unethical conduct, policy violations, or legal non-compliance in a safe and confidential manner. It promotes transparency, accountability, and early identification of risks within the organization.

Shree Chemicals Industries Private Limited has established a formal Whistle-blower Policy to provide a secure platform for reporting concerns without fear of retaliation. The policy applies to all employees, management, contractors, suppliers, and other stakeholders associated with the company.

The policy covers a wide range of reportable concerns, including bribery, fraud, conflict of interest, misuse of company assets, harassment, regulatory non-compliance, and environmental or safety violations. Multiple reporting channels are provided, including email and written communication, with the option to report concerns anonymously.

SCIPL ensures that all complaints are handled with strict confidentiality and are subject to a fair and impartial investigation process. Appropriate corrective or disciplinary actions are taken where misconduct is established.

The company maintains a zero-tolerance approach towards retaliation against whistle-blowers and encourages reporting in good faith. At the same time, malicious or false complaints may attract disciplinary action.

Through this policy, Shree Chemicals Industries Private Limited reinforces its commitment to ethical conduct, transparency, and responsible business practices.

### Training on Corruption and Bribery Prevention

SCIPL is committed to maintaining the highest standards of ethics, integrity, and transparency in its business operations. To strengthen employee awareness and understanding of ethical business conduct, the company conducts training on corruption and bribery prevention. These training sessions educate employees about anti-corruption requirements, ethical decision-making, conflict of interest, responsible business practices, and the importance of complying with the company's Anti-Bribery and Anti-Corruption Policy. Through regular awareness initiatives, SCIPL promotes a culture of accountability and zero tolerance towards bribery, fraud, and unethical conduct.

### Ethical Performance Indicators

Sr. No.	KPIs	Data (2024)	Data (2025)
1	Number of confirmed ethics violations	0	0
2	Number of whistleblower complaints received	0	0
3	Number of data privacy or confidentiality breaches	0	0
4	Supplier ethics breaches reported	0	0

## SUSTAINABLE SUPPLY CHAIN PRACTICES

### Sustainable Supply Chain Approach

Shree Chemicals Industries Private Limited recognizes the importance of a responsible and sustainable supply chain in ensuring long-term business resilience and ethical operations. The company's approach focuses on working with suppliers and partners who adhere to applicable regulatory, environmental, and safety standards.

SCIPL emphasizes responsible sourcing by engaging with suppliers who comply with legal requirements related to labour practices, environmental protection, and product safety. The company maintains long-term relationships with trusted vendors to ensure consistency in quality, reliability, and compliance.

Given the nature of its business, the company ensures that chemicals are sourced, stored, and transported in accordance with safety and regulatory guidelines. Suppliers and logistics partners are expected to follow proper handling, labeling,

and documentation practices to minimize risks related to health, safety, and the environment.

SCIPL also promotes ethical business practices across its supply chain, including adherence to anti-corruption principles and fair business conduct. Periodic evaluation and due diligence of key suppliers are carried out to ensure alignment with the company's standards.

Through this approach, Shree Chemicals Industries Private Limited aims to build a responsible, compliant, and resilient supply chain that supports sustainable business operations.

### Supplier Code of Conduct

Shree Chemicals Industries Private Limited has established a formal Supplier Code of Conduct to ensure that its supply chain operates in an ethical, responsible, and compliant manner. The code defines minimum standards that all suppliers, contractors, logistics partners, and service providers must adhere to as a condition of doing business with the company.

The code requires suppliers to comply with all applicable laws and regulations, including those related to labour practices, environmental protection, and health and safety. Suppliers are expected to uphold fundamental human rights by prohibiting child labour, forced labour, and discrimination, while ensuring fair wages, reasonable working hours, and safe working conditions.

Environmental responsibility is a key focus, with suppliers required to manage chemicals and hazardous materials safely, prevent pollution, and ensure proper waste disposal. For chemical suppliers, compliance with safe packaging, labeling, and handling standards is essential.

The code also emphasizes ethical business conduct, including strict adherence to anti-bribery and anti-corruption principles, avoidance of conflicts of interest, fair competition, and protection of confidential information.

Transporters and logistics partners are required to follow safety practices, including safe handling of chemicals, compliance with transport regulations, and maintaining emergency preparedness.

SCIPL monitors supplier compliance through documentation, declarations, and periodic reviews. Non-compliance may lead to corrective actions or termination of business relationships.

Through this Supplier Code of Conduct, Shree Chemicals Industries Private Limited strengthens its commitment to building a responsible, ethical, and sustainable supply chain.

## QUALITY VISION

Shree Chemicals Industries Private Limited is committed to delivering consistent quality in all its products and services, with a strong focus on reliability, customer satisfaction, and continuous improvement. The company's quality vision is to be a trusted and preferred partner in the chemical supply industry by maintaining high standards across sourcing, storage, and distribution processes.

SCIPL aims to ensure that all products meet applicable quality and safety requirements while fulfilling customer expectations. This is achieved through strong supplier relationships, adherence to defined procedures, and careful handling and storage practices.

The company is focused on building long-term value by improving operational efficiency, minimizing errors, and enhancing service delivery. Continuous improvement, accountability, and a customer-centric approach remain key elements of SCIPL's quality vision.

Through this commitment, Shree Chemicals Industries Private Limited strives to strengthen trust with customers and maintain excellence in its business operations.

### Quality Management System

Shree Chemicals Industries Private Limited is certified under ISO 9001:2015, the internationally recognized standard for Quality Management Systems (QMS). This certification reflects the company's commitment to maintaining consistent quality in its products and services while ensuring customer satisfaction and continual improvement.

The ISO 9001:2015 framework enables SCIPL to implement structured processes, standardized procedures, and effective quality controls across its operations, including sourcing, storage, and distribution of chemical products. It ensures that all activities are aligned with defined quality objectives and regulatory requirements.

## SCIPL 2025 ESG REPORT



Through this certification, SCIPL demonstrates its focus on customer-centric practices, risk-based thinking, process efficiency, and continuous monitoring of performance. Regular internal audits and reviews help the company identify improvement areas and enhance overall operational effectiveness.

The ISO 9001:2015 certification strengthens SCIPL's credibility and reinforces its commitment to delivering reliable, compliant, and high-quality products and services to its customers.

### Quality Policy

Shree Chemicals Industries Private Limited has established a formal Quality Policy to ensure consistent delivery of products and services that meet customer requirements and applicable regulatory standards. The policy provides a structured framework for setting, monitoring, and reviewing quality objectives in alignment with the company's business goals.

SCIPL is committed to delivering products and services in accordance with agreed specifications while striving to meet and exceed customer expectations and those of other stakeholders. The company ensures that all materials and services procured, handled, and supplied comply with internal standards as well as local and international statutory and regulatory requirements.

The policy emphasizes key principles such as customer focus, innovation, and effective communication, enabling continuous improvement across operations. SCIPL actively pursues opportunities to enhance its processes and strengthen its market presence through consistent quality performance.

To achieve its quality objectives, the company promotes a transparent and collaborative work environment, encourages employee involvement in defect

prevention, and invests in regular training and development. Continuous improvement remains a core focus, ensuring efficiency and reliability in all activities.

The Quality Policy is communicated across the organization and to relevant stakeholders, reinforcing SCIPL's commitment to quality excellence and continuous improvement.