PRIMO
CHEMICALS

PCL:SEC:2026:275

08.09.2026

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai – 400 001
Scrip Code: 506852

National Stock Exchange of India Ltd.
Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (E), Mumbai – 400 001
Scrip Code: PRIMO

Sub.: **Business Responsibility and Sustainability Report for the Financial Year 2025-26.**

Dear Sir,

Pursuant to the provisions of Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirement) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the financial year 2025-26, which also forms part of the Annual Report for financial year 2025-26.

The Annual Report for the financial year 2025-26 is also available on the website of the Company at www.primochemicals.in.

Please take the same on record.

Thanking you,

Yours faithfully,
For Primo Chemicals Limited

Sugandha Kukreja

Digitally signed by Sugandha Kukreja
Date: 2026.09.08 19:17:09 +05'30'

SUGANDHA KUKREJA
Company Secretary & Chief HR Officer

Encl.: As above

ANNEXURE- VII TO THE DIRECTORS REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

(as per Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

SEC: A

GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24119CH1975PLC003607
2.	Name of the Listed Entity	Primo Chemicals Limited
3.	Year of incorporation	1975
4.	Registered office address	Bay No 46-50, Sector 31-A, Chandigarh
5.	Corporate address	Bay No 46-50, Sector 31-A, Chandigarh
6.	E-mail	secretarial@primochemicals.in
7.	Telephone	0172-2801649
8.	Website	www.primochemicals.in
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE and NSE (listed as on 22.04.2025)
11.	Paid-up Capital	₹48.46 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	CS Sugandha Kukreja secretarial@primochemicals.in 0172-2801611
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of assessment or assurance provider	Not applicable
15.	Type of assessment or assurance obtained	Not applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Chemicals	Manufacturing and Selling of Chemicals	100%

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

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Chemicals	20119	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	2	3
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	8 (North India)
International (No. of Countries)	-

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

NIL

c. A brief on types of customers

The Company access to customers in North India such as Soap, Paper, Textile, Refineries and fertilizers. Manufacturing industries in Performance Chemicals including Specialty and other Chemicals and Industrial Chemicals.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	117	110	94.02%	7	5.98%
2.	Other than Permanent (E)	8	8	100%	0	0
3.	**Total employees (D+E)**	**125**	**118**	**94.40%**	**7**	**5.60%**
	WORKERS					
4.	Permanent (F)	267	255	95.51%	12	4.49%
5.	Other than Permanent (G)	379	374	98.68%	5	1.32%
6.	**Total workers (F+G)**	**646**	**629**	**97.37%**	**17**	**2.63%**

b. Differently abled Employees and workers:

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

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel (Other than MD & ED)	2	1	50.00%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in Current FY)			FY 2024-25 (Turnover rate in Previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.38%	0.85%	16.23%	17.59%	37.50%	18.96%	10.32%	36.36%	12.41%
Permanent Workers	4.11%	1.12%	5.24%	4.68%	21.42%	5.62%	5.58%	12.50%	6.02%

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

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

S. No.	Name of the holding/subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Flow Tech Chemicals Pvt. Ltd.	Associate	49%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 561,69,23,315.00

(iii) Net worth (in ₹): 347,51,04,786.48

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:

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 2025-2026 Current Financial year			FY 2024-2025 Previous Financial year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, a mechanism is in place to interact with community leaders to understand and address their concerns, if any	NIL	NA	-	NIL	NA	-
Investors (other than shareholders)	Yes, the contact no., address and email id of different locations have been specified on the following link. https://www.primochemicals.in/page/investors	NIL	NA	-	NIL	NA	-
Shareholders	Yes, Shareholder can register their grievances at https://scores.gov.in/scores/Welcome.html , web links of BSE Complaint against Companies and web links of NSE NSE - National Stock Exchange of India Ltd. The Company has a grievance redressal mechanism for shareholders. The Company has appointed RTA who also takes care of shareholders' enquiries/ queries, requests and complaints. The contact no., address and email id of have been specified on the following link: https://www.primochemicals.in/page/investors	1	NIL	-	2	NIL	-
Employees and workers	Yes, the Company has in place Whistle Blower mechanism and Prevention of Sexual Harassment Policy specifying the grievance redressal mechanism. https://www.primochemicals.in/page/investors	NIL	NA	-	NIL	NA	-

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 2025-2026 Current Financial year			FY 2024-2025 Previous Financial year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes, The contact no., address and email id of different locations have been specified on the following link. https://primochemicals.in/contact-us/	09	NIL	-	27	NIL	-
Value Chain Partners	The contact no., address and email id of different locations have been specified on the following link.https://primochemicals.in/contact-us/	NIL	NA	-	NIL	NA	-
Other (please specify)	-	NIL	NA	-	NIL	NA	-

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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Interference by Villagers and Other village committee members for employment in the organization.	Risk	Less competent manpower in the organization which can impact safety of operations.	1. Developing good relations & trust with villagers, explaining them about risk involved in hazardous nature of work of company & importance of skilled manpower. 2. Proactive meetings/ discussions with authorities to inform them about our compliances.	Negative
2.	Easy availability of desired skilled manpower	Opportunity	High no. of Qualified people in the vicinity of the company.	-	Positive
3.	Water Management	Risk	Water is a critical input in chemical production. Companies with water intensive operations face a greater risk of operational disruption due to water scarcity, which can also increase water procurement prices and capital expenditures. Similarly, chemical manufacturing generates process wastewater that must be treated before disposal. Non-compliance with water quality regulations may result in regulatory compliance and mitigation costs.	As a responsible chemical manufacturing organization, we put a premium on the ability to moderate water consumption. We have upgraded our wastewater management by replacing normal wastewater treatment with new age technology. This replacement moderated water and power consumption, helping moderate environment impact and conserve natural resources. The company also invested various water conservation schemes, this water is further used in the cooling tower and for other processes. As a result of the above initiatives, we have been able to reduce raw water consumption by 5% to 6%.	Negative
4. .	Handling of Hazardous Chemicals	Risk	Chemical company is responsible for managing all risks related to the storage and handling of hazardous chemicals. The improper handling of chemicals and spills can cause harm to the environment or humans and also imposes a heavy fine and reputational risk on the company.	The Company ensures that hazardous materials are handled in a manner that mitigates risks to the environment, employees, and the community. In order to maintain the health & safety at workplace company conducts lot of internal and external health and safety audits. Also, the environmental and social parameters are relevant information and are provided with the product. In case of hazardous waste, company ensure the waste is managed as per waste management rules and regulations.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Waste Management	Risk	Typically, waste is generated as part of a company's operations, captive power plant, maintenance of machinery and office administrative work. Improper waste handling may contribute to air pollution, climate change, and various direct and indirect impacts on the ecosystem. It may also cause health and safety risks to personnel exposed to the waste. Non-compliance with waste management regulations may lead to the imposing of heavy fines.	The company has installed new STP plant to treat domestic effluent. Also the company is in process of opting new ways for treating effluent & waste generation which will reduce the effluent quantity and shall be implemented in current financial year.	Negative
6.	Product Safety & Quality	Risk	Product safety and quality is a critical issue for companies in the Chemicals industry. Chemicals' potential to have negative effects on human health or the environment throughout the usage phase can affect consumer demand for the product and regulatory risk, which can then damage sales and lead to higher operational costs, regulatory compliance costs, and mitigation.	To ensure the safety of the product environmental and social parameters relevant to the product such as Safe and responsible usage, Recycling or safe disposal are attached on product packaging. Also we have quality labs at the plant which help us to maintain the product quality. We invested in a combination of standard operating protocols and certifications (ISO 9001 and ISO 14001), strengthening the company's alignment with Quality Management System, Good manufacturing Practices and Standard Operating Procedures.	Negative
7.	Health & Safety	Risk	In chemical industry, Health & Safety can directly impact people and community and disrupt the operations	Health & Safety Management Plan, Process Safety & Risk Management, Emergency Mitigation System etc. are in place.	Negative
8.	Business Ethics	Risk	This may impact the brand and trust of stakeholders	Monitoring Mechanism to ensure Ethical Conduct are in place.	Negative
9.	Regulatory Issues and Compliance	Risk	Non-compliance may impact the brand image and customer trust and engagement	Adherence to compliance monitoring system	Negative
10.	Energy Efficiency	Opportunity	This may minimise the greenhouse gas (GHG) emissions, improve resource efficiency, cost saving, cleaner environment etc.	Energy saving assessments, key initiatives to optimise energy efficiency.	Positive

SEC: 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
Policy and management processes									
1. a. Whether your entity's policy cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policy, if available	www.primochemicals.in								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policy extend to your value chain partners? (Yes/No)	Yes								
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: QMS: 9001:2015 ISO: EMS: 14001:2015 ISO: FSSC: 22000:2018 ISO: ENMS: 50001:2018 BIS CAUSTIC SODA LICENSE (IS 252:2013) BIS SBP LICENSE (IS 1065:2019)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Commitments and goals wherever required are set by the Company and have been mentioned in the Annual Report wherever applicable. In alignment with vision of the Company, Primo, through its CSR initiatives, shall continue to enhance value creation in the society and in the community in which it operates, through its services, conduct & initiatives, so as to promote sustained growth for the society and community, in fulfillment of its role as a Socially Responsible Corporate Citizen with environmental concern; Safety and Environment. The company is also taking proper control measures for health and safety of employees and workers and nearby residents and communities, climate change, pollution management and emission control.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. The Company is committed to run its operations in an environment-friendly manner. The Company's endeavor is to take all possible measures towards ensuring safety, pollution control and good housekeeping across all its Plants. The Company gives top priority to ensure clean air and better living environment and to the inhabitants in and around the factory. The Company has in place the Online Monitoring System at Works connected with Central Pollution Control Board server showing Real Time data of all parameters specified by them. It is always top most priority of the Company to follow strong Environmental, Social and Governance (ESG) Principles in its business for building a sustainable business for the future. The Company is also having separate policies for Corporate Social Responsibility, Code of Conduct, Whistle Blower Policy and POSH.									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Naveen Chopra 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.	The Company does not have any specific committee to oversee the implementation of the Policy. The Managing Director of the Company oversees and periodically review the implementation.								

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	Director									Periodically/ Need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Quarterly								

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.	P 1	P2	P3	P4	P5	P 6	P 7	P 8	P 9
	No, The BR policy is evaluated internally								

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
a) The entity does not consider the Principles material to its business (Yes/No)	N.A.								
b) The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
c) The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
d) It is planned to be done in the next financial year (Yes/No)									
e) Any other reason (please specify)									

SEC: C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 01

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

Essential Indicators

1. **Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and it impacts	% of persons in respective categories covered by the awareness programs
Board of Directors (Excluding MD & ED)	7	During Board/ Committee Meetings, Directors receive regular presentations covering a range of topics essential to the Company's operations. These include the Company's strategy, business operations, SEBI Regulation, Code of Conduct, finance, risk management, quarterly and annual financial results.	100.00%
MD & ED	9	During Board/ Committee Meetings, Directors receive regular presentations covering a range of topics essential to the Company's operations. These include the Company's strategy, business operations, SEBI Regulation, Code of Conduct, finance, risk management, quarterly and annual financial results and AMAI Alkali Industry – Shaping the Future – Markets, Technology & Sustainability, CPHI & PMEC Event.	100.00%
Key Management Personnel (Excluding MD & ED)	9	During Board/ Committee Meetings, KMP's regular presentations covering a range of topics essential to the Company's operations. These include the Company's strategy, business operations, SEBI Regulation, Code of Conduct, finance, risk management, quarterly and annual financial results and Prevention of Sexual Harassment (POSH), IC Committee.	100.00%
Employees other than BOD and KMP	27	Prevention of Sexual Harassment (POSH), IC Committee, Safety Training, HR Conclave, HR Training, Saving and Investment, Perfect Work Life Balance, Happiness & Well Being, CPHI & PMEC, New Labour Code, Shaping the Future- Market, Tech & Sustainability, Operational Control Procedure of Boiler & Pumps, Good Documentation Practices, Inventory Control & Material Management, Chemicals Safety Manuals, Preventive Maintenance of HT/LT Switchgears, Safety in Chemicals Engg. Industries (Chemicals Safety & Risk Management),First Aid & Risk Management,Good Laboratory Practice, Behavior Based Safety, PLC System, Laboratory Safety, ISO 45001 (OHSMS) Awareness Programme, Awareness Programme on FSSC 22000 V-6.O, Road Safety, Work Permit System, Mechanical Safety, Electrical Safety, First Aid.	63.24%
Workers	30	Prevention of Sexual Harassment (POSH), Safety Training, HR Training, Saving and Investment, Perfect Work Life Balance, Happiness & Well Being, New Labour Code, Shaping the Future- Market, Tech & Sustainability, Operational Control Procedure of Boiler & Pumps, Good Documentation Practices, Inventory Control & Material Management, Chemicals Safety Manuals, Preventive Maintenance of HT/LT Switchgears, Safety In Chemicals Engg. Industries (Chemicals Safety & Risk Management),First Aid & Risk Management, Training for Forklift Operator/Driver, Good Laboratory Practice, Behavior Based Safety, PLC System, Laboratory Safety, Fire Safety Awareness, ISO 45001 (OHSMS) Awareness Programme, Awareness Programme on FSSC 22000 V-6.O, How Pat & RPO drive Energy Efficiency and Reduce Carbon Emission in India, Road Safety, Work Permit System, Mechanical Safety, Electrical Safety, First Aid, PPE's & Industrial Safety.	51.31%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	Haryana Government Excise and Taxation Department	25000.00	GST General Penalty under Section 125 of Central Goods & Service Tax Act, 2017. Detail of Violation - For Completeness of Records, the Goods in Transit details and tendered documents, subjected to further verification Vehicle Stationed.	No
Settlement	-	N.A.	0	-	
Compounding Fees	-	N.A.	0	-	

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	N.A.	-	-	
Punishment	-	N.A.	-	-	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
N.A.	N.A.

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

Yes

The Company's Code of Conduct highlights its zero-tolerance policy towards corruption, bribery, or giving or receipt of bribes. The Company strives to attain its purpose through compliance legal and ethical requirements, applicable laws, rules and regulations.

Please find the link of the policy at https://www.primochemicals.in/page/investors.

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

Case Details	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2025-26		FY 2024-2025	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	NIL	N.A.	NIL	N.A.
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	N.A.	NIL	N.A.

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

Not Applicable

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

	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
i) Accounts payable x 365 days	176934480000.00	172479472500.00
ii) Cost of goods/services procured	3573463000.00	3553674000.00
Number of Days of Accounts payable	50	49

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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Concentration of Purchases	(a) Purchases from trading houses as % of total purchases	16.65%	29.83%
	(b) Number of trading houses where purchases are made from	544	384
	(c) Purchases from top 10 trading houses as % of total purchases from trading houses	54.37%	74.00%

Parameter	Metrics	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Concentration of Sales	(a) Sales to dealer /distributors as % of total sales	73.31%	84.16%
	(b) Number of dealers /distributors to whom sales are made	12	18
	(c) Sales to top 10 dealers /distributors as % of total sales to dealer /distributors	99.35%	91.54%
Share of RPTs in	(a) Purchases (Purchases with related parties as % of Total Purchases)	5.37%	10.63%
	(b) Sales (Sales to related parties as % of Total Sales)	3.17%	4.16%
	(c) Loans & advances given to related parties as % of Total loans & advances	-	-
	(d) Investments in related parties as % of Total Investments made	-	-

Note: Prior period comparative figures for Related Party Transactions (Purchases and Sales) for FY 2024–25 have been restated and reclassified in realignment with the industry standards prescribed for Business Responsibility and Sustainability Reporting (BRSR) by leading industry associations in consultation with SEBI.

Leadership Indicators

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

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

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

Yes

All the Directors of the Company discloses his/her concern or interest in the Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes shareholding.

Further, a declaration is also taken annually from the Directors and Senior Management Personnel under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested.

Principle 02 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2025-26 Current Financial Year	FY2024-2025 Previous Financial Year	Details of improvement in the environmental and social impact
R&D	-	-	-
Capex	5.02%	0.50%	The Effluent Treatment Plant (ETP) project is currently under implementation and is classified as a Work-in-Progress (WIP) project under the Company's water management initiatives. The ETP will facilitate effective treatment of wastewater/effluent generated from the Company's operations, thereby reducing the potential environmental impact of untreated effluent discharge. The project is expected to support improved water quality, promote wastewater recycling and reuse, reduce freshwater consumption, and contribute to sustainable water resource management. The project is expected to contribute to a cleaner and healthier environment for employees and surrounding communities by supporting responsible wastewater management. It will also strengthen the Company's commitment towards environmental protection, regulatory compliance, and sustainable operations.

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

Yes, Salt & coal are our major raw materials which we transport through railways resulting in lower carbon footprints.

b. If yes, what percentages of inputs were sourced sustainably?

70 %

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

a) Plastics (including packaging): As per the Plastic Waste Management rules, the company has laid down a procedure for collecting & segregating plastic waste generated during the process. Further recycling & disposal of plastic is carried out as per the CPCB guidelines.

b) E-waste: The company has standard procedures for handling, storage & disposal of generated E-waste as per E-waste (Management) Rules. Further recycling and disposal of E – generated is carried out as per CPCB guidelines.

c) Hazardous waste: The company has standard operating procedures for handling, storage and disposal of waste generated in the process classified as Hazardous Waste is disposed of as per CPCB and PPCB guidelines related to HWM 2016 rules. We have an agreement in place with the TSDF site for the safe and sustainable disposal of such Hazardous waste.

d) Other waste: None.

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.

NA, as our all products are intermediates in nature which are used as raw material and are sold in Trucks, Tankers and Tonners and directly consumed by the customers.

Leadership Indicators

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

No

We have products that exist in the form of Liquid & Gaseous state. Therefore, the Production & dispatch is a continuous synchronized process and the same are dispatched immediately after production. Since the product is hazardous in nature so in order to Reduce the Hazard, the storage duration is kept just minimal. We are planning to conduct LCA in a phased manner in future.

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain(Yes/No) If yes, providethe web-link.
N.A.					

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

LCA not conducted.

Name of Product /Service	Description of the risk / Concern	Action Taken
N.A.	N.A.	N.A.
N.A.	N.A.	N.A.

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

Indicate Input Material	Recycled or reuse input material to total material	
	FY 2025-26	FY 2024-2025
Raw Water	6%	6%

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

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	N.A.	Contaminated Containers =Nil Contaminated Bags = 245.15 MT	NIL	N.A.	Contaminated Containers =3.13 MT Contaminated Bags = 11.77 MT
E-waste	NIL					
Hazardous waste	NIL	NIL	MEE Sludge= 84.38 MT Spent Sulphuric acid=2591.01 MT Spent Oil= 0.83 KL	NIL	NIL	MEE Sludge= 32.28 MT Spent Sulphuric acid= 2755.310 MT Spent Oil= 0.390 KL
Other waste	NIL					

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

NIL

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
N. A	N.A.

Principle 03

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accidental Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. B	%B/A	No. C	%C/A	No. D	% D/A	No. E	% E/A	No. F	% F/A
Permanent employees											
Male	110	0	0	110	100%	0	0	NIL	N.A.	NIL	N.A.
Female	7	0	0	7	100%	7	100%	NIL	N.A.	NIL	N.A.
Total	**117**	**0**	**0**	**117**	**100%**	**7**	**5.98%**	**NIL**	**N.A.**	**NIL**	**N.A.**
Other than Permanent employees											
Male	8	0	0	8	100%	0	0	NIL	N.A.	NIL	N.A.
Female	0	0	0	0	0	0	0	NIL	N.A.	NIL	N.A.
Total	**8**	**0**	**0**	**8**	**100%**	**0**	**0**	**NIL**	**N.A.**	**NIL**	**N.A.**

***All Permanent Employees are covered under the Company's Medical Policy**

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accidental Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. B	%B/A	No. C	%C/A	No. D	% D/A	No. E	% E/A	No. F	% F/A
Permanent Workers											
Male	255	0	0	255	100%	0	0	NIL	N.A.	NIL	N.A.
Female	12	0	0	12	100%	12	100%	NIL	N.A.	NIL	N.A.
Total	**267**	**0**	**0**	**267**	**100%**	**12**	**4.49%**	**NIL**	**N.A.**	**NIL**	**N.A.**
Other than Permanent Workers											
Male	374	0	0	18	4.81%	0	0	NIL	N.A.	NIL	N.A.
Female	5	0	0	0	0	0	0	NIL	N.A.	NIL	N.A.
Total	**379**	**0**	**0**	**18**	**4.74%**	**0**	**0**	**NIL**	**N.A.**	**NIL**	**N.A.**

**** All Permanent Workers are covered under the Company's Medical Policy.**

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
(i) Cost incurred on wellbeing measures as a % of total revenue of the company	0.13%	0.18%

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-2025 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	97.43%	100%	Y	97.41%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	NIL	NIL	NIL	NIL	NIL	NIL

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.

Yes, necessary arrangements are made for making premises and office accessible for differently abled employees and workers as per the requirement.

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.**

(NO)

Primo Chemicals Limited provides equal employment opportunities to all employees and applicants regardless of race, caste, religion, colour, marital status, gender, sexual orientation, age, nationality, ancestry, disability, or any other protected status. The Company believes in treating everyone fairly and does not tolerate any unlawful discrimination when hiring or making workplace rules.

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

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

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	The Company has provision for redressal of grievances of employees and workers. Also, the Company has adopted a Whistleblower Policy which provides mechanism to the employees and directors to report the unethical behavior actual or suspected fraud or violation of Code of Conduct.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26 Current Financial Year			FY 2024-2025 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)
- Male	110	-	0%	108	-	0%
- Female	7	-	0%	8	-	0%
Total Permanent Employees	**117**	**-**	**0%**	**116**	**-**	**0%**
- Male	255	-	0%	235	-	0%
- Female	12	-	0%	14	-	0%
Total Permanent Workers	**267**	**-**	**0%**	**249**	**-**	**0%**

** No recognized union at present in the Company.

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-2025 Previous Financial Year				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
- Male	110	68	61.82%	70	63.64%	108	85	78.70%	68	62.96%
- Female	7	7	100%	3	42.86%	8	8	100%	6	75.00%
Total	**117**	**75**	**64.10%**	**73**	**62.39%**	**116**	**93**	**80.17%**	**74**	**63.79%**
Workers										
- Male	255	125	49.02%	70	27.45%	235	124	52.76%	72	30.63%
- Female	12	12	100%	2	16.67%	14	10	71.42%	13	92.85%
Total	**267**	**137**	**51.31%**	**72**	**26.97%**	**249**	**134**	**53.81%**	**85**	**34.13%**

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

Category	FY 2025-26 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
- Male	110	102	92.73%	108	108	100%
- Female	7	7	100%	8	8	100%
Total	**117**	**109**	**93.16%**	**116**	**116**	**100%**
Workers						
- Male	255	219	85.88%	235	235	100%
- Female	12	12	100.00%	14	14	100%
Total	**267**	**231**	**86.51%**	**249**	**249**	**100%**

10. Health and safety management system:

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

Primo Chemical is in process of implementation of Occupational health and safety management system. The Company continues to maintain appropriate occupational health and safety practices and comply with applicable statutory and regulatory requirements.

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

- **Safety Audits:** Periodic safety audits are conducted by recognized agencies and experts in the field, including the National Safety Council (NSC).
- **Regular Safety Inspections:** Routine plant inspections are carried out by the Safety Department in coordination with senior management personnel to identify potential hazards and ensure timely implementation of preventive and corrective measures.
- **Safety Committee Meetings:** The Safety Committee, comprising representatives from management, staff, and workers, meets on a quarterly basis. Potential hazards and safety-related concerns raised during these meetings are thoroughly reviewed, and appropriate mitigation plans are developed and implemented to minimize associated risks.

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

Yes, Regular Safety Committee Meetings, with equal participation from workers and management, are conducted to discuss safety-related concerns. All reported hazards and safety issues are reviewed, and appropriate corrective and preventive actions are taken by the management wherever technically feasible to eliminate or mitigate the associated risks.

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

Yes

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

- Regular safety training programs are conducted for workers, transporters, officers, and staff at all levels to promote and strengthen a culture of safety across the organization.
- The wearing of safety helmets is mandatory for all personnel within the plant premises.
- Appropriate Personal Protective Equipment's is provided to all employees based on job-specific risk assessments. Compliance with PPE's usage is monitored and ensured by the respective Heads of Sections, Heads of Departments, and the Safety Department.

- Standard Operating Procedures have been developed for specific operations and are strictly followed to ensure safe and consistent work practices.

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

	FY 2025-26 Current Financial Year			FY 2024-2025 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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

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

- No significant safety-related incidents have occurred during the reporting period. However, as part of the Company's commitment to continual improvement in health and safety, several preventive measures have been implemented to mitigate potential risks. These include procurement of a firefighting system, strengthening of the firefighting team, replacement of conventional lighting with flameproof lighting, installation of non-sparking / flameproof exhaust fans, and provision of water curtain systems around the chlorine storage and filling areas.

- In addition, all unsafe conditions identified at the workplace are reported, evaluated, and analyzed, and appropriate corrective and preventive actions are implemented to eliminate risks and further enhance workplace safety.

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.

Primo Chemicals Limited ensures that all the statutory dues are deducted and deposited well in time by the Value Chain Partners.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
Employees	-	-	-	-
Workers	-	-	-	-

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) –

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not applicable
Working Conditions	Not applicable

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

We maintain a proactive commitment to robust health and safety standards across our operations. As a preventive measure and to further strengthen health and safety standards, regular training is provided to workers and transporters on the basic properties of the Company's products through Material Safety Data Sheets (MSDS). They are also trained in the safe handling and transportation of hazardous chemicals such as Caustic Soda, Chlorine, and Hydrochloric Acid. In addition, safety placards and emergency contact details of key personnel are provided to facilitate prompt response during emergencies.

Further, a toll-free emergency contact number under the Chlorine Emergency Response Network is shared for chlorine-related emergencies during transportation, enabling immediate assistance from the nearest caustic-chlorine plant and ensuring timely emergency support.

Principle 04 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.

The Company has identified its internal and external group of stakeholders and below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners and Vendors. The company values the input and feedback provided by stakeholders and seeks to maintain strong relationships with them. Through ongoing engagement and communication, the company aims to ensure that the needs and expectations of all stakeholders are met.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (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
Employee and Workers	No	Direct & other communication mechanisms, meeting email, notice board.	Ongoing	Company follows an open-door policy, training & development, performance management, etc.
Investors and Shareholders	No	E-mail, newspaper, advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings / calls / conferences	Need based and Quarterly calls	Information about business and statutory approvals
Government and Regulators	No	E-mail, letters, representations, meetings, etc.	Need based	Compliances, approvals, permissions, etc.
Customers and Dealers	No	Meetings	Frequent and need based	Informing them about products of the company, feedback, etc.
Banks and Financial Institutions	No	E-mail, Letters, Representations, Meetings.	Frequent and need based	Financial requirements and transactions
Community/ Society	No	Directly or through CSR implementation	Frequent and need based	Education, empowerment, health, infrastructure, conservation, etc.

Leadership Indicators

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

The sub-committees of the Board ensures interaction between the stakeholders and the Board to ensure their views/ feedback on various matters.

- Stakeholders Relationship Cum Share Transfer Committee ensure to address the grievances of the stakeholders.
- Risk Management Committee (RMC) is entrusted with the functions of determining efficacy of risk management framework of the Company, evaluation of risks and mitigating measures. The Risk Management Policy of the Company sets out key risk areas including financial risks, legislative and regulatory risks, environmental risks and operational risks.
- The Corporate Social Responsibility (CSR) Committee ensures feedback from the concerned stakeholders on the CSR initiatives/activities undertaken by the Company.

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

Yes, the Company engage with its internal and external stakeholders whenever required. The Company takes feedback in respect of its CSR initiatives / activities from the concerned stakeholders.

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

Under its CSR initiatives, the Company has been carrying out CSR activities to Ensuring environmental sustainability, ecological balance, Promotion of Health care including Preventive Health care and for Development of Neighborhood by planting trees. Details of the Company's CSR initiatives are available at Annexure III - Annual Report on Corporate Social Responsibility (CSR) Activities.

Principle 05 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:

Category	FY 2025-26 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. employees/ workers Covered (B)	% (B/A)	Total (C)	No. employees/ workers Covered (D)	% (D/ C)
Employees						
Permanent	117	86	73.50%	116	63	54.31%
Other than permanent	8	4	50%	16	5	31.25%
Total Employees	**125**	**90**	**72.00%**	**132**	**68**	**51.52%**
Workers						
Permanent	267	142	53.18%	249	119	47.79%
Other than permanent	379	185	48.81%	371	220	59.29%
Total Workers	**646**	**327**	**50.62%**	**620**	**339**	**54.67%**

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

Category	FY 2025-26 Current Financial Year					FY 2024-2025 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	%(E/A)	No. (F)	% (F/D)
Employees										
Permanent										
Male	110	0	0	110	100%	108	0	0.00%	108	100%
Female	7	0	0	7	100%	8	0	0.00%	8	100%
Other than Permanent										
Male	8	0	0	8	100%	16	0	0.00%	16	100%
Female	0	0	0	0	0.00%	0	0	0.00%	0	100%
Workers										
Permanent										
Male	255	0	0	255	100%	235	0	0.00%	235	100%
Female	12	0	0	12	100%	14	0	0.00%	14	100%
Other than Permanent										
Male	374	317	84.76%	57	15.24%	368	283	76.90%	85	23.09%
Female	5	3	60%	2	40%	3	2	66.66%	1	33.33%

3. Details of remuneration/salary/wages

a) Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	7	18,25,000	1	7,25,000*
Key Managerial Personnel other than MD & ED	1	63,79,824**	1	37,80,317
Employees other than BOD and KMP	96	6,63,687	6	5,91,879
Workers	254	3,16,456	12	3,00,741

*Ms. Teesta Sandhu resigned from the Board of the Company with effect from 23rd October 2025, and Ms. Dipti Jain was appointed as a director with effect from 14th November 2025. Accordingly, for the purpose of calculating the median sitting fees, the sitting fees of Non-Executive including Independent Directors have been annualized as if he/she had been a member of the Board for the entire financial year commencing from 1st April 2025, wherever applicable.

*CA Sunil Parsad, the Chief Financial Officer of the Company, transitioned to a new role within the organization and consequently ceased to be the Chief Financial Officer and Key Managerial Personnel of the Company from 27th February, 2026, and CA Anoop Kumar Kabra was appointed as the Chief Financial Officer with effect from 27th February 2026. Accordingly, for the purpose of calculating the median salary, the salary of CA Anoop Kumar Kabra has been annualized for the financial year 2025–26.

b) Gross wages paid to females:

	FY (2025-26)	FY (2024-25)
Gross wages paid to females (Gross wages paid to females as % of total wages)	4.08%	4.77%

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

No

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

The Company has a common mechanism to redress grievances under human rights as for other grievances. Grievances are received through email, letter, or telephonically etc., it is registered by the HR and Admin department at respective locations, and its sanity check is done. For complaints which are in the purview of the Code of Conduct committee, merits further investigation. Investigation is either internal or external, based on its severity. The investigator conducts investigations by gathering the data, validating, analyzing and gives his observations and recommendations.

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

	FY 2025-26 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour/ Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

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

	FY (2025-26)	PY (2024-25)
(i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
(ii) Average number of female employees/workers at the beginning of the year and as at end of the year.	20.5	16
(iii) Complaints on POSH as a % of female employees /workers	NIL	NIL
(iv) Complaints on POSH upheld	NIL	NIL

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

As part of Whistleblower Policy and POSH Policy, the Company strictly maintains the protection of identity of the complainant. All such matters are dealt in strict confidence. As a part of our policy on Code of Conduct, the Company does not tolerate any form of retaliation or revenge against anyone reporting legitimate concerns.

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

Yes

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	NIL

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

There were no audit concerns in the above areas for assessment in FY 2025-26.

Leadership Indicators

1. **Details of a business process being modified /introduced as a result of addressing human rights grievances/complaints.**

The Company has policies like Whistle Blower and Prevention of Sexual Harassment Policy to deal with issues for protecting the rights of all the employees. The Company is motivated to safeguard the human rights of all employees with full zeal.

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**

NIL

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

Yes

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Not applicable
Discrimination at workplace	Not applicable
Child Labour	Not applicable
Forced Labour/Involuntary Labour	Not applicable
Wages	Not applicable
Others – please specify	Not applicable

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

Not Applicable

Principle 06

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:**

   Whether total energy consumption and energy intensity is applicable to the company?

   Yes

Revenue from operations (in ₹)	FY (2025-26)	FY (2024-25)
	5452436704.69	5335765308.60

Parameters	Units	FY (2025-26)	FY (2024-25)
From renewable sources			
Total electricity consumption (A)	Joule (J)	-	-
Total fuel consumption (B)	Joule (J)	-	-
Energy consumption through other sources (C)	Joule (J)	2469363596.00	2160925634
Total energy consumed from renewable sources (A+B+C)	Joule (J)	**2469363596.00**	**2160925634**
From non-renewable sources			
Total electricity consumption (D)	Joule (J)	8062839099.00	10418029846
Total fuel consumption (E)	Joule (J)	25733704719.00	7565092241
Coal		25321777200	7219998473
Furnace Oil		411927519	345093768
Energy consumption through other sources (F)	Joule (J)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	Joule (J)	**33796543818.00**	**17983122087**
Total energy consumed (A+B+C+D+E+F)	Joule (J)	**362659071414.00**	**20144047722**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Joule (J) / ₹	6.65	3.78
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Joule (J) / ₹	135.31	78.00
Energy intensity in terms of physical Output	Joule (J)	249410.00	134757.00
Energy intensity (optional) – the relevant metric may be selected by the entity	Joule (J)	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			NA

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? 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.**

   The PAT cycle -II period from 01.04.2016 to 31.03.2019 and target SEC is 0.2582 but against target we have achieved SEC is 0.2840 in FY 2018-19.

   In PAT cycle -II we have not achieved the target SEC and 2488 Energy Certificates are required to avoid the penalty. The 1245 no's Energy certificates were gained in PAT cycle -I and the rest 1243 no's Energy certificates are procured through trading.

   The compliance certificate i.e. Form D is also submitted to Punjab Energy Development Agency (PEDA) and Bureau of Energy Efficiency (BEE) Vide our letter no. PCL/EC/2023/1048 dated 23.12.2023 After compliance, The PAT cycle -II official closed.

   Now we are in PAT cycle -VII and its period from 01.04.2022 to 31.03.2025. The target year is 2024-25 and target SEC is 0.2762 which could be achieved in the end of FY 2024-25.

   In the PAT-07 we achieved the set target /SEC i.e. 0.2762 and underachieve the SEC i.e. 0.2414 against set targeted SEC. Due to underachieving the target/SEC we gained 3541 Energy Certificates as Final Monitoring and Verification Audit Report which was carried out by M/s Operative Save Urja Private Limited. The all-related Forms are submitted at Punjab Energy Development Agency (PEDA) and Bureau of Energy Efficiency (BEE). The 3541 no's Energy certificates are now under approval with Bureau of Energy Efficiency (BEE) and Ministry of Power (MOP) and due to this final compliance format i.e. Form D is pending.

   Now our plant under Carbon Credit Trading Scheme (CCTS) for the FY 2025-26 to FY 2026-27 and notified target for above mentioned FY are as below:-

Obligated Entity		Baseline Equivalent Major Product Output 2023-24	Base line GHG Emission Intensity 2023-24	GHG Emission Intensity Target	
				2025-26	2026-27
Name and address	Reg. No.	(Tonne)	(tCO2 Equivalent/ Tonne of equivalent product)	Compliance Years (tCO2 equivalent/Tonne of equivalentproduct)	
Primo Chemicals Limited	CNAOE023PB	126575	1.6475	1.6168	1.5369

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	1177078	1004448
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater /desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	1177078	1004448
Total volume of water consumption (in kiloliters)	1177078	1004448

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water intensity per rupee of turnover (Water consumed / turnover)	0.0002095592	0.0001882482
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption /Revenue from operations adjusted for PPP)	0.0046103028	0.0038895837
Water intensity in terms of physical output	8.93	4.44
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

NO

4. Provide the following details related to water discharged

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) Into Groundwater	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) Into Seawater	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(v) Others	IN-PROCESS	IN-PROCESS
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in kiloliters)	**NIL**	**NIL**

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

No

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

Yes, Our industry follows Zero Liquid Discharge Philosophy. Effluent generated from industry is segregated into High TDS & Low TDS effluent. The high TDS effluent is treated in MEE & Low TDS effluent is treated in RO Plant. The permeate separated after treatment is taken back into Process system through Cooling Tower make up & the Hazardous waste MEE sludge after drying is sent to PPCB approved TSDF facility @ Nimbua for the safe disposal.

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
Nox	mg/Nm3	28.00	76.00
Sox	mg/Nm3	10.00	69.00
Particulate matter (PM)	mg/Nm3	81.20	72.20
Persistent organic pollutants (POP)	mg/Nm3	NA	NA
Volatile organic compounds (VOC)	mg/Nm3	NA	NA
Hazardous air pollutants (HAP)	mg/Nm3	1.5	1.9
	mg/Nm3	1.4	1.6
Others – please specify	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.

NO.

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0.293	0.287
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1.552	1.367
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.0000000003	0.0000000003
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0000000072	0.0000000064
Total Scope 1 and Scope 2 emission intensity in terms of physical output		1.845	1.654
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity	Equivalent/Metric tonnes of equivalent product	-	-

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

NO.

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

Yes,

Use of Hydrogen Gas as fuel in Boilers instead of fossil fuel like Coal & Furnace Oil.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	Contaminated Containers = NIL Contaminated Bags = 0.24515 MT	Contaminated Containers =3.13 MT Contaminated Bags = 34.61 MT
E-waste **(B)**	0.673MT	0.414 MT
Bio-medical waste **(C)**	0.02098 MT	0.0278 MT
Construction and demolition waste **(D)**	Nil	Nil
Battery waste **(E)**	Nil	0.351 MT
Radioactive waste **(F)**	Nil	Nil
Other Hazardous waste. Please specify, if any. **(G)**	A) MEE Sludge= 84.38 MT B) Spent Sulphuric acid= 2584.696 MT C) Spent Oil= 0.830 KL	A) MEE Sludge= 26.240 MT B) Spent Sulphuric acid= 2749.898 MT C) Spent Oil= 0.790 KL
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Brine Sludge= 2721.102 MT	Brine Sludge= 2761.351 MT
Total (A + B + C + D + E + F + G + H)	5,391.88113MT	5576.811 MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000009599	0.0000010452
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (Total waste generated / Revenue from operations adjusted for PPP)	0.000021188	0.0000215954
Waste intensity in terms of physical output	0.0409378858	0.0372175025
Waste intensity(optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2586.016	2788.455
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	0.351
Total	**2586.016**	**2788.806**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	84.38	26.240
Total	**84.38**	**26.240**

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.

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.

Our industry follows Zero Liquid Discharge Philosophy. Effluent generated from industry is segregated into High TDS & Low TDS effluent. The high TDS effluent is treated in MEE & Low TDS effluent is treated in RO Plant. The permeate separated after treatment is taken back into Process system through Cooling Tower make up & the Hazardous waste MEE sludge after drying is sent to PPCB approved TSDF facility @ Nimbua, for the safe disposal.

The company has put in place several initiatives a) to reduce manufacturing rejects as part of the resource optimization and waste minimization process, and to b) to reduce generation of hazardous waste and toxic chemicals by source reduction through plant modifications, waste recovery, recycle or waste treatment through destruction.

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:

S. 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.
1	Nangal-Una-Road Naya Nangal	Chemical	Yes

No new project taken up this FY 2025-26

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

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

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

YES

S. 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
N.A.				

Leadership Indicators

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

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

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(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		
Total water discharged (in kilolitres)		

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.

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

Whether total Scope 3 emissions & its intensity, in the following format: Yes/No

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NIL	NIL
Total Scope 3 emissions per rupee of turnover	-	NIL	NIL
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	NIL	NIL

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

NO.

3. 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.

There is a total of 03 no of ecological sensitive areas located in10 km of radius around our industry premises i.e., Protected Forest, Wildlife Sanctuary, Wet Land.

Significant aspects that may cause environmental impacts are as follows:

a) Fugitive emissions of Chlorine, Emissions of HCl & unabsorbed Cl2, Emissions of PM, SO2, NOx, Deposition of PM & SO2 on nearby area, Emissions due to venting of gases, Risk during venting of pressurised gas / liquid.

b) Possibility of soil contamination due to improper disposal and/or transportation of solid and hazardous waste, Possibility of groundwater and soil contamination due to improper disposal/ storage of wastewater.

c) Draining material mixed with groundwater and soil can cause damage to flora, fauna found in soil and Soil contamination and destruction of surrounding vegetation and associated biodiversity due to deposition of excess chlorine.

Prevention & Remediation Activities:

1. Surface water quality will not be affected due to the industry as industry follows Zero Liquid Discharge policy (ZLD). Constant R & D is being done to Segregate the Effluent based on Quality i.e. High TDS & Low TDS & reduce the Quantity of Effluent generated. Accordingly Proper SOPs are in place for treatment of Wastewater. ZLD is achieved by recycling and reuse of treated wastewater from RO & MEE plant. Final hazardous solid waste generated is sent to PPCB approved Recycler and Permeate is pumped back to Process System.

2. The concentration of the pollutants in the environment is maintained within the allowable limits as recommended by MOEF & CC, NAAQI and CPCB guidelines. Through PPCB & CPCB recommended APCD's, water scrubbers and Electrostatic precipitator, vegetation, and human settlements in the vicinity of industry is not likely to be affected. Provision of Caustic scrubbers for neutralisation of waste Cl2 gas in the plant has been made. Standardized SOPs for critical operations are also followed. Industry has already taken adequate Safety measures to handle such like emergency situations by: Inbuilt Control mechanism in the Process operation system, Gas Detectors / Sensors at Critical / Hazardous locations in the plant to Monitor & initiate Safety Control mechanism to control / stop it's spread beyond the source of leakage and to Mitigate the Consequences of leakage, should it spread beyond the plant boundary. All such possible events & Worst case scenario leading to large scale spread of Cl2 gas, have been postulated & effect thereof in terms of Dispersion in

the Air vis - a vis Dose & Distance to which it may effect, has been studied through Dispersion Modelling using ALOHA software. Sensors are also being installed at the plant boundary facing towards adjoining villagers to monitor & ensure that no Fugitive Cl2 escapes outside the plant.

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

Sr. No.	Initiative undertaken	Details of the initiative (web-link, if any, may be provided along-with summary)	Outcome of the Initiative
1.	Installation of condensate recovery in cell house.	Condensate recycled back into cell house used in place of DM water	Reduced DM water and steam consumption.
2.	ETP revamp for enhanced compliance.	Installation of ATFD at ETP plant	Ensure consistent compliance of the ETP with applicable effluent discharge standards.
3.	Green Belt development	Green belt is developed along & inside the premises, we have planted an additional 709 plants this FY. Total plantation done till now is 34865.	This initiative improves our air quality.

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

Yes, the industry has its 'On Site Emergency Plan' that covers all the possible Postulated Events / Scenario, such as leakage of gas from pipeline / valve, rupture of bullet and leakage of Chemicals along with their Risk Assessment, mitigation measures and their consequences. It also includes Emergency & First Aid Procedures with defined responsibilities of key personnel that must be followed during the emergency.

For ensuring the continuity in our business, we are preparing a document that outlines all the probable risks (social, financial, environmental, strategic risks) which have the potential to disrupt our business along with a comprehensive review of the mitigation measures that can immediately be implemented to smoothen the disturbances and ensure uninterrupted Continuity of our business.

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

Not applicable

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

Not applicable

8. How many Green Credits have been generated or procured:

a. By the listed entity

Presently, company has not registered under Green Credit Program. However, industry is continually contributing to activities like afforestation, water conservation, effluent reduction, waste management, and air pollution reduction.

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

Principle 07

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.

Three.

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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers associations (State/National)
1.	Alkali Manufacture Association of India (AMAI)	National
2.	National Safety Council (NSC)	National
3.	Punjab Industrial Safety Council	State

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

Not Applicable

Leadership Indicators

1. Details of public policy positions advocated by the entity:

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.	Advocating Chlorine Emergency Response Network. (CERN)	Provided toll free no to provide necessary help in case of emergency related to leakage of Cl2 in that area.	Yes	Sent to AMAI on monthly basis.	https://amaindia.org/

Principle 08 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.

   No new projects were undertaken this year.

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

   Not Applicable.

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

   A mechanism is in place to interact with community leaders to understand and address their concerns, if any.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
Directly sourced from MSMEs / small producers	32.00%	37.00%
Sourced directly from within the district and neighbouring districts	30.00%	39.00%

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 2025-26 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
1. Rural	-	-
2. Semi-urban	53.72%	54.68%
3. Urban	46.28%	45.32%
4. Metropolitan	-	-

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
N.A.	-

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1.	NA	-	-

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

   Not Applicable

   (b) From which marginalized /vulnerable groups do you procure?

   Not Applicable

   (c) What percentage of total procurement (by value) does it constitute?

   Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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

   Not Applicable

6. Details of CSR Projects & Beneficiaries : Our company's CSR initiatives focus primarily on beneficiaries belonging to vulnerable and marginalized section, hence almost entire CSR spending and coverage numbers qualify to be included under beneficiaries from vulnerable and marginalized section of the society.

Principle 09

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.

   The Company has a well-established setup for logging complaints for the existing customers through emails, letters and phone. Complaints are escalated and resolved within the time-bound period depending on the nature of the complaint.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	100.00%

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

	FY 2025-26 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	NIL	NIL	-	NIL	NIL	-
Advertising	NIL	NIL	-	NIL	NIL	-
Cyber-security	NIL	NIL	-	NIL	NIL	-
Delivery of Essential Services	NIL	NIL	-	NIL	NIL	-
Restrictive Trade Practices	NIL	NIL	-	NIL	NIL	-
Unfair Trade Practices	NIL	NIL	-	NIL	NIL	-
Other*	10	NIL	-	29	NIL	-

*Include complaints from customers and shareholders.

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

   NIL

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

   There is a GITC policy that have a section on cyber security. We also carry out periodic risk assessment study on cyber security measures for mitigating risks related to cyber security and data privacy.

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.

   During the reporting period, there were no complaints/issues related to advertising and delivery of essential services, as well as cyber security and data privacy of customers. Additionally, no products were recalled in the current reporting year, and no fines or penalties were imposed, nor any regulatory actions taken regarding the safety of products or services.

7. Provide the following information relating to data breaches:

   a) Number of instances of data breaches along-with impact – NIL

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

   c) Impact, if any, of the data breaches

Leadership Indicators

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

   Information related to products and services of the entity can be accessed on the website of the company i.e. www.primochemicals.in

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

   The Company adheres to relevant regulatory requirements by disclosing information to its stakeholders on the safe and responsible usage of products.

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

   The Company informs through emails and phone calls.

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)

   The Company provides all relevant information regarding the products. We do not conduct survey, but our sales force remains in regular touch with the customers and collects relevant feedback from them relating to their concerns, their expectations or complaints. Customer feedback or complaints received from all sources is adequately addressed in a time-bound manner.