



GROWING WITH TRUST SUSTAINABLY
KLJ GROUP
SUSTAINABILITY REPORT
(APRIL 2022 to SEPTEMBER 2023)

Address:
KLJ House
8A Shivaji Marg, Najafgarh Road,
New Delhi – 110015, India

Foreword

It gives me great pleasure to present our Sustainability Report for the period (1st April 2022 to 30th September 2023) on behalf of the KLJ Group. Our dedication to openness and responsibility is evident in this report, which represents our goal of building a sustainable future for the Environment, Society, and our Company.

Sustainability at KLJ Group

Sustainability is ingrained in our key beliefs at KLJ Group. We understand that our social and environmental responsibilities are inextricably tied to our long-term goals and performance. We are dedicated to using resources wisely, reducing negative impact on the environment, and conducting business in an ecologically responsible manner. In addition, we are committed to maintaining the greatest ethical standards, developing strong linkages with our communities and stakeholders; and providing a secure and conducive work environment for all our employees.



GRI Standards

The Global Reporting Initiative (GRI) Standards, the most popular sustainability reporting methodology worldwide, have been followed in the preparation of this report. The thoroughness and reliability of our report are guaranteed by our adherence to GRI standards, empowering stakeholders to make knowledgeable decisions regarding our business.

Highlights of the Report:

* **Environmental Performance:** We direct our efforts to minimize impact of our operations on the environment, waste reduction and environmental sustainability. The Company sets specific and measurable goals for waste reduction and environmental sustainability, supported by clear guidelines for employees and stakeholders for conservation of natural resources. KLJ Group is actively addressing water conservation concerns by adopting maximum recovery and recycling of water and Zero Liquid Discharge (ZLD) approach in its operations, and energy consumption reduction. The Group is committed to emission reduction targets to minimize its carbon footprint and various measures aimed at environmental and social impact, positioning climate protection within the chemical industry, and contributing to global sustainability goals.

* **Social Responsibility:** The Group is committed and dedicated to maintaining healthy, safe and cordial relations amongst its employees and stakeholders. The KLJ Group

believes that its employees are its assets and treat them as human capital to contribute to achieve its corporate vision. This includes key focus areas within the Human Resource (HR) policy, such as promoting a transparent and inclusive work environment, fair remuneration policies, and talent development programs aligned with sustainability goals. KLJ places a strong emphasis on promoting diversity and creating a work environment conducive to maintaining a healthy work-life balance.

* **Corporate Governance:** We have formulated procedures for managing risks, ethics, and stakeholder involvement, as well as our corporate governance framework. KLJ Group is steadfast in maintaining a proactive and forward-looking stance against corruption in its global endeavours, reinforcing the notion that any business conflicting with its foundational anti-corruption principles is incongruent with the organization's values. The materiality analysis conducted underscores the pivotal role of "Corporate Governance and Compliance" in shaping KLJ Group's future trajectory. KLJ Group is committed to swift responses to infractions, addressing root causes promptly, and is in the process of continually refining its anti-corruption framework for its commitment towards sustainable business growth.

Looking Ahead

We are dedicated to enhancing our sustainability performance over time. Our plans for achieving our goals for the upcoming year are laid forth in this report. We think that by collaborating, we can build a more sustainable future for everybody. To discover more about our journey toward sustainability, we strongly advise you to read the entire report.

Sincerely,



K L Jain
Chairman, KLJ Group

Abbreviations

AIPMA	All-India Plastics Manufacturers' Association
CEA	Central Electricity Authority
CFO	Chief Financial Officer
CPR	Cardiopulmonary Resuscitation
CSR	Corporate Social Responsibility
DG	Diesel Generator
DSIR	Department of Scientific and Industrial Research
EHS	Environment, Health, and Safety
EPF	Employees' Provident Fund
ESG	Environmental, Social, and Governance
EVD	Economic Value Distributed
EVG	Economic Value Generated
EVR	Economic Value Retained
FDA	Food and Drug Administration
FICCI	Federation of Indian Chambers of Commerce and Industry
FTE	Full Time Equivalent
GHG	Green House Gases
GIDC	Gujarat Industrial Development Corporation
GRI	Global Reporting Initiative
GRS	Global Recycled Standard
GWP	Global warming Potential
HACCP	Hazard Analysis Critical Control Points
HIRA	Hazard Identification and Risk Assessment
HOD	Head of Department
HR	Human Resource
HSE	Health, Safety, and Environment
IATF	International Automotive Task Force
ICC	Internal Complaints Committee
ISO	International Organization for Standardization
ITCC	Indo Thai Chamber of Commerce
IUCN	International Union for Conservation of Nature
LIC	Life Insurance Corporation
LPG	Liquefied Petroleum Gas
MPC	Monetary Policy Committee
MSDS	Material Safety Data Sheets
MSMEs	Micro, Small, and Medium Enterprises
NCR	National Capital Region
NGO	Non-governmental Organization
NRC	Nomination and Remuneration Committee
OCP	Operational Control Procedures
OEM	Original Equipment Manufacturers
OHS	Occupational, Health and Safety
POSH	Prevention of Women from Sexual Harassment
PPE	Personal Protective Equipment
PSM	Process Safety Management
PVC	Polyvinyl Chloride
QCC	Qatar Chamber of Commerce
QMS	Quality Management System

QRA	Quantitative Risk Assessment
RCA	Root Cause Analysis
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
SDS	Safety Data Sheet
SEBI	Securities and Exchange Board of India
SOP	Standard Operating Procedure
TFAC	The Federation of Accounting Professions
TISTR	Thailand Institute of Scientific and Technological Research
TPA	Tons Per Annum
TPIA	Thai Plastic Industries Association
UN	United Nations
ZLD	Zero Liquid Discharge

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GRI 2

General Disclosures

GRI 2: GENERAL DISCLOSURES 2021

1. The organization and its reporting practices

Disclosure 2-1 Organizational details

KLJ Group of Industries (KLJ Group), founded in 1967, stands as the largest manufacturer and market leader in Plasticizers and Polymer compounds in South Asia. Notably, it holds the global distinction as the largest manufacturer in the secondary Plasticizers (Chlorinated Paraffin) segment. Its ultra-modern manufacturing facilities, located in Silvassa, Bharuch, Agra, and Kutch in India, are equipped with state-of-the-art technology and equipment. Similar and equally equipped facilities are available at Umm Sa'id in Qatar and Mueang, Rayong in Thailand as well. This enables the production of a diverse range of products tailored to meet the specific requirements of their customers. With a combined manufacturing capacity of 1.4 million tons per annum (TPA), the group continues to set industry benchmarks. In its recent addition 2022, the group-initiated operations at an integrated manufacturing plant in Bharuch, India, with an installed capacity of 300,000 TPA of Plasticizers and 100,000 TPA of Phthalic Anhydride. Diversification efforts in 2016 saw the group enter the manufacturing of Benzyl Derivatives in Bharuch, India. Beyond manufacturing, the group has successfully ventured into the trading of petrochemicals, securing a position among the top 50 chemical distribution companies globally. Recognizing the vital role of infrastructure in national economic development, the group has expanded its portfolio to include real estate development, showcasing a commitment to comprehensive growth and contribution to the broader economy.

The legal name, the location and the nature of ownership of the entities of the group considered for this report are listed below:

- KLJ Plasticizers Limited, Silvassa, a closely held Public Limited Company
- KLJ Petroplast Limited, Jhagadia, a closely held Public Limited Company
- KLJ Polymers and Chemicals Limited, Silvassa, a closely held Public Limited Company
- KLJ Polymers Private Limited, Silvassa and Agra, a Private Limited Company
- KLJ Organic Limited, Jhagadia, a closely held Public Limited Company
- KLJ Organic (Thailand) Limited, Rayong, Thailand, a Limited Company
- KLJ Organic Qatar WLL, Mesaieed Industrial City, Qatar, (a joint venture Company of KLJ Organic Limited and Qatar Industrial Manufacturing Company)

KLJ Plasticizers Limited, KLJ Petroplast Limited, KLJ Polymers and Chemicals Limited, KLJ Polymers Private Limited, and KLJ Organic Limited are domiciled and primarily operate in India and are incorporated under the provisions of the Companies Act, 1956/ Companies Act 2013, as applicable. The registered office of KLJ Group is located at KLJ House, 8-A, Shivaji Marg, Najafgarh Road, New Delhi, Pin code-110015. KLJ Organic (Thailand) Limited and KLJ Organic Qatar WLL are domiciled in Thailand and Qatar, respectively and are provisioned under the laws of the respective countries.

Disclosure 2-2 Entities included in the organization's sustainability reporting.

This report is intended for non-financial purposes only. Certain companies of KLJ Group are included in this report which are listed in Disclosure 2-1. For any financial reporting purposes, these entities will not be consolidated in the same manner.

Disclosure 2-3 Reporting period, frequency, and contact point.

The reporting period for this sustainability report is 18 months (12 months plus 6 months) starting from April 1, 2022, to March 31, 2023, and from April 1, 2023, to September 30, 2023,

The financial reporting period of the entities covered in this report is from April to March except for KLJ Organic Qatar WLL, whose financial reporting period is from January 1 to December 31, as statutorily mandated by its country. In case of any queries about the report or reported information, the corresponding representatives of each company are provided below.

	Contact Person	Email Id	Contact Number
KLJ Plasticizers Limited	Jitendra Kumar Begani General Manager Finance	Jitendra@kljindia.com	(011) 25459706-7-8
KLJ Organic Limited	Shanti Lal Dugar Deputy General Manager - Finance	shantilal@kljindia.com	(011) 25459706-7-8
KLJ Petroplast Limited	Praveen Sharma Company Secretary	praveen@kljindia.com	(011) 25459706-7-8
KLJ Polymers and Chemicals Limited	Himanshu Gupta Chief Financial Officer (CFO)	himanshugupta@kljindia.com	(011) 25459706-7-8
KLJ Polymers Private Limited	Himanshu Gupta CFO	himanshugupta@kljindia.com	(011) 25459706-7-8
KLJ Organic (Thailand) Limited	Sanjay Mahajan (President)	sanjaym@kljgroup.com	(+66) 38693219
KLJ Organic Qatar WLL	E. Kamalesh Kumar Chief Financial Officer	Kamalesh@kljqatar.com	(+974) 40419702

Disclosure 2-4 Restatements of information

Since this is KLJ Group's first Sustainability Report, there are no data restatements.

Disclosure 2-5 External assurance

The current GRI Sustainability Report has not been assured by any external agency; however, accuracy and precision have been maintained while reporting the information in the report.

2. Activities and Workers

Disclosure 2-6 Activities, value chain, and other business relationships

KLJ Group stands as the largest manufacturer and market leader in Plasticizers and Polymer compounds and Secondary Plasticizers (Chlorinated Paraffin) in South Asia and Southeast Asia. It is also one of the largest manufacturer of Benzyl Products, Hydrochloric Acid, Phthalic/Maleic Anhydride, etc. KLJ Group has the largest manufacturing capacity of secondary Plasticizers in the world, outside China.

KLJ Group supplies its products to government and business customers from all sectors, both in domestic and international markets. The plants are in different regions of India and the world, serving a diverse range of customers, including government, corporate businesses and micro, small, and medium enterprises (MSMEs).

KLJ Group's value chain includes all the people involved in the production of Plasticizers and Polymer compounds, starting with the sourcing of raw materials such as chemicals and additives. It consists of suppliers, contractors, distributors, customers, and other stakeholders who are involved in the day-to-day activities. It strives to maintain a strong and mutually beneficial relationship with all the value chain partners, and to ensure that the operations are aligned with the principles of sustainability and social responsibility. The nature of business relationships with suppliers is characterized by visibility, optimization, cost efficiency, timeliness, and consistency.

The manufacturing process includes the synthesis and formulation of Plasticizers, followed by quality control and testing. The products are supplied to Original Equipment Manufacturers (OEMs) of cables, footwears, artificial leather clothes, constructions, packaging, medical sports, hose pipes, stationeries, defence, railways, and automotive parts.

Customer support and feedback plays a crucial role in maintaining the value chain. Efficient logistics and inventory management ensures a smooth supply chain, while strategic partnerships may be involved in certain stages, enhancing overall efficiency.

KLJ Group has a diverse range of downstream entities that use KLJ Group's products in various industries and applications. KLJ Group's downstream entities include distributors, who transport and deliver KLJ Group's Plasticizers and Polymer compounds to various manufacturers and end-users; manufacturers, who incorporate KLJ Group's products into their products; end-users, who utilize the final products in their respective applications,

such as constructions, automotives, footwear, medicals, appliances, beverages, etc.; and Tier 1 suppliers and OEMs, who are specific types of manufacturers and end-users that operate in the automotive and medical sectors. KLJ Group assures seamless supply of high-quality products, meets the diverse needs of downstream entities, and maintains strong relationships within the supply chain.

KLJ Group's business relationships extend to suppliers, forming a crucial link in its supply chain for the procurement of raw materials. KLJ Group has collaborations with manufacturers in various industries, enhancing the value chain and applications of the products. Additionally, engaging with distributors is a strategic approach in reaching a broader market efficiently. Sustainable customer relationships allow us to understand market needs and ensure customer satisfaction. KLJ Group also maintains connections with regulatory bodies and industry associations, ensuring compliance and industry standards at an early stage.

KLJ Group's position as a top-quality supplier of Polymer compounds is fortified by certifications such as:

S. No.	Company Name and Plant Location	Certification
1	KLJ Plasticizers Limited, Silvassa	ISO 9001: 2015
		ISO 14001: 2015
		Food Safety and Standards Authority of India (FSSAI) License
		Hazard Analysis Critical Control Points (HACCP)
		KOSHER Certificate
		3 Star Export House
		Halal Certificate
2	KLJ Organic Limited, Bharuch	Food and Drug Administration (FDA)
		ISO 9001: 2015
		ISO 14001: 2015
		ISO 45001: 2018
3	KLJ Polymers and Chemicals Limited, Silvassa	Star Export House
		ISO 9001: 2015
		ISO 45001: 2018
		ISO 13485: 2016
		ISO 14001: 2015
		ISO 17025: 2017
		International Automotive Taskforce (IATF) 16949
		Department of Scientific and Industrial Research (DSIR)
		Food and Drug Administration (FDA)
Shoe and Allied Trades Research Association (SATRA)		
	Star Export House	

4	KLJ Organic (Thailand) Limited, Rayong, Thailand	Certificate of Green Industry
		ISO 9001: 2015
		ISO 14001: 2015
		ISO 45001: 2018
5	KLJ Organic Qatar, WLL	Civil Defense Approval Certificates
		ISO 9001: 2015
		ISO14001: 2015
		ISO45001: 2018
		REACH (EU) Registration Certificates for NaOH
		REACH (EU) Registration Certificates for MCCP
		KKDIK(REACH) Turkey Preregistration Certificate
		ISO17025: 2017 certificate for QC Lab accreditation
		In-Country Value (ICV) certificate
6	KLJ Polymers Private Limited, Agra	Recycled Claim Standard Certificate by GCL International Ltd.
		ISO 9001:2015
		Global Recycled Standard Certificate by GCL International Ltd.
	KLJ Polymers Private Limited, Silvassa	IATF 16949:2016
		ISO 9001: 2015
		ISO 14001: 2015
		ISO 45001: 2018
		ISO/IEC 17025: 2017
7	KLJ Petroplast Limited, Bharuch	ISO 9001: 2015
		BIS License (Phthalic Anhydride)
		Halal Certificate (Plasticizers)

With over 4500 customers in both domestic and foreign markets, sales and marketing are handled by an internal workforce in addition to a worldwide network of distributors., KLJ Group has established itself as a major player in the Plasticizer and Polymer compound manufacturing industry, holding a majority share in the domestic market. Since this is the first year of sustainability reporting for KLJ Group, changes in parameters shall be reported in future reports.

KLJ Organic Limited received “Product Innovator of the Year 2018 in the Petrochemical Sector” from FICCI.

Disclosure 2-7 Employees

Information regarding the number of employees for FY 2022-23 and FY 2023-24 (as of 30th September 2023) is provided in the table below. The numbers are reported in full-time equivalent (FTE) terms and were gathered using payroll processing as of 31st March 2023 (FY 2022-23), and 30th September 2023 (FY 2023-24). This contextual data guarantees transparency in the reporting process and improves comprehension of the

reported employee data. As this is the first sustainability report for KLJ Group, fluctuations in the number of employees shall be reflected in future reports.

Number of Employees

Employees						
	FY 2022-23			FY 2023-24 (As of 30 th September 2023)		
	Male	Female	Total	Male	Female	Total
KLJ Plasticizers Limited	418	21	439	393	21	414
KLJ Petroplast Limited	589	10	599	707	16	723
KLJ Polymers and Chemicals Limited	440	20	460	446	20	466
KLJ Polymers Private Limited	197	8	205	197	9	206
KLJ Organic Limited	371	12	383	378	12	390
KLJ Organic Qatar WLL	188	0	188	197	0	197
KLJ Organic (Thailand) Limited	32	12	44	46	25	71

Disclosure 2-8 Workers who are not employees

At KLJ Group, the workers belonging to this category include those working as apprentices and contractors involved in the day-to-day operations of KLJ Group, taking care of the security services, catering, etc.

The information provided under 2-8 is in FTE terms and on a head count basis, and the data indicates numbers processing as of 31st March 2023 (FY 2022-23) and 30th September 2023 (FY 2023-24). This contextual data guarantees transparency in the reporting process and improves comprehension of the reported data. As this is the first sustainability report for KLJ Group, fluctuations in the number of employees shall be reflected in future reports.

Number of workers who are not employees						
	FY 2022-23 (as of 31 st March 2023)			FY 2023-24 (as of 30 th September 2023)		
	Male	Female	Total	Male	Female	Total
KLJ Plasticizers Limited	121	9	130	108	9	117

KLJ Petroplast Limited	1151	58	1209	827	36	863
KLJ Polymers and Chemicals Limited	217	6	223	280	10	290
KLJ Polymers Private Limited	75	0	75	103	0	103
KLJ Organic Limited	226	11	237	214	11	225
KLJ Organic Qatar WLL	58	0	58	58	0	58
KLJ Organic (Thailand) Limited	1	2	3	1	4	5

3. Governance

Disclosure 2-9 Governance structure and composition

KLJ Group's executive leadership team comprises the Group Chairman, Managing Director, Directors, Marketing/Business Heads, Chief Finance Officer (CFO), and Head of Operations (HOD) responsible for managing day-to-day operations, marketing, and strategic decision-making. The Board, which is the highest governing body, consists of the Chairman, Managing Director, and Directors, all of whom have significant relevant expertise. Site and Department Heads also play an important part in this governance structure.

Financial matters, nominations and compensation, corporate social responsibility (CSR), and internal complaints are among the specific duties handled by committees in charge of taking decisions and providing oversight. The specific committees include the Audit Committee, Nomination and Remuneration Committee (NRC), CSR Committee, Sexual Harassment Committee, and Internal Complaint Committee.

The degree of independence of committee members varies, and there is no statutory provision for the duration of committee members' service. The committee members continue if they are willing and capable of performing their duties as per the management's expectations. KLJ Group even hires retired employees from other reputable companies based on their relevant capabilities and experience.

Disclosure 2-10 Nomination and selection of the highest governance body

The procedures for the nomination and selection of the highest governing body and its committees are based on the principles of KLJ Group. These principles strongly emphasize the use of the same standards for diversity, equity, and inclusion as considered during the hiring/recruitment of other employees/workers of KLJ Group. The Committee identifies and ascertains the qualifications, expertise, integrity, and experience of the highest governance body members and recommends their appointment, as per KLJ Group's policies. The process of appointment includes evaluating candidates' suitability for the respective positions.

Disclosure 2-11 Chair of the highest governance body

Shri K. L. Jain, the Chairman of KLJ Group is a Commerce Graduate who commenced his professional journey from scratch in 1967, establishing a proprietorship firm focused on manufacturing PVC (Polyvinyl Chloride) compounds. He is also responsible for overseeing the Board members.

His visionary approach and diligent work have played a pivotal role in propelling KLJ Group to become a leading global manufacturer of Plasticizers and Polymer compounds. Under his leadership, KLJ Group successfully diversified, earning recognition among the “Top 50 Chemical Distribution Companies.” Additionally, KLJ Group is making notable strides in the real estate business in the Delhi National Capital Region (NCR) region. Shri K. L. Jain's passion for process improvement is evident in his self-designed Plasticizer and PVC machinery.

His dual role creates a smooth linkage between strategic decisions at the highest level and their actual application in day-to-day operations. It is assumed that this structure promotes a more unified approach to operational management and supervision. KLJ Group has put in place strong governance policies and procedures to reduce conflicts of interest. These policies and procedures guarantee accountability, openness, and adherence to moral standards during the decision-making process. The goal of this governance structure is to support KLJ Group's overall success while maintaining the highest standards.

Despite the presence of a specific Board Leadership Structure, KLJ Group has also incorporated a defined, strong leadership role for an Independent Director. The independence and effective oversight of the management by the independent Director is possible because of KLJ Group's commitment for strong governance practices and safeguards in place.

Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts.

KLJ Group Companies' Board of Directors and its Committees are responsible for leading KLJ Group's governance. They work together in shaping the KLJ Group's long-term strategy.

The Board of Directors of the KLJ Group Companies is the highest governing body and oversees the governance. It provides important insight that supports sustainable business practices. The responsibilities of the Directors are many and include establishing KLJ Group's strategy, managing finances, and cultivating relationships with all the stakeholders, guaranteeing regulatory compliance, forming alliances, controlling risks, and supervising public relations and communications. They monitor KLJ Group's effects on the economy, the environment, and people while interacting with stakeholders to assist with due diligence procedures. Decisions are made with the results of these processes in

mind, demonstrating a dedication to sustainable growth. The most senior governing bodies actively participate in evaluating these procedures' efficacy, guaranteeing a thorough and regular evaluation.

In overseeing the KLJ Group's impacts on the economy, the environment, and society, the Board of Directors engages with stakeholders to support due diligence processes. The outcomes of these processes are considered in decision-making, reflecting a commitment to sustainable development. The highest governance bodies are actively involved in reviewing the effectiveness of these processes, ensuring a comprehensive and periodic assessment.

Disclosure 2-13 Delegation of responsibility for managing impacts.

The Board is responsible for broad corporate policy and the overall performance of KLJ Group through oversight of the management of the group. The Board delegates the day-to-day management of KLJ Group, including the execution of its economic, environmental, and people strategic objectives and its performance goals, to KLJ Group's senior executives.

The appointed senior executives take note of the various Environmental, Social, and Governance (ESG) concerns and occupy important leadership roles. They are essential in developing and implementing strategies that support KLJ Group's sustainability goal. These top executives, depending on their expertise, have been assigned distinct responsibilities relating to ESG management and are responsible for overseeing, evaluating, and improving ESG performance, as well as maintaining regulatory compliance and encouraging ongoing development. A comprehensive approach is ensured by assigning Senior Executives to manage different aspects of the KLJ Group's influence on the environment, people, and economy. This strategy promotes cooperative, cross-functional efforts to incorporate ESG parameters into day-to-day operations.

The Board receives comprehensive briefings on the corporate and business initiatives being implemented by management at regular meetings with senior officials throughout the year. This cooperative procedure guarantees ongoing examination and conformity to ESG issues; the frequency of participation is established on a need basis to stimulate discussions and decisions. Furthermore, the Director is essential in examining and endorsing the Sustainability Report, which is an essential part of impact management. This procedure guarantees alignment with sustainable business practices within KLJ Group and adds a layer of accountability.

Disclosure 2-14 Role of the highest governance body in sustainability reporting

The Directors of KLJ Group are responsible for reviewing and approving reported information, especially when it comes to the KLJ Group's material topics. The

Sustainability Report is put through a rigorous review and approval process under the guidance of the Directors, guaranteeing accuracy, openness, and compliance with the business's sustainability goals and objectives. This methodical technique mirrors a top-down review system in which the highest executive authority is crucial in monitoring and approving the information that has been provided. This thorough procedure demonstrates KLJ Group's dedication to upholding accuracy and sustainability goals in its reporting procedures.

Disclosure 2-15 Conflicts of Interest

KLJ Group's highest governing body has a strong mechanism in place to avoid and manage conflicts of interest. This process begins with a thorough assessment of the situation to identify potential causes of conflict. Once the situation has been evaluated, the Board members discuss the matter and deliberate on a course of action.

During these deliberations, the Board considers all relevant information and perspectives before arriving at a conclusion. KLJ Group places great importance on ensuring that these decisions are informed, transparent, and made with the best interests of KLJ Group and its stakeholders in mind.

For a decision to be made, a majority of the Board Members must accept the proposed agenda. This ensures that the decision is not made by a single individual but rather by a broad representation of KLJ Group's leadership.

Disclosure 2-16 Communication of critical concerns

KLJ Group has a Whistle Blower Policy and a clear communication channel for reporting any concerns of all the employees, workers, etc., and the same is reported to the highest governing body during the Board Meetings. Employees can report suspected misconduct without fear of retaliation, ensuring a thorough investigation and appropriate action. Open lines of communication with customers, suppliers, and stakeholders help identify and address critical concerns in a culture of transparency and accountability.

With the help of this framework, all reports are thoroughly investigated, and the necessary steps are taken to address any concerns that are found. KLJ Group prioritizes open communication with stakeholders to foster an environment of responsibility and transparency.

The above-mentioned companies have an appointed person to oversee concerns related to the environment, ethics, vigilance, and Prevention of women from Sexual Harassment (POSH). These appointed people serve as channels for reporting important matters and guarantee that the Board of Directors are immediately notified. However, no such incidents of critical concern are reported during the reporting period.

The absence of any critical concerns during the reporting period highlights how well the business has managed and mitigated issues within the KLJ Group through proactive actions. KLJ Group continues to be watchful and committed to upholding ethical standards, environmental responsibility, and social well-being. This transparency and accountability contribute to the KLJ Group's commitment to responsible business practices and alignment with stakeholders' expectations.

Disclosure 2-17 Collective knowledge of the highest governance body

The Board of Directors of the KLJ Group is composed of highly educated, skilled, and seasoned individuals who bring a plethora of knowledge and experience to their positions. The different backgrounds, expertise, and experiences of the Board Members provide insightful viewpoints on a multitude of topics. The composition of the Board comprises members with broad backgrounds in business, finance, and management, which enhances their capacity to understand intricate problems and devise workable solutions. In addition to their formal training, Board Members exhibit a deep comprehension of the sector in which KLJ Group works. They actively keep up with developments in technology, market trends, and rivalry that may have an impact on KLJ Group's long-term success. To stay up to date on new trends and regulatory changes, Board Members actively participate in continuous learning programs by attending knowledge sessions that are specifically designed for them. Members of the governance body benefit from the KLJ Group's culture of knowledge sharing, which makes sure that insights from outside specialists are shared. Training programs and regular evaluations of sustainable development projects facilitate introspection and skill improvement. KLJ Group is dedicated to continuous learning. This demonstrates the KLJ Group's commitment to expanding the highest governing body's combined expertise in the field of sustainable development.

Disclosure 2-18 Evaluation of the performance of the highest governance body

The highest governance body, i.e., the Board of Directors undergoes a thorough evaluation procedure to assess its performance in terms of how well KLJ Group has made an impact on the environment, the economy, and the people. This annual review evaluates each Director's performance and takes into consideration particulars pertinent to their positions and responsibilities. The evaluation criteria make a distinction between Non-Independent Executive Directors and Independent Directors. The evaluation encompasses various facets relevant to their roles, supporting an ongoing and methodical analysis of the efficacy of the highest governing body. The Board has the authority to modify KLJ Group's procedures or the makeup of the highest governance body in response to the evaluations. This dynamic evaluation process demonstrates KLJ Group's dedication to responsibility and ongoing development in monitoring the KLJ Group's effects.

Regular assessments, which include evaluations of senior management, are carried out in the areas of quality, environment, safety, and health. Independent assessments are carried out every year or half-yearly, depending on the assessment's purpose. This regularity supports the KLJ Group's dedication to efficient governance by guaranteeing an exhaustive and prompt assessment.

KLJ Group responds to evaluations proactively. Gaps are identified and fixed by the designated authority, or the Board, which issues instructions for closure at various levels, including modifications to policies and procedures. Adding new members to pertinent committees regularly improves governance, especially when it comes to handling ESG issues. These steps demonstrate KLJ Group's commitment to enhancing governance, improving continuous improvement, and aligning with sustainable development best practices.

Disclosure 2-19 Remuneration Policies

KLJ Group carefully decides the compensation components, including terminal benefits, for all its employees, including its senior executives and members of the highest governing body.

The compensation structure incorporates retirement benefits, such as pensions and retirement programs, which assist employees and workers after they retire.

The inherent principles in remuneration policies work together to establish a compensation structure that is competitive, equitable, and mostly performance based. A strategic approach to personnel management and performance is considered in the organization to retain the talent, matching pay to accomplishments, and offering extensive benefits.

Disclosure 2-20 Process to determine remuneration.

The Compensation Policy of KLJ Group is developed through a rigorous procedure that is supervised by an impartial "Remuneration Committee" and the management of KLJ Group. This group ensures that the compensation policies are developed with impartiality and openness considering factors such as performance, skill set, job responsibilities, and organizational hierarchy. KLJ Group values the inputs received from various stakeholders and considers their opinions through various means of communication. The involvement of stakeholders highlights the dedication to openness and adaptability in the development of compensation strategies.

KLJ Group depends on its internal procedures and the supervision of the independent "Remuneration Committee." This strategy reaffirms KLJ Group's dedication to making well-informed decisions and taking impartial factors into account when determining compensation. The incorporation of expert supervision, and internal procedures all work

together to create a strong and fair compensation structure that is in line with KLJ Group's principles and stakeholder expectations. KLJ Group prioritizes collaborative decision-making among stakeholders and bases its approach to remuneration policies and recommendations on consensus-building techniques. The group emphasizes its dedication to reaching consensus among stakeholders through open communication and involvement, even though exact voting results are not disclosed. KLJ Group incorporates the stakeholders' feedback and encourages their active participation in discussions connected to remuneration policies and their recommendations are exemplified by the consensus-based decision-making process.

Disclosure 2-21 Annual total compensation ratio

Employee remuneration, including that of managers, follows a standardized job grade concept unique to KLJ Group. This approach ensures that compensation is linked to the value contribution of the position held by employees.

KLJ Group's salary ranges are broad, allowing for individual employee development within the band through initiatives that help in enhancing their expertise. This strategy aligns professional development with salary progression.

KLJ Group's payroll system, which is assembled using specialized payroll software, is the source of the reported compensation data. KLJ Group's dedication to transparent reporting processes and the dependability of the data are highlighted by the emphasis on accuracy, periodicity, and compliance.

4. Strategy, policies, and practices

Disclosure 2-22 Statement on Sustainable Development Strategy

"KLJ Group affirms its unwavering commitment to sustainable development. KLJ Group is dedicated to integrating sustainability into every aspect of its operations. KLJ Group's strategy focuses on innovation, circular economy principles, environmental stewardship, social responsibility, and supply chain sustainability.

Innovation lies at the heart of KLJ Group's efforts, with substantial investments in research for green practices and processes. KLJ Group champions the resource use optimization by participating in recycling and reuse initiatives. Rigorous environmental management systems ensure the reduction of energy consumption and greenhouse gas emissions.

Our social responsibility extends to fair labour practices, community support, and employee well-being. By collaborating with suppliers, KLJ Group aims to foster sustainability throughout the supply chain. Transparency and accountability are KLJ Group's guiding principles, with regular communication regarding its progress.

By aligning sustainable development with KLJ Group's core strategy, it aims not only to mitigate its impact but also to actively contribute to a more sustainable future. KLJ Group invites all stakeholders to join us on this journey towards a resilient and responsible tomorrow.

Under the corporate motto 'Green and Safe KLJ' the group's basic philosophy is personified, demonstrating an unshakable dedication to sustainable development. KLJ Group really believes that the prosperity of the communities served is inextricably linked to the success of KLJ Group. KLJ Group's most senior executives and highest governing body are strong supporters of combining corporate success with social responsibility.

Our strategic approach is based on the belief that the prosperity and well-being of the surrounding community are prerequisite for corporate success. Initiatives in the fields of sports, human values, education, safety, and healthcare are driven by this idea. The 'ZERO DISCHARGE - ZERO ACCIDENT' pledge demonstrates KLJ Group's unwavering dedication to protecting workers, neighbours, and the environment. Since KLJ Group understands that education is essential to the health of communities, the group actively supports it. KLJ Group wants to equip students with a high-quality education so they can become contributing members of society and stewards of a sustainable future through educational institutions.

Steeped in the idea 'ETHICS IS KNOWING THE DIFFERENCE BETWEEN WHAT YOU HAVE A RIGHT TO DO AND WHAT IS RIGHT TO DO', KLJ Group maintains the highest ethical standards while making decisions. Encapsulated in 'Green and Safe KLJ,' sustainable development is more than just KLJ Group's business responsibility; it is a core principle that reflects its commitment to making a lasting and beneficial effect on the world.

Disclosure 2-23 Policy Commitments

KLJ Group is dedicated to upholding explicit values and standards of conduct that not only meet but exceed legal and regulatory requirements, aligning closely with internationally recognized principles. The KLJ Group's policy commitments for responsible corporate conduct are already discussed in 2-22.

The obligations include an extensive due diligence procedure, acknowledging the criticality of comprehensive evaluations, and pre-emptive risk control in its functioning. Using the precautionary principle shows that one is dedicated to averting harm and managing possible dangers. KLJ Group's commitment to upholding fundamental principles in all economic activities is underscored by its explicit dedication to the respect of human rights.

Furthermore, by highlighting respect for the rule of law and the law of the land, KLJ Group highlights its dedication to ethical behaviour and legal compliance. ESG standards are evaluated and verified through applicable environmental audits, which confirm that

adherence to the established norms has been met. To put it simply, KLJ Group's policy commitments are in line with best practices and represent a thorough approach to ethical business activities. The KLJ Group upholds a strong policy commitment to upholding human rights, which covers a wide range of universally acknowledged concepts. Its steadfast opposition to discrimination based on gender, caste, creed, and colour, as an equal opportunity employer, demonstrates a commitment to fundamental human rights. This dedication includes protecting workers' legal rights, outlawing child labour, and promoting a safe workplace. Adjoining or vulnerable groups are also taken care of while carrying out the operational activities around those areas.

KLJ Group's community involvement serves as additional evidence of its dedication to promoting environmental management, health, and education. The understanding of the relationship between human rights and the health of society, the environment, and the community is emphasized by this all-encompassing approach. KLJ Group's website (www.kljindia.com) contains its vision, mission, and values, which serve as its guiding principles. Although these guiding principles currently form the basis of its operations, they are undergoing formalization into formal policy commitments that shall shortly be made available to the public. The Chairman, Board of Directors and Senior Executives, who constitute the highest decision-making body in KLJ Group, must approve these principles. After finalization, these policy promises shall apply to every activity and commercial interaction of KLJ Group. Ensuring broad awareness among employees, business partners, and other pertinent parties, these commitments are communicated through a variety of channels, including circulars, notices, emails, mass communication, and internal and business meetings.

Disclosure 2-24 Embedding Policy Commitments.

The Group combines its commitment to ethical business practices with all aspects of its operations and partnerships seamlessly. The distribution of responsibilities across different levels is ensured by a well-defined structure, power delegation, and distinct hierarchies that are governed by well-written job descriptions. Policies and procedures are inherently embedded with commitments to environmental, social, and people-centric issues, starting at the design phase.

KLJ Group's strategies, operational policies, and procedures are all included in this integration. These are central to the corporate strategy; daily business operations inherently involve their implementation. During staff inductions, KLJ Group places a strong emphasis on EHS training, using a combination of in-class lectures and hands-on exercises.

This strategy cultivates a culture of responsibility and ethical conduct while strengthening the knowledge and skills required for the successful execution of these commitments.

Disclosure 2-25 Processes to remediate negative impacts.

KLJ Group demonstrates its commitment to addressing negative impacts emanating from grievances received through internal mechanisms. These mechanisms allow stakeholders to raise concerns regarding potential or actual negative impacts, including those on human rights. KLJ Group actively engages in processes through meetings that provide for or cooperate in the remediation of identified negative impacts. This commitment underscores KLJ Group's dedication to addressing concerns, mitigating adverse effects, and fostering accountability and responsibility in its operations.

KLJ Group, in addressing grievances, tailors its approach through operational-level mechanisms. These mechanisms are designed based on principles such as the UN Guiding Principles, aiming for early identification and prevention of issues. KLJ Group specifies intended users/ administration details and ensures transparency in the investigation process. Communication to the highest governance body, confidentiality, and anonymity options are considered.

KLJ Group not only listens to concerns through complaint channels but also actively works on fixing every problem. This includes doing thorough checks to find issues, teaming up with affected stakeholders, and taking actions like using sustainable practices or supporting community projects. This shows how committed KLJ Group is to making things right and being responsible in its operations.

KLJ Group involves not only the stakeholders but also the intended users of these mechanisms in the entire process. This includes engaging with them to understand how they prefer to access these mechanisms and gathering their expectations on how the mechanisms should work. Stakeholders actively participate in the design, review, operation, and improvement of these mechanisms. This collaborative approach ensures that the mechanisms are effective, accessible, and aligned with the expectations of those who rely on them to raise concerns.

KLJ Group keeps a close eye on how well its complaint systems and fixing processes are working. It is ensured that people know about these systems, provide training, and make sure that these are easy to use. The responsible authority listens to feedback, checks if users are happy and makes improvements based on what they learn. They share details on the number of complaints, how many were resolved, and any recurring issues, showing their commitment to making things better.

The KLJ Group pledges to use procedures that are in line with the standards for which it has received certification to address and correct any negative effects that it finds to be the cause of or a contributing factor. Remedial measures are methodically implemented to guarantee adherence to prescribed guidelines and protocols. The KLJ Group employs a preventative strategy, combining specified procedures from pertinent standards, to proactively stop the occurrence or recurrence of negative impacts connected to environmental, social, and human elements.

Corrective actions are carried out by established guidelines for Environment, Health, and Safety (EHS), as well as for societal and human factors. KLJ Group has set up grievance procedures, such as the CSR initiatives, Whistleblower policy, and the Internal Complaints Committee (ICC), for POSH-related complaints. Members of these committees are drawn from a variety of stakeholder groups. The mechanisms' intended users, or stakeholders, actively participate in their development, evaluation, implementation, and enhancement. When necessary, the KLJ Group examines these methods periodically. KLJ Group's impact mitigation measures are continuously improved using tracking tools and stakeholder feedback to assess the efficacy of grievance channels and other repair processes.

Disclosure 2-26 Mechanisms for seeking advice and raising concerns.

Employees can contact various people with questions or concerns regarding problems about ethics, law, and integrity, as stated in KLJ Group's Code of Conduct.

Employees can address ethics, law, and integrity concerns through various channels, with their immediate seniors being the first point of contact for questions. However, no such incidents were reported during the reporting period.

Disclosure 2-27 Compliance with laws and regulations

KLJ Group is unwavering in its commitment to upholding the highest standards of legal compliance across all facets of its operations. Recognizing the paramount importance of ethical and responsible conduct, KLJ Group ensures complete adherence to relevant laws and regulations in all jurisdictions. The employees receive comprehensive training on compliance matters, emphasizing the significance of strict adherence to applicable laws. Regular reviews of policies and procedures ensure their alignment with evolving legal frameworks and collaborates with external legal counsel to stay abreast of any new or amended regulations impacting KLJ Groups' business. KLJ Group has not recorded any significant breaches of applicable laws or regulations during the reporting period. It did not experience any instances of non-compliance with laws and regulations.

Disclosure 2-28 Membership Associations

KLJ Group plays a major role in several organizational groups and industrial associations where it participates actively. The All-India Plastics Manufacturers' Association (AIPMA), the Indian Chemical Council, the Federation of Indian Chambers of Commerce and Industry (FICCI), and the PHD Chamber of Commerce and Industries are among the entities located in India, namely, KLJ Plasticizers Limited, KLJ Petroplast Limited, KLJ Polymers and Chemicals Limited, KLJ Polymers Private Limited, and KLJ Organic Limited.

KLJ Organic Thailand is associated with various associations, namely, Indo Thai Chamber of Commerce (ITCC), the Thailand Institute of Scientific and Technological Research (TISTR), the Thai Plastic Industries Association (TPIA), the Monetary Policy Committee (MPC Safety) and the Federation of Accounting Professions (TFAC). KLJ Qatar WLL is associated with the Qatar Chamber of Commerce (QCC).

By interactive deliberations with these powerful business associations, KLJ Group supports the growth of the industry, the promotion of relevant causes, and the creation of laws that support its corporate goals. Being a part of these associations demonstrates KLJ Group's dedication to industry collaboration and keeping up with important changes that have an impact on it.

Disclosure 2-29 Approach to stakeholder engagement

KLJ Group's Open Door Policy is the foundation for stakeholder engagement, promoting open discussions and information exchange for efficient operations and long-term growth. It engages with a diverse set of stakeholders, including suppliers, customers, bankers, employees, government authorities, shareholders, lenders, neighbours, Non-Governmental Organizations (NGO), and business partners. The stakeholders are identified through a comprehensive approach that considers their direct or indirect impact on KLJ Group's operations and well-being.

The purpose of stakeholder engagement is multifaceted. It revolves around fostering business growth and ensuring customer and stakeholder satisfaction. The engagement aims to maintain mutual interests and enhance services or supplies, thereby contributing to overall organizational success.

To ensure meaningful engagement, KLJ Group employs a strategic approach involving meaningful communication and adherence to compliance. KLJ Group actively seeks to exchange thoughts, ideas, and information transparently with stakeholders. This transparent and communicative engagement approach ensures that stakeholders are well-informed, fostering a collaborative environment that aligns with mutual interests. By promoting transparency and open dialogue, the KLJ Group establishes a foundation for meaningful relationships with its diverse set of stakeholders.

Disclosure 2-30 Collective bargaining agreements

KLJ Group does not have any collective bargaining agreements in force. Therefore, no such assessment has been carried out.

GRI 3
MATERIAL TOPICS

Disclosure on Material Topics

Disclosure 3-1 Process to determine material topics

A thorough materiality assessment was conducted, evaluating the significance of ESG issues for KLJ Group. This systematic process involved considering the impact of various factors on KLJ Group's financial performance and stakeholder relationships. ESG issues were identified and prioritized based on their potential to affect decision-making by investors, customers, and other stakeholders. Data was gathered through stakeholder engagement, risk assessments, and industry benchmarks. These results were used to guide the Group in disclosing relevant information in sustainability reports, enabling stakeholders to make informed decisions, and promoting transparency in corporate reporting.

The procedure for identifying material topics encompasses several key stages:

Stakeholder Analysis: Undertake stakeholder mapping to discern the identities of individuals or groups associated with KLJ Group. Gain insights into their concerns, interests, and expectations pertaining to KLJ sustainability endeavours.

Materiality Evaluation: Conduct a comprehensive materiality assessment to gauge the significance and pertinence of sustainability topics. This evaluation should consider their potential impact on both KLJ Group and its stakeholders, while ensuring alignment with KLJ Group's core values and objectives.

Prioritization Framework: Establish a systematic prioritization mechanism. This involves ranking sustainability topics based on their materiality and urgency. Account for interdependencies and trade-offs to effectively focus on the most substantial issues.

Validation Process: Validate the outcomes of the materiality assessment and prioritization through engagement with internal and external stakeholders. Seek feedback and input from employees, customers, investors, NGOs, and industry peers to ensure a comprehensive and inclusive validation process.

Communication Strategy: Effectively communicate KLJ Group's material sustainability topics, performance, and progress. Utilize diverse channels, such as annual reports, sustainability reports, websites, and stakeholder engagement initiatives, to disseminate relevant information.

Continuous Improvement: Implement a feedback loop for continuous improvement. Regularly revisit and reassess material topics, considering emerging trends, stakeholder expectations, and industry developments. This iterative process ensures that KLJ Group remains adaptable and responsive to evolving sustainability dynamics.

Disclosure 3-2 List of material topics

KLJ Group believes that nothing is more powerful and prevailing than reinventing oneself against a world of changes, a world of dynamic competitive environment, global growth, and sustainability. KLJ Group's material topics assist them to align their strategic actions and help them as a team to deliver solutions to global challenges and create lasting value for its customers, communities, employees, and businesses.

The following are the material topics identified by the KLJ Group:

1. Energy Management
2. Water Management
3. Waste management
4. Employment
5. Gender Diversity and Inclusion
6. Anti-Corruption
7. Labor Practices
8. Non-Discrimination
9. Green House Gas (GHG) Emissions
10. Training and Education
11. Health, Safety and Well-being

Disclosure 3-3 Management of material topics

1. Energy Management

To achieve its emission reduction targets, KLJ Group has implemented a series of specific measures, including energy efficiency, adopting cleaner technologies, and investing in renewable energy sources. Currently, Solar energy and Biofuel are being used to replace the non-renewable source of energy. Additionally, a geo-thermal unit is also in place in one of the locations to harness the energy. KLJ Group's dedication to continuous improvement in these areas highlights its proactive approach to environmental stewardship.

KLJ Group also engages in initiatives aimed at broader environmental and social impact. These initiatives may involve community outreach, environmental conservation projects, and partnerships that contribute to sustainable development.

2. Water Management

KLJ Group is actively addressing water scarcity concerns by adopting a ZLD approach in its operations. This signifies a strategic and comprehensive commitment to efficient water resource management. KLJ Group's operations are designed to ensure that no liquid

effluent or wastewater is released into the environment, emphasizing its dedication to minimizing its water footprint.

The ZLD system implemented by KLJ Group goes beyond conventional wastewater treatment by recovering and reusing nearly all the water generated during industrial processes. This not only minimizes water wastage but also aligns with KLJ Group's commitment to responsible water usage and protection. KLJ Group has robust water monitoring and conservation strategies in place, ensuring efficient utilization of this precious resources.

3. Waste Management

KLJ Group demonstrates a robust commitment to environmental responsibility by addressing the full spectrum of its operations, encompassing aspects from raw material procurement to waste management. KLJ Group integrates sustainability objectives into its strategic approach, aligning with global sustainability frameworks to prioritize key environmental concerns.

KLJ Group ensures waste management by emphasizing waste prevention and the replacement of hazardous substances as and when possible. Its participation in sustainability initiatives, certifications like ISO 14001, and adherence to circular economy principles show its commitment to sustainability.

Further, KLJ Group aims for continuous improvement, exploring innovative technologies, and monitoring progress through key performance indicators, demonstrating a forward-looking and accountable approach to waste reduction and environmental stewardship.

4. Employment

KLJ Group strategically approaches human capital management and sustainability goals by integrating a robust human capital strategy into its overall corporate framework. This includes key focus areas within the HR policy, such as promoting a transparent and inclusive work environment, fair remuneration policies, and talent development programs aligned with sustainability goals.

The KLJ Group emphasizes the importance of adherence to its Code of Conduct right from the onboarding of the employee. KLJ Group has mechanisms in place for addressing Code of Conduct violations to maintain a culture of ethics and integrity.

Employee training is a key component of KLJ Group's human capital strategy, focusing on continuous development, upskilling, and fostering a culture of learning. Initiatives for employee training cover areas such as technical skills, compliance with the Code of Conduct, and sustainability practices.

5. Gender Diversity

KLJ Group actively incorporates diversity and inclusion into its strategy, addressing the evolving workforce landscape marked by an aging society and increased diversity. Rooted in its HR policy, KLJ Group places a strong emphasis on promoting diversity and creating a work environment conducive to maintaining a healthy work-life balance.

KLJ Group, in its commitment to gender equality and women's empowerment, ensures fairness by providing equal opportunities in their career growth. KLJ Group implements targeted programs to encourage greater representation of women in leadership roles, with well-defined goals for achieving gender diversity at the global management level.

KLJ Group ensures transparency and accountability, which not only tracks progress but also highlights areas for improvement and addresses potential challenges. Mechanisms like the Whistle-blower policy provide a confidential and secure channel for employees to report concerns, including those related to gender bias, discrimination, or unequal opportunities, in compliance with KLJ Group's Code of Conduct.

KLJ Group's multifaceted approach reflects a commitment to building a workplace that values and embraces diversity in all its dimensions.

6. Anti-Corruption

KLJ Group is steadfast in maintaining a proactive and forward-looking stance against corruption in its global endeavours, reinforcing the notion that any business conflicting with its foundational anti-corruption principles is incongruent with its values. The materiality analysis conducted underscores the pivotal role of "Corporate Governance and Compliance" in shaping KLJ Group's future trajectory.

The KLJ Group's binding Code of Conduct, applicable universally to all employees, serves as a blueprint for its evolving anti-corruption policy. KLJ Group is committed to swift responses to infractions, addressing root causes promptly, and is in the process of continually refining its anti-corruption framework for its commitment towards sustainable business growth. KLJ Group's commitment to confidentiality safeguards ensures that whistle-blowers are shielded from reprisals, fostering a culture of ethical responsibility.

KLJ Group views its anti-corruption initiatives as integral to a dynamic and future-focused corporate governance strategy. By ensuring trustworthy and open processes, KLJ Group not only aligns with present ethical standards but also positions itself for sustained ethical leadership on a global scale.

7. Labour Practices

Ensuring fair labour practices, KLJ emphasizes its commitment to the prohibition of forced labour, child labour, and compulsory labour within its operations. KLJ Group has implemented robust policies and procedures to explicitly prohibit any form of forced or compulsory labour in its workforce, affirming that all employment is voluntary and based on the principles of free choice.

Child labour is strictly prohibited at KLJ Group, in accordance with international conventions and local regulations. KLJ Group ensures that all employees are above the legal working age, promoting a workplace that prioritizes the well-being, development, and education of young individuals. The measures taken to enforce these policies include robust hiring procedures, continuous employee education, and regular audits to monitor and ensure compliance throughout its supply chain.

8. Non-discrimination

KLJ Group is unwaveringly committed to promoting fairness and equal opportunity for its employees worldwide. The HR policy, which is deeply ingrained in the working culture, acts as a compass, setting objectives, establishing shared values, and encouraging ongoing employee qualification and training. To combat prejudice, this policy actively encourages non-discrimination in the workforce through programs like equal pay reviews for men and women. KLJ Group recognizes the importance of these themes for external stakeholders, emphasizing a forward-looking approach to promote inclusive and non-discriminatory growth.

With these strategies, KLJ Group hopes to build a workplace that values non-discrimination, equality, diversity, and adherence to international standards, in addition to preventing prejudice. This will help to shape a future in which every worker prospers in a welcoming and courteous atmosphere.

9. GHG Emissions

KLJ Group is actively engaged in managing its GHG emissions through a strategic approach that involves process optimization, energy consumption reduction harnessing geo-thermal energy, and increasing the use of renewable energy to replace the non-renewable energy.

KLJ Group has also installed solar power generation units and uses solar energy and Biofuels in its operations to replace conventional, non-renewable sources of energy. One of the entities of KLJ Group has also set up a heat recovery and power generation plant from the exothermal heat of the chemical reaction, leading to reduced power consumption from the electricity grid. It also uses the product in its molten state as raw material in the downstream plant, reducing fuel (coal) consumption in the operations. These initiatives

underscore KLJ Group's commitment to reducing its carbon footprint, fostering the use of renewable energy sources, and contributing to broader GHG reduction objectives.

KLJ Group further aims to increase the share of renewable energy in its total energy by installing more Solar panels and increasing the usage of Biofuels.

10. Training and Education

KLJ Group places a significant emphasis on training and education as an important component of its overall performance . KLJ Group recognizes the inherent value of investing in its workforce, and as such, it has implemented robust and comprehensive training programs. These initiatives are designed to achieve multiple objectives, including the enhancement of employee skills across various domains, the fostering of innovation, and the assurance of compliance with industry regulations and ethical standards. The training covers a wide spectrum, encompassing technical proficiency, safety protocols, diversity and inclusion, and leadership development.

KLJ Group provides ongoing educational opportunities and resources to its employees, creating a supportive environment that encourages them to continually adapt and advance their knowledge. KLJ Group recognizes these initiatives as crucial contributors to employee satisfaction, engagement, and, consequently, its overall performance. By investing in the development of its workforce, KLJ Group not only ensures a skilled and proficient team but also cultivates a workplace culture that aligns with its long-term sustainability goals. Through these strategic initiatives, KLJ Group seeks to not only meet the immediate needs of its workforce but also to foster an environment conducive to continuous improvement and success.

11. Health Safety and Well-Being

By adhering to the ISO 45001:2018, KLJ Group is firmly dedicated to the health and safety of its employees, placing a high priority on their well-being within the workplace. This adherence provides the foundation for KLJ Group's approach, ensuring a structured and effective system for managing risks and maintaining excellent occupational health and safety performance. KLJ Group's Occupational Health and Safety (OHS) management system covers all employees, activities, and locations, and complies with the legal requirements in the countries where its manufacturing facilities are situated.

KLJ Group actively engages its employees in identifying hazards, assessing risks, and investigating incidents, while also maintaining open communication on occupational health and safety matters. The company ensures that all plant workers are provided with all protective equipment and offers training and awareness programs on all health and safety-related processes. Additionally, KLJ Group has established a strong grievance redressal system, allowing workers to address concerns directly with management or through a workers' committee where applicable

TOPIC DISCLOSURES

GRI 201: Economic Performance 2016

Disclosure 201-1 Direct economic value generated and distributed

The table offers a complete assessment of the direct Economic Value Generated and distributed (EVG and EVD) for multiple entities within the KLJ Group, namely, KLJ Plasticizers Limited, KLJ Organic Limited, KLJ Petroplast Limited, KLJ Polymers and Chemicals Limited, KLJ Polymers Private Limited, KLJ Organic (Thailand) Limited and KLJ Organic Qatar WLL for FY 2022-23 and FY 2023-24 (as of 30th Sep 2023). The components considered include revenues from operations, other income, and the Economic Value Distributed (EVD) across various categories, which gives a transparent picture of each entity's financial performance and resource allocation.

FY 2022-23							
	KLJ Plasticizers Limited	KLJ Organic Limited	KLJ Petroplast Limited	KLJ Polymers and Chemicals Limited	KLJ Polymers Private Limited	KLJ Organic Qatar WLL	KLJ Organic (Thailand) Limited
EVG in Rs lakhs							
Revenue	195281.60	58660.18	107567.80	140705.49	31641.07	62980.00	5231.16
Other Income	10770.06	891.62	593.49	1858.16	17.05	773.00	35.57
Total EVG (Revenues + Other Income)	206051.66	59551.80	108161.29	142563.65	31658.12	63753.00	5266.73
EVD in Rs lakhs							
Cost of materials consumed	166028.86	37594.23	97579.75	126689.19	25875.21	38331.61	4397.83
Employee benefit expenses (Lakhs)	4718.31	2223.72	2198.90	2718.12	1186.42	4414.93	480.43
Other expenses (Lakhs)	15023.20	14843.25	9600.42	11165.26	4171.52	13025.00	220.41
Total EVD (Lakhs)	185770.37	54661.20	109379.07	140572.57	31233.15	55771.54	5098.67
Economic Value Retained (EVR)	20281.29	4890.60	(1217.78)	1991.08	424.97	7981.46	168.06
FY 2023-24 (For the period ended 30 th September 2023)							

EVG in Rs lakhs							
Revenue	63066.65	28750.00	94947.05	77204.00	18192.00	25875.21	1915.39
Other Income	3070.41	329.00	167.43	593.00	13.00	26.00	2.21
Total EVG (Revenues + Other Income)	66137.06	29079.00	95114.48	77797.00	18205.00	25901.21	1917.60
EVD in Rs lakhs							
Cost of materials consumed	53714.37	20392.00	80089.15	68465.00	14684.00	16139.00	1504.50
Employee benefit expenses (Lakhs)	1714.93	856.00	1693.91	1829.00	759.00	2435.00	236.59
Other expenses (Lakhs)	4607.31	5773.59	15458.63	5435.00	2296.00	7818.00	241.64
Total EVD (Lakhs)	60036.61	27021.59	97241.69	75729.00	17739.00	26392.00	1982.70
EVR	6100.45	2057.41	(2127.21)	2068.00	466.00	(490.79)	(65.10)

Disclosure 201-2 Financial implications and other risks and opportunities due to climate change

KLJ Group acknowledges a range of possible challenges and prospects linked to climate change, addressing both broad industry concerns and specific factors. These encompass risks and opportunities classified as physical, regulatory, and others. The financial impacts of climate change on operations and expenses are also observed in some of the operational areas to the extent possible, for example, reductions in energy consumption, fuels, water, etc. Risks may involve financial vulnerabilities arising from physical climate consequences such as severe weather events like dry spells, flash floods, earthquakes and increasing sea levels. These occurrences have the potential to harm infrastructure, disrupt supply chains, and escalate insurance expenses.

KLJ Group may need to engage in climate resilience measures, such as improving infrastructure to withstand extreme weather events diversifying supply chains, and generating environmental friendly products and services with reduced carbon footprints. It may also need to collaborate with suppliers and customers to better identify and mitigate climate risks across the value chain.

Disclosure 201-3 Defined benefit plan obligations and other retirement plans

The KLJ Group effectively handles its retirement benefit responsibilities by making contributions to a Life Insurance Corporation (LIC) policy, utilizing yearly contributions from its present earnings. The existence of a distinct fund dedicated to pension obligations is verified, with complete coverage assurance based on adherence to policy documents. The estimation of coverage goes through an annual assessment, emphasizing a proactive approach to ensure the sufficiency of the fund. Alongside the LIC policy, KLJ Group contributes to the Employees' Provident Fund (EPF) at a rate of 12% of the basic salary by meeting the mandatory requirements outlined by the Ministry of Labor and Employment, Government of India. The EPF contribution involves both the employer and the employee, reflecting a local and country-based involvement in the retirement plan. Participation in retirement plans is mandatory for all employees and workers.

Disclosure 201-4 Financial assistance received from government.

KLJ Group did not receive any financial assistance from the government during the reporting period, except for some export tax benefits, and the Indian government is not a shareholder in KLJ Group.

GRI 202: Market Presence 2016

Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage.

The overall entry-level remuneration of the employees is based on the qualifications and experience of new employees and the functional significance of their activities in KLJ Group.

KLJ Group believes and practices a non-discrimination policy, hence, the remuneration in all the entity especially the starting wage, applies equally regardless of gender. All the employees and workers of KLJ Group receive more than or equal to minimum wage as stipulated by local law or statute.

KLJ Group also ensures that the workers who are not employees involved in its operations at significant locations receive pay that complies with minimum wage laws. The fact that the business regularly pays these employees at least the local minimum wage shows that it is committed to just and equitable compensation. KLJ Group follows non-discriminatory standards when following government notifications on minimum wages, it demonstrates KLJ Group's commitment to follow fair labour practices.

"Significant locations of operation" are places where KLJ Group carries out its production or core business operations.

Disclosure 202-2 Proportion of senior management hired from the local community.

At KLJ Group, individuals are hired based on their knowledge, skillset, expertise, and sheer dedication shown towards the realization of long-term goals. In major operating areas, the proportion of senior management recruited from the local community depends on local availability.

All the Functional Heads, Plant Heads, Unit Heads, or HODs are considered as "Senior Management".

The term "local" refers to any individual who resides in the state in which the KLJ Group has its headquarters/office/plant.

GRI 203: Indirect Economic Impacts 2016

Disclosure 203-1 Infrastructure investments and services supported.

KLJ Group has made significant infrastructure investments and supported services through its CSR initiatives which have a positive impact on the communities. Some of the CSR initiatives of KLJ Group are listed below:

- a) Endeavour to promote education for all
 - Sumermal Jain Public School (Junior Wing), Janakpuri Delhi, India
 - Sumermal Jain Public School (Senior Wing), Janakpuri, Delhi, India
 - Girls Senior Secondary School in Momasar Bikaner, Rajasthan, India
 - College in Gangapur, Bhilwara Rajasthan, India
- b) Healthcare initiatives
 - Jessa Ram Hospital, Delhi
 - Operation Theatre in Sewa Rural Hospital, Bharuch
 - Blood Donation Camps for last 18 years
- c) Ensuring safe society
 - Zero Discharge
 - Zero Accident
 - Green and Clear Environment

The abovementioned initiatives support the economic development and social well-being of the communities where they operate.

Disclosure 203-2 Significant indirect economic impacts.

The KLJ Group is committed to supporting the communities in which it operates by engaging in various CSR activities. KLJ Group has made a noteworthy contribution of

more than INR 1000 lakhs during 2022-23 directly as well as through KLJ Foundation (formerly known as Sumermal Patwari Trust), actively participating in initiatives to address societal challenges.

The KLJ Foundation is dedicated to eradicating hunger, poverty, and malnutrition, supporting education and skill development, and promoting healthcare activities. This substantial contribution signifies the KLJ Group's commitment to social responsibility and aligns with external benchmarks and stakeholder priorities.

The significance of these indirect economic impacts extends beyond immediate financial metrics. By actively engaging in activities that contribute to sustainable development, KLJ Group demonstrates a commitment to CSR.

GRI 205: Anti-corruption 2016

Disclosure 205-1 Operations assessed for risks related to corruption.

KLJ Group upholds a Code of Conduct against corruption. KLJ Group's comprehensive code of conduct articulates rigorous ethical and legal standards that explicitly prohibit bribery, corruption, and any unethical behaviour. Additionally, KLJ Group complies with anti-bribery conduct at work, offering clear guidelines for employees and business partners against corrupt practices, covering aspects such as gifts, entertainment, facilitation payments, and political contributions. To fortify awareness and understanding, KLJ Group verbally communicates its Code of Conduct to employees regarding corruption or unethical behaviour at the time of joining in their induction session. A robust whistleblowing mechanism has been established, enabling employees and stakeholders to report concerns, and KLJ Group diligently investigates all reported incidents, taking appropriate disciplinary or corrective actions as needed.

Disclosure 205-2 Communication and training about anti-corruption policies and procedures

KLJ Group has a comprehensive anti-corruption guideline to be followed across the Group. The Code of Conduct is applicable to all subsidiaries, associates, and joint venture companies. It is applicable to all employees (Directors, Officers, workers, etc.), whether permanent or non-permanent. The Code encompasses detailed guidelines on anti-bribery and prevention of money laundering, and a detailed reporting process in case of any violation is also mentioned. To ensure strict adherence to the code, KLJ Group communicates the guidelines to all its employees and business partners during induction. Also, training and awareness sessions are conducted to ensure compliance with the Code of Conduct.

Disclosure 205-3 Confirmed incidents of corruption and actions taken.

KLJ Group does not certify any instances during the reporting period where employees or workers were fired or subjected to disciplinary action related to corruption. Furthermore, there were no reported instances within this time frame in which agreements with business associates were cancelled or not extended because of corruption-related infractions. Moreover, during the reporting period, no public legal complaints about corruption were filed against the KLJ Group or its personnel. The lack of these occurrences demonstrates the KLJ Group's dedication to sustaining an atmosphere free from corruption and carrying out its business with honesty and morality.

GRI 206: Anti-competitive Behaviour 2016**Disclosure 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.**

No such incidents were reported during the reporting period.

GRI 207: Tax 2019**Disclosure 207-1 Approach to Tax**

KLJ Group follows a tax strategy that is in accordance with India's applicable laws, focusing on reducing risks and ensuring complete compliance. The Board of Directors evaluates this strategy every quarter, highlighting a proactive approach to tax management. KLJ Group's tax approach emphasizes its commitment to adhering to all regulations without any exceptions or delays, demonstrating its dedication to ethical and lawful financial operations.

Disclosure 207-2 Tax governance, control, and risk management

KLJ Group has implemented a comprehensive system for managing and controlling taxes, with the responsibility decentralized to HODs, responsible for overseeing compliance in their respective areas. This decentralized structure ensures that each department is responsible for following tax regulations specific to their region. The agency places great emphasis on complying with regulations and aligns all tax-related activities with relevant laws and policies.

The tax risks are assessed through a thorough evaluation process carried out for both executives and all employees. KLJ Group actively manages, and monitors identified risks, demonstrating a commitment to effective risk mitigation in taxation.

KLJ Group has implemented a robust Whistle-blower Policy that encourages transparent communication channels for reporting concerns related to unethical or illegal behaviour, with a specific focus on tax matters as well. This policy promotes a culture where individuals can report misconduct without the fear of retaliation, and thorough investigations are conducted with appropriate actions taken to address identified issues. Transparency and accountability are fundamental values at KLJ Group, fostering open and honest communication between employees and management. This culture supports the identification and resolution of relevant concerns.

The assurance process for tax disclosures at KLJ Group aligns with external auditors' reports, providing an additional layer of scrutiny to ensure compliance and integrity in KLJ Group's tax-related activities.

Disclosure 207-3 Stakeholder engagement and management of concerns related to tax.

KLJ Group exemplifies a robust approach to engaging with stakeholders and addressing concerns related to taxation, while also adhering to the tax regulations of India and ensuring accountability. KLJ Group diligently fulfils its tax obligations by making timely payments and submitting all required government returns within the specified deadlines. In the event of receiving notifications from government departments, KLJ Group promptly responds by providing the necessary documentation within the prescribed time limit, thus demonstrating a strong commitment to compliance and transparency. Furthermore, KLJ Group actively collaborates with tax authorities through legitimate partnerships with recognized trade associations.

KLJ Group's approach involves advocating for public policies on tax matters, thereby contributing to the development of well-founded tax principles and regulations. Additionally, the KLJ Group has implemented procedures to gather and analyse the perspectives and concerns of both internal and external stakeholders. This dedication underscores KLJ Group's commitment to responsible tax practices and effective stakeholder management.

Disclosure 207-4 Country-by-country reporting

The audited tax-related financial information and disclosures for the reporting entities of KLJ Group for FY 2022-23 and FY 2023-24 (for the period ended 30th September 2023) are provided in the tables below.

FY 2022-23 (Amount in INR Lakhs)

Property	KLJ Plasticizers Limited	KLJ Petroplast Limited	KLJ Polymers and Chemicals Limited	KLJ Polymers Private Limited	KLJ Organic Limited	KLJ Organic Qatar WLL	KLJ Organic (Thailand) Limited
Tax Jurisdiction	India	India	India	India	India	Qatar	Thailand
Resident Entities	KLJ Plasticizers Limited	KLJ Petroplast Limited	KLJ Polymers and Chemicals Limited	KLJ Polymers Private Limited	KLJ Organic Limited	KLJ Organic Qatar WLL	KLJ Organic (Thailand) Limited
Primary Activities	Manufacturer of Plasticizers	Manufacturer of Plasticizers and Phthalic/Maleic anhydride	Manufacturer of Polymer Compounds	Manufacturer of Polymer Compounds	Manufacturer of chlorinated paraffins, Benzyl products and hydrochloric acid	Manufacturer of Caustic Soda Lye, caustic soda prills, chlorinated paraffins, calcium chloride and hydrochloric acid	Manufacturer of chlorinated paraffins and hydrochloric acid
Number of Employees	439	599	460	205	383	188	44
Revenues from Third-Party Sales (Lakhs)	178842.86	94048.59	134246.30	31249.31	54849.03	20303.00	5231.16
Revenues from Intra-Group Transactions (Lakhs)	16438.74	13519.21	6459.19	391.76	3811.15	42677.00	Nil
Profit/Loss Before Tax (Lakhs)	20281.29	(1217.78)	1991.08	424.97	4890.60	7981.46	168.06
Tangible Assets (Other Than Cash and Cash Equivalent)	181217.60	180378.82	85837.31	32102.81	64173.82	112033	2478.62
Corporate Income Tax Paid (Cash Basis, Lakhs)	5053.45	Nil	671.03	58.75	1553.97	0	35.77

Corporate Income Tax Accrued on Profit/Loss (Lakhs)	5053.45	Nil	671.03	58.75	1553.97	0	35.77
Reasons for Difference in Tax Accrual and Due Tax	-	-			-		

FY 2023- 24 (For the period ended 30th September 2023) (Amount in INR Lakhs)

Property	KLJ Plasticizers Limited	KLJ Petroplast Limited	KLJ Polymers and Chemicals Limited	KLJ Polymers Private Limited	KLJ Organic Limited	KLJ Organic Qatar WLL	KLJ Organic (Thailand) Limited
Tax Jurisdiction	India	India	India	India	India	Qatar	Thailand
Resident Entities	KLJ Plasticizers Limited	KLJ Petroplast Limited	KLJ Polymers and Chemicals Limited	KLJ Polymers Private Limited	KLJ Organic Limited	KLJ Organic Qatar WLL	KLJ Organic (Thailand) Limited
Primary Activities	Manufacturer of Plasticizers	Manufacturer of Plasticizers and Phthalic/Maleic anhydride	Manufacturer of Polymer Compounds	Manufacturer of Polymer Compounds	Manufacturer of chlorinated paraffins, Benzyl products and hydrochloric acid	Manufacturer of Caustic Soda Lye, caustic soda prills, chlorinated paraffins, calcium chloride and hydrochloric acid	Manufacturer of chlorinated paraffins and hydrochloric acid
Number of Employees	414	723	466	206	390	197	71
Revenues from Third-Party Sales (Lakhs)	55879.76	86513.91	74368.70	17136.82	26501.14	8718	1915.72
Revenues from Intra-Group Transactions (Lakhs)	.7186.89	8433.14	2835.30	1055.18	2248.86	17157.21	Nil
Profit/Loss Before Tax (Lakhs)	6100.45	(2127.21)	2068.00	466.00	2057.41	(490.79)	(65.10)

Tangible Assets (Other Than Cash and Cash Equivalents)	175731.42	195735.31	74268.00	28991.00	62349.69	112274.00	4072.56
Corporate Income Tax Paid (Cash Basis, Lakhs)	1525.11	Nil	525.00	80.00	432.00	Nil	Nil
Corporate Income Tax Accrued on Profit/Loss (Lakhs)	1525.11	Nil	525.00	80.00	432.00	Nil	Nil
Reasons for Difference in Tax Accrual and Due Tax	Nil	Nil	Nil	Nil	Nil	Nil	Nil

GRI 302: Energy 2016

Disclosure 302-1 Energy consumption within the organization

KLJ Group continuously monitors and assesses its energy consumption, which includes both renewable and non-renewable sources, as part of its unwavering commitment to minimizing environmental impact. KLJ Group endeavours to reduce its dependency on traditional fuels like coal, diesel, petrol, and Liquefied petroleum gas (LPG) by incorporating renewable energy sources, such as solar energy and biofuels, into its operations. The data presents an in-depth analysis of non-renewable fuel consumption among different subsidiaries. The non-renewable fuel consumption within KLJ Group in FY 2022-23 and FY 2023-24 (for the period ended 30th September 2023) including the usage of diesel, petrol, LPG, coal, etc. for various operations and power supply in emergency situation using diesel in DG (Diesel Generator) sets, is given in the tables below.

Non-renewable energy consumption in FY 2022-23 (GJ)						
	Diesel	Petrol	LPG	Coal	Hydrogen	Total
KLJ Plasticizers Limited	824.28	159.79	150.98	665664.49	-	666799.55
KLJ Petroplast Limited	20185.72	-	876.09	175606.66	-	196668.48
KLJ Polymers and Chemicals Limited	1000.84	118.00	3.77	-	-	1122.61

KLJ Polymers Private Limited	315.78	7.52	75.69	-	-	398.99
KLJ Organic Limited	4770.78	72.77	292.03	439973.55	-	445109.13
KLJ Organic Qatar WLL	8539.98	-	273817.38	-	41176.66	323534.02
KLJ Organic (Thailand) Limited	70.76	217.80	-	-	-	288.56
Corporate office	69.58	-	-	-	-	69.58
Total non-renewable energy consumption	35777.73	575.88	275215.95	1281244.71	41176.66	1633990.92

Non-renewable energy consumption (GJ) in FY 2023-24 (For the period ended 30th September 2023)

	Diesel	Petrol	LPG	Coal	Hydrogen	Total
KLJ Plasticizers Limited	1014	70.94	53.79	267727.89	-	268866.62
KLJ Petroplast Limited	20828.41	-	438.05	644277.84	-	665544.30
KLJ Polymers and Chemicals Limited	518.95	71.88	1.89	-	-	592.72
KLJ Polymers Private Limited	126.77	4.12	51.01	-	-	181.90
KLJ Organic Limited	1666.55	36.39	146.02	220193.90	-	222042.85
KLJ Organic Qatar WLL	3252.43	-	119669.54	-	25877.63	148799.61
KLJ Organic (Thailand) Limited	70.99	130.51	-	-	-	201.49
Corporate office	34.81	-	-	-	-	34.81
Total non-renewable energy consumption	27512.91	313.84	120360.29	1132199.64	25877.63	1306264.30

The renewable sources of energy consumed within the KLJ Group include Solar energy and Biofuel and the details can be found in the table provided below.

Renewable energy consumption (GJ)						
	FY 2022-23			FY 2023-24 (For the period ended 30 th September 2023)		
	Solar energy	Biofuel	Total energy	Solar energy	Biofuel	Total energy
KLJ Plasticizers Limited	487.08	30594.97	31082.05	232.01	12398.46	12630.47
KLJ Petroplast Limited	-	-	-	4.36	-	4.36
KLJ Polymers and Chemicals Limited	1024.50	-	1024.50	562.57	-	562.57
KLJ Polymers Private Limited	-	-	-	-	-	-
KLJ Organic Limited	-	-	-	-	-	-
KLJ Organic Qatar WLL	-	-	-	-	-	-
KLJ Organic (Thailand) Limited	-	-	-	-	-	-
Corporate office	-	-	-	-	-	-
Total renewable energy consumption	1511.58	30594.97	32106.55	798.93	12398.46	13197.40

Notable patterns indicate a noticeable transition towards the adoption of renewable energy over a period of last few years, which is apparent in the use of solar energy and Biofuels. The Intergovernmental Panel on Climate Change (IPCC) endorsed procedures used for the accuracy of its energy reporting.

The energy consumption within the KLJ Group, apart from fuels, includes electricity consumption sourced from the electricity grid. Detailed consumption for all the entities is provided in the table below.

Purchased Electricity (GJ)		
	FY 2022-23	FY 2023-24 (For the period ended 30 th September 2023)
KLJ Plasticizers Limited	50934.06	23229.72
KLJ Petroplast Limited	22165.19	11216.18
KLJ Polymers and Chemicals Limited	89703.88	49264.28
KLJ Polymers Private Limited	31491.94	19147.08
KLJ Organic Limited	48475.94	26942.43

KLJ Organic Qatar WLL	498578.83	259943.56
KLJ Organic (Thailand) Limited	2692.95	1195.39
Corporate office	1979.78	989.89
Total energy from purchased electricity	746022.57	391928.54

Total energy consumption within KLJ Group (GJ)		
	FY 2022-23	FY 2023-24 (For the period ended 30 th September 2023)
KLJ Plasticizers Limited	748815.66	304726.81
KLJ Petroplast Limited	218833.66	676764.83
KLJ Polymers and Chemicals Limited	91850.98	50419.57
KLJ Polymers Private Limited	31890.93	19328.99
KLJ Organic Limited	493585.07	248985.28
KLJ Organic Qatar WLL	822112.85	408743.16
KLJ Organic (Thailand) Limited	2981.51	1396.88
Corporate office	2049.36	1024.70
Total	2412120.04	1711390.23

The energy calculations were performed using the calorific values from the IPCC standards. However, wherever the calorific values were obtained from laboratory tests conducted at KLJ's end, the same has been considered as per Securities and Exchange Board of India (SEBI) guidelines.

Disclosure 302-2 Energy consumption outside of the organization.

The Energy consumption outside KLJ Group was Nil during the reporting period.

Disclosure 302-3 Energy intensity.

KLJ Group consumes energy from a variety of sources, including grid electricity, and both renewable and non-renewable fuels. Since there is no energy consumption outside the Organization, the same has not been included here. The relevant industry specific metric selected for calculating intensity is the total revenue in the reporting period. By carefully correlating this energy use with the overall revenue of the business, information regarding energy intensity is obtained. KLJ Group aims to maximize efficiency, hence economic growth, while minimizing energy intensity.

Energy Intensity						
	FY 2022-23			FY 2023-24 (For the period ended 30 th September 2023)		
	Turnover (Lakhs)	Total Energy, GJ	Energy Intensity (GJ/Lakhs)	Turnover (Lakhs)	Total Energy, GJ	Energy Intensity (GJ/Lakhs)
KLJ Plasticizers Limited	195281.60	748815.66	3.83	63066.65	304726.81	4.83
KLJ Petroplast Limited	107567.80	218833.66	2.03	94968.44	676764.83	7.13
KLJ Polymers and Chemicals Limited	140705	91850.98	0.65	77204	50419.57	0.65
KLJ Polymers Private Limited	31641	31890.93	1.01	18192.00	19328.99	1.06
KLJ Organic Limited	58660.18	493585.07	8.41	28750	248985.28	8.66
KLJ Organic Qatar WLL	62980	822112.85	13.05	25875.21	408743.16	15.80
KLJ Organic (Thailand) Limited	5231.40	2981.51	0.57	1915.72	1396.88	0.73
Corporate office	-	2049.36	-	-	1024.70	-
Total	602066.98	2412120.04	4.01	309972.02	1711390.23	5.52

Disclosure 302-4 Reduction of energy consumption

KLJ Group acknowledges the significance of disclosing reductions in energy usage that arise from conservation and efficiency endeavours. KLJ Group actively employs techniques and process optimization to reduce energy use. The business understands the importance of these measurements and intends to improve reporting practices going forward to offer a more thorough overview of its energy-saving and energy-efficient initiatives. KLJ Group is dedicated to maintaining openness and making constant advancements in its environmental stewardship procedures as it proceeds with its sustainable journey.

In one such initiative at KLJ Petroplast Limited, overall energy consumption of the process is reduced by heat recovery and co-generation of electricity from recovered steam recovered from exothermicity of the chemical reaction. The total amount of energy recovered and utilized in the process was 12263.83 GJ and 460674.51 GJ in the FY 2022-23 and FY 2023-24 (For the period ended 30th September 2023) respectively.

Disclosure 302-5 Reductions in energy requirements of products and services

KLJ Group manufactures products that act as raw materials for other OEMs, and these are not energy intensive for the end users. However, KLG Group is steadfast in its commitment to fulfilling its role as a supplier of premium raw materials and acknowledges the significance of sustainability and energy efficiency throughout the supply chain. KLJ Group shall concentrate on improving industrial processes' energy efficiency going forward and looking into ways to lower the energy consumption and its negative effects on the environment. With these initiatives, KLJ Group hopes to favourably impact industry's and society's transition to a greener, more sustainable future.

GRI 303: Water and Effluents 2018

Disclosure 303-1 Interactions with water as a shared resource

The water tankers sourced from the Delhi Jal Board are the main suppliers of water for the KLJ Group at its corporate office. The above-mentioned water is used for drinking, restrooms, gardening, pantry, chiller plant operations, housekeeping, and cleaning. Water release is controlled by a procedure that includes extracting water from the sources listed, using it for specified uses, and then discharging it into sewer drainage pipelines maintained by the municipality. It is dedicated to responsible water management, considering both the sources and ultimate discharge of water use.

KLJ Group plants interact with water in various ways, depending on the source, use, and disposal of water in their operations.

KLJ Plasticizers Limited (Silvassa), uses groundwater from borewells as the main source of water. It uses this water for plant processes, cooling towers, steam generation, and domestic purposes. It also uses the produced water for various purposes.

KLJ Organic Limited (Jhagadia) and KLJ Petroplast Limited (Jhagadia) source water from the Gujarat Industrial Development Corporation (GIDC) water supply authority, which is a public utility that provides water to industrial and domestic consumers in Gujarat. It consumes water for cooling, washing, and boiler purposes in various industrial activities and for domestic purposes, such as drinking, sanitation, and hygiene.

KLJ Polymers and Chemicals Ltd. (Silvassa) sources all the water from tankers (Third-party water). KLJ Polymers Private Limited uses groundwater for its operations.

ZLD policy is followed by every entity in KLJ Group. All the other wastewater generated is treated and repurposed on-site for landscaping and gardening. All the entities actively strive to maintain zero discharge to minimize their environmental impact.

KLJ Group strives to minimize freshwater withdrawals by implementing various conservation measures across all our manufacturing plants, such as water recycling and

rainwater harvesting. The total amount of water recycled during FY 2022-23 and during the period starting April 2023 till September 2023 is 294290 KL and 237059 KL respectively.

As part of KLJ Group's watershed management initiatives, it has taken up rainwater harvesting and groundwater recharging projects to improve freshwater availability. The total amount of rainwater harvested in FY 2022-23 and during the period starting April 2023 till September 2023 is 36691 KL and 25066 KL respectively. The roof top harvested water is used for the purpose of ground water recharge and rainwater collected in the water reservoir is consumed in the operations.

The plants assess and monitor water-related impacts, such as water withdrawal, consumption, and discharge, and their effects on the availability and quality of water resources. KLJ Group considers the impacts caused or contributed to, or directly linked to, the activities, products, or services by a business relationship, such as suppliers and customers. It strives to minimize the water footprint and mitigate any negative impacts on the water as a shared resource.

Water is a shared and vital resource for KLJ Group, its operations, and the communities where it operates. KLJ Group aims to reduce water waste and optimize water efficiency across all plants through continuous awareness and training programs. It has implemented various measures to achieve this goal, such as optimizing water leakages, reducing tap water pressure, using sensor control, and installing drip irrigation for gardening. These measures ensure lesser water consumption, lower its operational costs, and reduce its environmental impact. KLJ Group is committed to responsible water management and stewardship.

Disclosure 303-2 Management of water discharge-related impacts

KLJ Group ensures that no untreated wastewater is being discharged into the environment, protecting ecosystems and public health by integrating no discharge across its activities. Furthermore, the aforesaid commitment is essential to lowering its water footprint, which is consistent with KLJ Group's dedication to prudent water management.

Disclosure 303-3 Water withdrawal

KLJ Group is dedicated to minimizing water use, putting conservation measures into place, and encouraging resilient water management techniques going forward for a sustainable future. The total water withdrawn from various sources is listed in the tables below.

FY 2022-23				
Total water withdrawal from all areas in Megalitres	Surface Water	Ground water	Third-party water	Total Water Withdrawal
KLJ Plasticizers Limited	0	38.66	0	38.66
KLJ Petroplast Limited	153.14	0	0	153.14
KLJ Polymers and Chemicals Limited	5.16	31.89	0	37.05
KLJ Polymers Private Limited	0	16.79	0	16.79
KLJ Organic Limited	294.32	0	0	294.32
KLJ Organic Qatar WLL	438.93	0	0	438.93
KLJ Organic (Thailand) Limited	17.77	0	0	17.77
Corporate office	7.20	0	2.62	9.82
Total water withdrawal from all sources (Megalitre)				1006.47

FY 2023-24 (For the period ended 30th September 2023)				
Total water withdrawal from all areas Megalitres	Surface water	Ground-water	Third-party water	Total Water Withdrawal
KLJ Plasticizers Limited	0	15.01	0	15.01
KLJ Petroplast Limited	268.80	0	0	268.80
KLJ Polymers and Chemicals Limited	3.06	12.74	0	15.80
KLJ Polymers Private Limited	0	8.15	0	8.15
KLJ Organic Limited	152.74	0	0	152.74
KLJ Organic Qatar WLL	243.80	0	0	243.80
KLJ Organic (Thailand) Limited	9.56	0	0	9.56
Corporate office	3.60	0	2.40	6
Total water withdrawal from all sources (Megalitres)				719.85

KLJ Plasticizers Limited, KLJ Polymers and Chemicals Limited, KLJ Polymers Private Limited, KLJ Organic (Thailand) Limited, KLJ Organic Qatar WLL, and KLJ Group's corporate office fall into areas of water stress. The amount of water withdrawn from the abovementioned areas are given in the tables below.

Total water withdrawn from areas of water stress				
FY 2022-23				
Total water withdrawal from all areas with water stress in Megalitres	Surface water	Ground Water	Third-party water	Total Water Withdrawal
KLJ Plasticizers Limited	0	38.66	0	38.66
KLJ Petroplast Limited	Not a water stress area			
KLJ Polymers and Chemicals Limited	5.16	31.89	0	37.05
KLJ Polymers Private Limited	0	16.79	0	16.79
KLJ Organic Limited	Not a water stress area			
KLJ Organic Qatar WLL	438.93	0	0	438.93
KLJ Organic (Thailand) Limited	17.77	0	0	17.77
Corporate	7.20	0	2.62	9.82
Total water withdrawal from areas of water stress (Megalitres)				559.01

Total water withdrawn from areas of water stress				
FY 2023-24 (For the period ended 30 th September 2023)				
Total water withdrawal from all areas with water stress in Megalitres	Surface water	Groundwater	Third-party water	Total Water Withdrawal
KLJ Plasticizers Limited	0	15.01	0	15.01
KLJ Petroplast Limited	Not a water stress area			
KLJ Polymers and Chemicals Limited	3.06	12.74	0	15.80
KLJ Polymers Private Limited	0	8.15	0	8.15
KLJ Organic Limited	Not a water stress area			
KLJ Organic Qatar WLL	243.80	0	0	243.80
KLJ Organic (Thailand) Limited	9.56	0	0	9.56
Corporate	3.60	0	2.40	6
Total water withdrawal from areas of water stress (Megalitres)				298.32

All the water sourced by KLJ Group has total dissolved solids $\leq 1,000$ mg/L and hence

belongs to the freshwater category. The water withdrawal has been compiled using the online Monitoring System (Complete Instrument System).

Disclosure 303-4 Water Discharge

ZLD policy is followed by every entity in KLJ Group except KLJ Organic (Thailand) Limited and KLJ Polymers Private Limited which discharges treated wastewater approximately 0.18 ML/year and 6 ML/year respectively with due permission from the concerned authorities. All the other wastewater generated is treated and repurposed on-site for landscaping and gardening. All the entities actively strive to maintain zero discharge to minimize their environmental impact.

Disclosure 303-5 Water Consumption

KLJ Group is taking a proactive stance when it comes to managing water resources, emphasizing long-term planning and sustainable methods. The total water consumption is almost equal to the water withdrawal and water recycled, as reported in Disclosure 303- KLJ Group shall further improve water efficiency going forward. To ensure sustainable water management throughout their operations, KLJ Group shall investigate cutting- edge technology and industry best practices.

The operating plants of KLJ Group do not have any provision for storing water in large quantities, except for temporary storage for day-to-day usage and fire emergencies.

GRI 304: Biodiversity 2016

Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.

According to national laws and the International Union for Conservation of Nature (IUCN), KLJ Group does not operate any Plant in protected areas, areas close to protected areas, or regions with significant biodiversity value outside of protected areas. As a result, entities do not affect the species or ecosystems found in these regions.

KLJ Group ensures that its activities are in harmony with nature. To support, enhance, and restore biodiversity around our operational sites, KLJ Group has launched various landscaping initiatives. Various trees have been planted and cared for at various operational sites of KLJ Group. A total of 4100 and 4627 number of trees have been planted in the FY 2022-23 and during the period starting March 2023 to September 2023 respectively within the KLJ Group premises. KLJ Group is constantly working towards green belt development and currently 73582.89 m² of our industrial areas have been transformed into green belt zones.

Disclosure 304-2 Significant impacts of activities, products and services on biodiversity

Not relevant since KLJ Group's operations don't directly affect biodiversity.

Disclosure 304-3 Habitats protected or restored.

No such activity was taken up by KLJ Group in the reporting period.

Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations.

Not Applicable.

GRI 305: Emissions 2016**Disclosure 305-1 Direct (Scope 1) GHG emission**

KLJ Group precisely reports direct (Scope 1) GHG emissions, covering gases such as CO₂, CH₄, and N₂O. KLJ Group is reporting on sustainability for the first time, it is in the process of establishing specific goals for upcoming years for monitoring and mitigation initiatives with respect to carbon emissions. The adopted method ensures accuracy by using standard emission factors and Global warming potential (GWP) rates taken as per IPCC guidelines as recommended by SEBI, India.

KLJ Group's GHG emissions include Scope 1 (including emissions from fuels, refrigerants, and fire extinguishers) and Scope 2 (including emissions from purchased electricity), as provided in the table below.

Total Scope 1 GHG emission (tonCO₂e)		
	FY 2022-23	FY 2023-24 (For the period ended 30th September 2023)
KLJ Plasticizers Limited	65955.80	26585.48
KLJ Petroplast Limited	18289.41	62968.49
KLJ Polymers and Chemicals Limited	83.74	44.15
KLJ Polymers Private Limited	29.13	13.11
KLJ Organic Limited	42302.62	21117.60
KLJ Organic Qatar WLL	17927.92	7799.56
KLJ Organic (Thailand) Limited	20.41	14.35

Corporate office	5.17	2.59
Total Scope 1 GHG Emission	144614.20	118542.74

KLJ Group shall continue to research cutting-edge techniques to lessen its environmental effects. KLJ Group is dedicated to bringing about positive change and wishes to take the lead in advancing sustainability for a cleaner future. With the implementation of best practices and emission reduction initiatives, KLJ Group is well-positioned to set the standard for the shift to a low-carbon economy.

The increase in Scope-1 GHG emissions of KLJ Petroplast Limited in H1 FY 2023-24 is because it started its major operations only in H1 FY 2023-24.

Disclosure 305-2 Energy indirect (Scope 2) GHG emissions

The Scope 2 GHG emissions of KLJ Group encompass the electricity purchased by the group during the reporting period. These are precisely accounted for in accordance with the IPCC guidelines and involve applying the operational control approach and utilizing emissions factors. The emission factor considered for the calculation is as provided by the Central Electricity Authority (CEA), India. The gases included in the calculation were CO₂, CH₄, and N₂O. Since KLJ is reporting on sustainability for the first time, recalculations of base year emissions are not applicable.

Total Scope 2 GHG emission (tonCO₂e)		
	FY 2022-23	FY 2023-24 (For the period ended 30 th September 2023)
KLJ Plasticizers Limited	10130.22	4620.13
KLJ Petroplast Limited	4408.41	2230.77
KLJ Polymers and Chemicals Limited	17841.10	9798.12
KLJ polymers Private Limited	6263.40	3808.14
KLJ Organic Limited	9641.33	5358.55
KLJ Organic Qatar WLL	99161.79	51699.89
KLJ Organic (Thailand) Limited	535.60	237.75
Corporate office	1.42	0.71
Total Scope 2 GHG Emission	147983.26	77754.06

Disclosure 305-3 Other indirect (Scope 3) GHG emissions

KLJ Group has outlined plans to integrate Scope 3 emissions reporting into its operations in the upcoming years of reporting. This shall enable KLJ Group to identify areas for potential reductions in greenhouse gas emissions. This approach aligns with KLJ Group's

commitment to promoting sustainability not only within operations but also throughout the supply chain. By incorporating scope 3 emissions, KLJ Group aims to minimize its overall carbon footprint, contributing to a more environmentally responsible and sustainable business model.

Disclosure 305-4 GHG emissions intensity

The GHG intensity has been calculated and provided in the table below. The relevant industry specific metric selected for calculating GHG intensity is the total revenue of KLJ Group in the reporting periods, and the GHG Emissions considered include Scope 1 and 2 emissions. The gases included in the GHG Emissions calculation include CO₂, CH₄, and N₂O.

	FY 2022-23			FY 2023-24 (For the period ended 30 th September 2023)		
	Turnover (Lakhs)	Total GHG emission (tonCO ₂ e)	GHG Intensity (tonCO ₂ e /lakhs)	Turnover (Lakhs)	Total GHG emission (tonCO ₂ e)	GHG Intensity (tonCO ₂ e /lakhs)
KLJ Plasticizers Limited	195281.60	76086.02	0.39	63066.65	31205.61	0.49
KLJ Petroplast Limited	107567.80	22697.82	0.21	94968.44	65199.27	0.69
KLJ Polymers and Chemicals Limited	140705	17924.85	0.13	77204	9842.26	0.13
KLJ Polymers Private Limited	31641	6292.53	0.20	18192	3821.25	0.21
KLJ Organic Limited	58660.18	51943.94	0.89	28750	26476.15	0.92
KLJ Organic Qatar WLL	62980	117089.71	1.86	25875.21	59499.45	2.30
KLJ Organic (Thailand) Limited	5231.40	556.01	0.11	1915.72	252.10	0.13
Corporate office	-	6.59	-	-	3.30	-
Total	602066.98	292597.46	0.49	309972.02	196299.39	0.63

KLJ Group endeavours to further reduce its GHG intensity to reduce its carbon footprint with the aim of achieving carbon neutrality in the near future.

Disclosure 305-5 Reduction of GHG emissions

KLJ Group monitors overall GHG emissions and intensity as key performance metrics. KLJ Group is steadfast in its commitment to reducing GHG emissions and aims to incorporate specific reduction strategies into its operations in future sustainability reports. The planned strategies are designed to concentrate on diminishing the carbon footprint and mitigating the environmental impact of KLJ Group's operations. Exploratory efforts encompass a range of potential strategies, such as investing in renewable energy sources, enhancing energy efficiency, and adopting low-carbon transportation options. This initiative aligns with KLJ Group's broader goal of promoting environmental sustainability and carbon neutrality within its operations.

One such initiative for reducing the GHG emission of KLJ Group includes steam generation and electricity co-generation from steam recovered from exothermicity of the chemical reaction from one of the processes at KLJ Petroplast Limited.

GHG emission reduction (tonCO ₂ e)		
Particulars	FY 2022-23	FY 2023-24 (For the period ended 30th September 2023)
Steam generation from Heat Recovery	2418.70	90855.32
Co-generation of Electricity		

GRI 306: Waste 2020

Disclosure 306-1 Waste generation and significant waste-related impacts.

The significant actual and potential waste-related impacts are as follows:

- KLJ Group uses simple organic and inorganic input materials to manufacture various industrial products as output. The hazardous waste generated through the process is handled and disposed of as per applicable statutory norms.
- KLJ Group follows the treatment, storage, and disposal of hazardous waste as per the Hazardous Waste (Management, Handling, and Transboundary Movement) Rules 2016 and sends it to authorize end users or disposal facilities.
- KLJ Group monitors and evaluates waste-related impacts and strives to minimize them by adopting best practices and technologies in waste management.

Disclosure 306-2 Management of significant waste related impacts

KLJ Group takes various actions to prevent and manage waste in its activities and value chain, such as:

- selecting materials and designing products that are durable, recyclable, and have minimal environmental impact.
- reducing waste generation by optimizing processes, adopting new technologies,

and minimizing waste and energy consumption.

- characterizing and transporting the hazardous waste to certified waste disposal facilities that comply with governmental regulations and contractual obligations.
- following the hazardous waste management rules and procedures, such as using manifests, acceptance criteria, and disposal methods.
- disposing of the waste in secured landfills or through treatment methods such as solidification, stabilization, or incineration.
- monitoring and reporting KLJ Group’s waste-related data using online platforms, centralized databases, and real-time weighment systems.

Disclosure 306-3 Waste generated.

KLJ Group is dedicated to using environmentally friendly waste management techniques that ensure minimal impact on the environment and promote cleaner futures. The hazardous waste included spent carbon, ash, chemical residue, etc. The entity-wise details of the waste are reported in the table below. KLJ Group places a high priority on environmental preservation and safety, upholding stringent procedures for the processing and disposal of hazardous waste. All the wastes are stored, transported, and disposed of as per the Hazardous Waste Management Rules, 2016 in the entities located in India and as per the country’s applicable hazardous waste management laws in Qatar and Thailand. Additionally, the non-hazardous waste includes discarded paper bags and coal ash.

With an emphasis on the future, KLJ Group always investigates novel approaches to reduce waste and invests in eco-friendly technologies to reduce waste production and advance to a circular economy. KLJ Group hopes to favourably impact environmental protection and community well-being for future generations by placing a high priority on appropriate waste management techniques.

Waste generated (Metric tons)				
	FY 2022-23		FY 2023-24 (For the period ended 30 th September 2023)	
	Hazardous Waste	Non- hazardous waste	Hazardous Waste	Non-hazardous waste
KLJ Plasticizers Limited	118.35	2770.00	33.81	940.00
KLJ Petroplast Limited	212.26	509.01	595.05	1867.75
KLJ Polymers and Chemicals Limited	10.30	741.60	2.55	487.90
KLJ Polymers Private Limited	1.30	242.90	1.50	160.60
KLJ Organic Limited	1278.36	2601.67	685.33	2568.56
KLJ Organic Qatar WLL	41.32	1225.00	38.62	777.00

KLJ Organic (Thailand) Limited	5.80	8.88	1.28	2.69
Total	1661.89	4988.38	1356.83	2368.19

Disclosure 306-4 Waste diverted from disposal.

KLJ Group is committed to the proper handling, storage, and discharge of all the waste generated throughout the operations. KLJ Group is currently investigating methods to reduce waste generation at its source by increasing recovery and reuse. Through the implementation of sustainable practices and investments in cutting-edge waste management systems, KLJ Group hopes to both promote a circular economy and drastically minimize its environmental impact due to the waste generated.

Disclosure 306-5 Waste directed to disposal.

KLJ Group managed the disposal of all the waste generated as mentioned in 306-3. Hazardous waste was disposed through authorized vendors for reuse, recycling, or disposal, ensuring compliance with the waste composition breakdown detailed in Disclosure 306-3. Similarly, non-hazardous waste was disposed of through various methods, including landfilling, incineration with and without energy recovery, and other on- and off-site techniques. Further, to reduce the amount of waste directed to disposal, KLJ Group remains dedicated to exploring waste reduction solutions and enhancing waste management practices.

GRI 401: Employment 2016

Disclosure 401-1 New employee hires and employee turnover

KLJ Group aims to have a diverse and inclusive workforce. By hiring individuals across different strata of society, KLJ Group aims to empower itself and the individuals working for it. The number of employees hired in FY 2022-23 (as of 31st March 2023) and FY 2023-24 (as of 30th September 2023) are given in the tables below.

New Employee Hires (FY 2022- 23)						
As of 31 st March 2023						
	Age	Male	% (Male hired)	Female	% (Female hired)	Total
KLJ Plasticizers Limited	Under 30 years old	32	96.97	1	3.03	33

	30-50 years old	8	80	2	20	10
	Over 50 years old	2	100	0	0	2
KLJ Petroplast Limited	Under 30 years old	177	95.68	8	4.32	185
	30-50 years old	161	98.77	2	1.23	163
	Over 50 years old	9	100	0	0	9
KLJ Polymers and Chemicals Limited	Under 30 years old	33	91.67	3	8.33	36
	30-50 years old	21	100	0	0	21
	Over 50 years old	5	100	0	0	5
KLJ Polymers Private Limited	Under 30 years old	32	96.97	1	3.03	33
	30-50 years old	22	91.67	2	8.33	24
	Over 50 years old	5	100	0	0	5
KLJ Organic Limited	Under 30 years old	35	94.59	2	5.41	37
	30-50 years old	5	100	0	0	5
	Over 50 years old	0	0	0	0	0

KLJ Organic Qatar WLL	Under 30 years old	9	100	0	0	9
	30-50 years old	11	100	0	0	11
	Over 50 years old	0	0	0	0	0
KLJ Organic (Thailand) Limited	Under 30 years old	1	50	1	50	2
	30-50 years old	1	100	0	0	1
	Over 50 years old	0	0	0	0	0

New Employee Hires

As of 30th September 2023

	Age	Male	% (Male hired)	Female	% (Female hired)	Total
KLJ Plasticizers Limited	Under 30 years old	9	100	0	0	9
	30-50 years old	1	100	0	0	1
	Over 50 years old	0	0	0	0	0
KLJ Petroplast Limited	Under 30 years old	73	93.59	5	6.41	78
	30-50 years old	61	98.39	1	1.61	62
	Over 50 years old	7	100	0	0	7
KLJ Polymers and Chemicals Limited	Under 30 years old	31	96.88	1	3.13	32
	30-50 years old	13	92.86	1	7.14	14
	Over 50 years old	2	100	0	0	2
KLJ Polymers Private	Under 30 years old	5	83.33	1	16.67	6

Limited	30-50 years old	12	100	0	0	12
	Over 50 years old	2	100	0	0	2
KLJ Organic Limited	Under 30 years old	13	100	0	0	13
	30-50 years old	8	100	0	0	8
	Over 50 years old	0	0	0	0	0
KLJ Organic Qatar WLL	Under 30 years old	7	100	0	0	7
	30-50 years old	15	100	0	0	15
	Over 50 years old	2	100	0	0	2
KLJ Organic (Thailand) Limited	Under 30 years old	6	54.55	5	45.45	11
	30-50 years old	7	46.67	8	53.33	15
	Over 50 years old	0	0	0	0	0

The turnover numbers and turnover rate of employees are provided in the tables below.

Employee turnover number and turnover rate (FY 2022-23)							
As of 31 st March 2023,							
	Age Group	Number of people left			Turnover rate (%)		
		Male	Female	Total	Male	Female	Total
KLJ Plasticizers Limited	Under 30 years old	30	0	30	30.61	0	30.15
	30-50 years old	8	0	8	3.14	0	2.95
	Over 50 years old	1	0	1	1.54	0	1.49
KLJ Petroplast Limited	Under 30 years old	67	3	70	31.24	35.29	31.39
	30-50 years old	57	1	58	30.08	100	30.45

	Over 50 years old	2	0	2	16.67	0	16.67
KLJ Polymers and Chemicals Limited	Under 30 years old	38	1	39	37.07	14.29	35.62
	30-50 years old	20	3	23	7.48	24	8.21
	Over 50 years old	3	0	3	6.52	0	6.52
KLJ Polymers Private Limited	Under 30 years old	26	0	26	35.37	0	33.55
	30-50 years old	9	1	10	10.17	33.33	10.93
	Over 50 years old	4	0	4	27.59	0	27.59
KLJ Organic Limited	Under 30 years old	16	3	19	13.73	120.00	15.97
	30-50 years old	23	1	24	12.47	11.76	12.44
	Over 50 years old	0	0	0	0	0	0
KLJ Organic Qatar WLL	Under 30 years old	0	0	0	0	0	0
	30-50 years old	6	0	6	5.17	0	5.17
	Over 50 years old	0	0	0	0	0	0
KLJ Organic (Thailand) Limited	Under 30 years old	6	0	6	70.59	0	42.86
	30-50 years old	1	0	1	5.13	0	3.77
	Over 50 years old	0	0	0	0	0	0

Employee turnover number and turnover rate (FY 2023-24)							
As of 30 th September 2023							
	Age Group	Number of people left			Turnover rate (%)		
		Male	Female	Total	Male	Female	Total
KLJ Plasticizers Limited	Under 30 years old	22	0	22	23.40	0	22.92
	30-50 years old	6	0	6	2.45	0	2.29
	Over 50 years old	0	0	0	0	0	0
KLJ Petroplast Limited	Under 30 years old	99	3	102	29.55	26.09	29.44
	30-50 years old	49	0	49	16.61	0	16.53
	Over 50 years old	0	0	0	0	0	0
KLJ Polymers and Chemicals Limited	Under 30 years old	8	2	10	6.27	28.57	7.43
	30-50 years old	12	0	12	4.53	0	4.32
	Over 50 years old	5	0	5	9.90	0	9.80
KLJ Polymers Private Limited	Under 30 years old	8	0	8	9.41	0	8.89
	30-50 years old	9	1	10	9.33	28.57	10
	Over 50 years old	4	0	4	25.81	0	25.81
KLJ Organic Limited	Under 30 years old	8	0	8	5.97	0	5.88
	30-50 years old	7	1	8	3.75	12.50	4.11
	Over 50 years old	1	0	1	1.85	0	1.79
KLJ Organic Qatar WLL	Under 30 years old	0	0	0	0	0	0

	30-50 years old	5	0	5	4.03	0	4.03
	Over 50 years old	0	0	0	0	0	0
KLJ Organic (Thailand) Limited	Under 30 years old	1	0	1	9.09	0	5.13
	30-50 years old	2	3	5	8	30	14.29
	Over 50 years old	0	0	0	0	0	0

Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees.

KLJ Group offers employee perks in a tiered manner, with full-time workers receiving maximum benefits for their role and level of dedication. A comprehensive package that is only offered to full-time employees includes life insurance coverage, comprehensive health care benefits, differently abled coverage, parental leave, and retirement benefits. By offering a unique set of benefits, this strategy makes sure that KLJ Group honours and rewards the dedication of its full-time employees, supporting employee engagement and retention.

The benefits are intended to fulfil the various needs of the workforce and demonstrate KLJ Group's dedication to the happiness and well-being of its temporary employees (contractual) as well.

"Significant locations of operation" are places where KLJ Group carries out its production or core business operations.

Disclosure 401-3 Parental leave

As an integral part of KLJ Group's HR policy, it grants parental leaves to female employees, allowing them to take time off as needed during maternity. The overarching goal of this policy is to ensure that female employees can maintain a healthy work-life balance, attending to their personal and family needs while fulfilling their professional responsibilities. KLJ Group is committed to supporting the well-being and overall satisfaction of its workforce.

The details of parental leave availed of by female employees are provided in the tables below.

FY 2022-23 (as of 31st March 2023)

Parental leave	KLJ Plasticizers Limited	KLJ Petroplast Limited	KLJ Polymers and Chemicals Limited	KLJ Polymers Private Limited	KLJ Organic Limited	KLJ Organic Qatar WLL	KLJ Organic (Thailand) Limited
Total number of employees that were entitled to parental leave, by gender.	21	10	20	8	12	0	12
Total number of employees that took parental leave, by gender.	0	0	0	0	1	0	2
Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	NA	NA	NA	NA	1	NA	2
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	NA	NA	NA	NA	0	NA	2

Parental leave availed by female employees for FY 2023-24 (as of 30th September 2023)

FY 2023-24 (as of 30th September 2023)

Parental leave	KLJ Plasticizers Limited	KLJ Petroplast Limited	KLJ Polymers and Chemicals Limited	KLJ Polymers Private Limited	KLJ Organic Limited	KLJ Organic Qatar WLL	KLJ Organic (Thailand) Limited
Total number of employees that were entitled to parental leave, by gender.	21	16	20	9	12	0	25
Total number of employees that took parental leave, by gender.	0	0	0	0	1	NA	0

Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	NA	NA	NA	NA	1	NA	NA
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	NA	NA	NA	NA	0	NA	NA

GRI 402: Labor/Management Relations 2016

Disclosure 402-1 Minimum notice periods regarding operational changes

In times of significant operational changes, effective communication with employees or workers shall be maintained. However, no such incident occurred in the reporting period.

GRI 403: Occupational Health and Safety 2018

Disclosure 403-1 Occupational health and safety management system

KLJ Group holds a steadfast commitment to the welfare and safety of its employees, creating a workplace where their health and security are paramount. Adhering to ISO 45001:2018 (Occupational Health and Safety Management System), a globally recognized standard for occupational health and safety, underscores KLJ Group's commitment to meeting international benchmarks. These standards form the backbone of the group's system, ensuring a systematic and structured approach to risk management and occupational health and safety performance. Central to the commitment is a robust Workplace Health and Safety Policy ensuring the health and safety of all employees and workers.

KLJ Group's Occupational Health and Safety (OHS) management system covers all employees, activities, and workplaces, and complies with the legal requirements of the Factory Act, 1948, for Indian entities and the corresponding legal requirements and regulations of the countries, where manufacturing facilities are operating.

In fulfilment of this commitment, KLJ Group's goal is to have a safe and healthy workplace and institutionalize a culture of safety in the KLJ Group. In this regard, KLJ Group makes a continuing effort to:

- a) Demonstrate a visible commitment towards occupational health and safety across all levels of management, starting from the top.

- b) Increase occupational Health and Safety awareness and competence through training and education to facilitate a safe and healthy working environment and enhance the health of employees by delivering quality health care.
- c) Integrate occupational Health and Safety in all plants as well as at the various stages of production.
- d) Continuously recognize hazards, assess occupational health and safety risks in the operations through audits, risk assessments, and review of standard operating procedures (SOP), and take steps to mitigate risks.
- e) Promote safe behaviour amongst those who work for us, openly report all incidents, and stop work that is unsafe and a threat to the Safety of people,
- f) Foster continual improvement to benchmark KLJ Group occupational Health and Safety performance and adopt best practices from peers.
- g) Comply with all relevant statutory and other legal requirements pertaining to health and safety.
- h) Promote eco-friendly activities and conserve natural resources,
- i) Communicate the policy to all employees, business partners, and customers, and ensure that it is available to all stakeholders as well.

Disclosure 403-2 Hazard identification, risk assessment, and incident investigation

KLJ Group identifies, assesses, and investigates hazards and risks in its operations and activities and takes appropriate actions to prevent and mitigate them. KLJ Group uses various methods and tools to perform Hazard Identification and Risk Assessment (HIRA), such as:

- a) Conducting systematic assessments of high-risk processes and operations, such as handling chemicals, using equipment, or performing tasks.
- b) Ensuring complete safety in the handling of chemicals, including labelling, inventory, safety data sheets (SDSs), and proper measures of hazard communication.
- c) Conducting workplace environment monitoring of chemicals on site every quarter and reassessing the exposure of workers to ensure a suitable working environment.
- d) Using quantitative risk assessment (QRA) to evaluate the probability and consequences of potential hazards, such as fire or explosion.
- e) Classifying the risks into different categories, such as process risks, equipment risks, and human factors risks, and developing recommendations for eliminating or reducing the risks.

KLJ Group also investigates and reports the incidents or accidents that occur in the operations and activities and takes corrective actions to prevent recurrence. It uses root cause analysis (RCA) and corrective actions to identify and address the underlying causes of incidents or accidents, and to implement solutions and improvements.

KLJ Group involves its workers in the hazard identification, risk assessment, and incident investigation processes and communicates with them on occupational health and safety topics. Formal joint management–worker health and safety committees are in place in all the plants, where workers can raise their concerns and suggestions and participate in decision-making. It also has qualified doctors, nurses, and trainers who provide health and safety services and guidance to the workers. Various types of hazard prevention promotion activities and emergency response drills are conducted periodically.

KLJ Group also provides personal protective equipment (PPE) to all the employees working in the Plants and trains and raises awareness about material safety data sheets (MSDS), operating control procedures (OCP), and other health and safety-related processes. It also has a robust complaint/grievance redressal mechanism for workers to reach management directly or through the workers committee, wherever applicable.

KLJ Group abides by the Factories Act (1948) and other relevant laws and regulations in the hazard identification, risk assessment, and incident investigation processes. The SDSs are also reviewed by external professionals based on chemical hazard identification. Health and safety data such as types and rates of injury, occupational diseases, lost days, absenteeism, and work-related fatalities are regularly reviewed.

Disclosure 403-3 Occupational Health Services

KLJ Group provides employees and workers with comprehensive occupational health services that contribute to the identification and elimination of hazards and the minimization of risks in operations.

These services include:

- a) Regular health checks and special health check-ups for high-risk workers, followed by appropriate interventions and follow-ups,
- b) Health services, guidance, and workplace health promotion activities to enhance the well-being of KLJ Group workers,
- c) Incident reporting, classification, and investigation procedures to learn from past incidents and prevent the recurrence of incidents, based on a scientific and systematic approach,
- d) Periodic meetings of the workers committee are held to facilitate workers' access to health services and to address their concerns and feedback.

It is ensured that the quality of these services is maintained by adhering to the legal requirements and the best practices of (Health, Safety, and Environment) HSE management. Internal and external audits to monitor and improve performance are conducted regularly. KLJ Group believes in carrying out all operations in a safe and environmentally friendly manner to avoid harm to KLJ Group's employees, contractors, visitors, and the community at large. The goal is to achieve zero incidents and injuries at the workplace.

Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety

KLJ Group involves its employees and workers in the development, implementation, and evaluation of the OHS management system through various methods, one of which is the constitution of the OHS Committee, which consists of representatives from both management and non-managerial employees and workers. The committee meets quarterly to discuss hazard and risk identification and assessment activities, review incidents and actions, monitor compliance and performance, and suggest improvements.

The meeting agenda includes items such as statistics, investigations, inspections, risk assessments, training, emergency procedures, and changes in the workplace, Individual discussions with supervisors or managers, where they can raise their concerns, share their feedback, and suggestions on OHS matters. Periodic meetings with the workers committee, where workers can access and communicate relevant information on OHS policies, procedures, and practices, are also conducted.

It is ensured that all the workers are represented by these committees and processes, and that they can participate and consult on OHS issues that affect them.

Disclosure 403-5 Worker training on occupational health and safety

The employees and workers are provided with regular and comprehensive OHS training, covering both generic and specific topics, such as introduction to OHS policies, procedures, and practices, the 5S system (Safety, Sort, Set in Order, Standardize, and Sustain methodology for organizing, cleaning, developing, and sustaining a productive work environment), products, processes, production rules, inspection, and maintenance, special hazard operation, emergency response, and first-aid training. Confined space, work permit system, height at work, fire protection and safety awareness, cardiopulmonary resuscitation (CPR) training as per legal requirement, and first aid list circulation are also conducted.

KLJ Group identifies the needs of internal and external OHS training programs, assigns them to the required departments, and imparts safety training to employees and workers as per the calendar monthly. It also provides on-the-job training in practical skills and knowledge.

It is ensured that all the workers receive adequate and relevant OHS training to perform their tasks safely and efficiently.

Disclosure 403-6 Promotion of worker health

At KLJ Group, workers access to non-occupational medical and healthcare services is facilitated through various means, such as:

- a) Providing a Medclaim policy that covers the medical expenses of workers and their dependents.
- b) Arranging doctor visits to the site for health check-ups and consultations thrice a week.
- c) Organizing health check-up camps and eye check-ups for KLJ Group workers. Referring workers to specialists as per their needs and aiding in medical-related issues.

KLJ Group also offers voluntary health promotion services and programs to the workers to address major non-work-related health risks, such as:

- a) Providing health promotion, consultation, and instruction on topics such as nutrition,

hygiene, stress management, and lifestyle choices.

- b) Conducting physical and mental awareness consultation services and assistance programs for workers, celebrating safety week, and conducting monthly awareness meetings on various health and safety issues. Medical training is also being provided for medical issue like CPR etc.
- c) Maintaining records of illness and absenteeism and providing support and follow-up to workers.

It is ensured that all the workers have access to these services and programs and that they are encouraged to participate and benefit from them.

Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.

KLJ Group is committed to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to operations, products, or services through business relationships. KLJ Group has developed and implemented various policies, procedures, and practices to address the related hazards and risks, such as: developing an assessment scheme for safety, health, and green product stewardship, which covering its own activities and those of the suppliers and contractors; selecting the suppliers and contractors based on their commitment to environmental protection and their ability to control and eliminate toxic chemicals; following the compliance requirements for restricted chemicals in all KLJ Group's product lines, and ensuring that the products do not pose any health or safety risks to the customers or end-users; following the process safety management (PSM) system, which includes accident investigation and prevention measures, as well as worker participation and consultation on occupational health and safety topics (see disclosure 403-4); adopting a green manufacturing process, which minimizes the generation of waste and emissions, and reduces the consumption of energy and water.

The effectiveness of the approach is also monitored and evaluated to prevent or mitigate occupational health and safety impacts.

Disclosure 403-8 Workers covered by an occupational health and safety management system.

KLJ Group's OHS management system applies to all direct employees as well as workers. The system ensures adherence to established norms and rules as well as legal obligations. Although the system covers all employees and workers under the direct employment of the KLJ Group, internal and external audits have been carried out for a certain proportion of them.

GRI 404: Training and Education 2016

Disclosure 404-1 Average hours of training per year per employee

KLJ Group maintains an unwavering dedication to fostering an environment of ongoing learning and development among its employees because KLJ Group acknowledges how important their development is to their success as a team. KLJ Group gave top priority to thorough training programs that are meant to improve abilities, guarantee safety, and encourage regulatory compliance during the reporting period. The programs are carefully crafted to provide staff members with the skills and information necessary to succeed in their positions, and the coverage ranges from workers to the highest authorities. KLJ Group shall systematize its records for the training conducted throughout the year and report on the same in the coming years.

Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs.

KLJ Group's dedication to employee growth and development is reflected in the diverse range of programs like Behavioural training, EHS related trainings, SOP Training, Quality Management System (QMS) Training and induction and orientation provided on-the-job methods to upgrade employee skills. These training programs encompass informal skill-building opportunities. The superiors of respective sectors invest time with colleagues and subordinates to provide opportunities for skill development and behavioural modification implemented to upgrade employee skills. These training programs encompass both formal training initiatives and informal skill-building opportunities. It also provides a comprehensive scope of programs designed to enhance the skill set of the workforce. Whether through technical skill development, leadership training, or soft skill enhancement, it aims to empower employees at all levels to adapt to evolving industry demands.

Transition assistance programs which are provided to facilitate continued employability, are in place informally, however, the same would be formalised in the coming years.

Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews.

KLJ Group Companies diligently conducted regular performance and career development reviews, emphasizing dedication to individual growth and professional advancement. All the employees received regular performance and career development reviews, and there was no discrimination based on gender or hierarchy.

KLJ Group not only ensures transparency but also recognizes and addresses the diverse needs and aspirations within the workforce. The reviews go beyond routine assessments; they are strategic sessions designed to align individual goals with the broader KLJ

Group's vision, reflecting a commitment to providing a supportive environment where every employee can thrive and contribute meaningfully to collective success.

As KLJ Group navigates the complexities of the dynamic work environment, these performance and career development reviews stand as a testament to the ongoing efforts to empower the employees, foster continuous improvement, and fortify the workforce for the challenges ahead.

GRI 405: Diversity and Equal Opportunity 2016

Disclosure 405-1 Diversity of governance bodies and employees

KLJ Group promotes a diverse and inclusive work environment among its staff members as well as within its governing bodies. KLJ Group's personnel and leadership both demonstrate a dedication to equality and opportunity. The diversity in the governance bodies is reflected in the tables below based on gender and age group.

Diversity in governance bodies based on gender (%)				
Diversity of governance bodies	Percentage of individuals within the KLJ Group's governance bodies			
	FY 2022-23 (as of 31 st March 2023)		FY 2023-24 (as of 30 th September 2023)	
	Male (%)	Female (%)	Male (%)	Female (%)
KLJ Plasticizers Limited	81.82	18.18	81.82	18.18
KLJ Petroplast Limited	85.71	14.29	85.71	14.29
KLJ Polymers and Chemicals Limited	85.71	14.29	85.71	14.29
KLJ Polymers Private Limited	100	0	75	25
KLJ Organic Limited	85.71	14.29	85.71	14.29
KLJ Organic Qatar WLL	100	0	100	0
KLJ Organic (Thailand) Limited	100	0	100	0

Diversity in governance bodies based on age group (%)						
Diversity in governance bodies based on age group	FY 2022-23 (as of 31 st March 2023)			FY 2023-24 (as of 30 th September 2023)		
	Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old
KLJ Plasticizers Limited	0	27.27	72.73	0	27.27	72.73

KLJ Petroplast Limited	0	57.14	42.86	0	57.14	42.86
KLJ Polymers and Chemicals Limited	0	28.57	71.43	0	28.57	71.43
KLJ Polymers Private Limited	0	66.67	33.33	0	50	50
KLJ Organic Limited	0	57.14	42.86	0	57.14	42.86
KLJ Organic Qatar WLL	0	16.67	83.33	0	16.67	83.33
KLJ Organic (Thailand) Limited	0	33.33	66.67	0	33.33	66.67

The diversity among the employees is reflected in the tables below based on gender and age group.

Diversity in number of employees based on gender				
	FY 2022-23(as of 31 st March 2023)		FY 2023-24 (as of 30 th September 2023)	
	Percentage of regular employees			
	Male (%)	Female (%)	Male (%)	Female (%)
KLJ Plasticizers Limited	95.22	4.78	94.93	5.07
KLJ Petroplast Limited	98.33	1.67	97.79	2.21
KLJ Polymers and Chemicals Limited	95.65	4.35	95.71	4.29
KLJ Polymers Private Limited	96.10	3.90	95.63	4.37
KLJ Organic Limited	96.87	3.13	96.92	3.08
KLJ Organic Qatar WLL	100.00	0	100.00	0
KLJ Organic (Thailand) Limited	72.73	27.27	64.79	35.21

Diversity in number of employees based on age group						
	FY 2022-23 (as of 31 st March 2023)			FY 2023-24 (as of 30 th September 2023)		
Diversity in regular employees by age group	Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old
KLJ Plasticizers Limited	23.46	61.50	15.03	21.50	61.11	17.39
KLJ Petroplast Limited	52.75	44.74	2.50	52.14	44.95	2.90

KLJ Polymers and Chemicals Limited	28.91	60.87	10.22	29.18	59.01	11.8
KLJ Polymers Private Limited	44.39	48.29	7.32	43.20	49.03	7.77
KLJ Organic Limited	34.46	50.39	15.14	35.90	50.26	13.85
KLJ Organic Qatar WLL	22.87	64.89	12.23	23.86	63.96	12.18
KLJ Organic (Thailand) Limited	29.55	63.64	6.82	36.62	59.15	4.23

Disclosure 405-2 Ratio of basic salary and remuneration of women to men

KLJ Group does not differentiate between male and female employees; hence, all the policies remain the same for both men and women, including the remuneration policy.

GRI 406: Non-discrimination 2016

Disclosure 406-1 Incidents of discrimination and corrective actions taken.

There were no instances of discrimination reported during the reporting period. As a 410-1 result, there were no events to examine, and no plans for repair were required or carried out. The lack of instances of discrimination is indicative of the KLJ Group's dedication to creating a fair and inclusive work environment in line with its non-discrimination tenets and encouraging a diverse and equal opportunity culture.

Through KLJ Group's policies and practices, it aims to create a workplace where all employees feel respected, supported, and valued for their contributions and continuously strive to ensure that the workplace is a safe and welcoming environment for everyone.

GRI 407: Freedom of Association and Collective Bargaining 2016

Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.

KLJ Group believes in and promotes equitable growth for everyone associated with the organization. In the endeavour to achieve this objective, KLG Group provides all the liberty of association and collective bargaining within its activities and supply network. Further, KLJ Group is diligently revising strategies to foster and safeguard everyone's

interest in the operations and value chain in any country or geographic area to be associated with anyone and partake in collective bargaining. These proactive measures exemplify KLJ's commitment to upholding and advancing the rights of everyone in all its forthcoming activities and supply chain endeavours. This strategy demonstrates KLJ's commitment to moral and responsible business conduct.

GRI 408: Child Labor 2016

Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labour

KLJ Group believes in a policy of prohibition of child labour and prevention of forced labour at any of its workplaces. KLJ Group consistently encourages suppliers and businesses that show grave concerns regarding instances of child labour and hazardous work for young employees. This forward-thinking approach involves assessing various types of operations, such as manufacturing plants and suppliers that may be more susceptible. Conducting comprehensive risk assessments, establishing supplier policies that prohibit child labour, and exploring ways to enhance supply chain and operational monitoring are among these initiatives.

KLJ Group takes proactive steps through its policy to completely prohibit induction and engaging any of the child labour. This commitment covers all the nations and regions in which KLJ Group conducts business and takes a proactive approach to mitigating risks.

In the future, KLJ Group will highlight its continued dedication to upholding and maintaining an environment free from child labour. The KLJ Group has put in place and will keep up strict standards, measures and procedures to help effectively end engaging any kind of child labour. This proactive strategy highlights KLJ Group's commitment to moral and responsible corporate conduct, promoting an atmosphere that places a premium on the rights and well-being of youth.

GRI 409: Forced or Compulsory Labor 2016

Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour

KLJ Group is taking a proactive approach to refrain from engaging with vendors and suppliers who resort to using child labour and forced labour in their operations. All employees and stakeholders are encouraged to raise concern about any underage or forced labour at earliest possible stage considering variables like the nature of the operation and particular suppliers, KLJ Group is actively identifying operations and suppliers at substantial risk. KLJ Group is demonstrating its commitment to moral and responsible business practices by taking steps to end forced or coerced labour in all forms.

This pledge covers all the nations and regions in which KLJ Group conducts business and takes preventative measures to mitigate any hazards. In the future, KLJ Group will

highlight its continued dedication to upholding an environment free from coerced or forced labour. The KLJ Group has put in place strong policies and procedures and will keep them in place to successfully support the abolition of all types of forced or mandatory labour. This proactive strategy highlights KLJ Group's commitment to moral and responsible corporate conduct, guaranteeing an atmosphere at work that respects the rights and dignity of all individuals.

Disclosure 410: Security Practices

Disclosure 410-1 Security personnel trained in human rights policies or procedures.

KLJ Group prioritizes the integration of human rights principles in all facets of operations, including security personnel. A percentage of the security personnel who have undergone formal training specifically tailored to comprehend and apply human rights policies and procedures is provided in the table below.

Security personnel trained in human rights policies or procedures		
	FY 2022-23 (as of 31st March 2023)	FY 2023-24 (as of 30th September 2023)
	%	%
KLJ Plasticizers Limited	100	100
KLJ Petroplast Limited	100	100
KLJ Polymers and Chemicals Limited	100	100
KLJ Polymers Private Limited	100	100
KLJ Organic Limited	100	100
KLJ Organic Qatar WLL	100	100
KLJ Organic (Thailand) Limited	100	100

GRI 411: Rights of Indigenous Peoples 2016

Disclosure 411-1 Incidents of violations involving rights of indigenous peoples.

KLJ Group is committed to upholding the rights of indigenous peoples and maintaining a work environment that respects diversity and human rights. During the reporting period, there were no identified incidents of violations related to the rights of indigenous peoples (local community).

However, KLJ Group recognizes the importance of safeguarding these rights and is committed to taking proactive steps in the future.

GRI 413: Local Communities 2016

Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities

KLJ Group's actions are directed by their policies, which uphold the highest standards for environmental protection, hygiene, and goods production practices. It ensures all local, national, and international regulations that are relevant to KLJ Group are complied with. The operations are environment friendly, there is no discharge (except KLJ Organic (Thailand) Limited and KLJ Polymers Private Limited) causing substantial risk of harm to the nearby populations.

Regular interactions are held between the plant operation/management and local communities to appraise our operations and improvement thereof.

GRI 414: Supplier Social Assessment 2017

Disclosure 414-2 Negative social impacts in the supply chain and actions taken.

KLJ Group is actively putting into action a comprehensive program to evaluate and deal with the social effects within the supply chain. This endeavour includes a methodical evaluation of all KLJ Group's suppliers to gain a deep understanding of their social practices and potential effects. It is fully committed to being open and transparent, and as part of this evaluation, KLJ Group shall disclose any significant negative social effects that are identified in the supply chain. These effects may involve issues related to labour practices, human rights, and environmental concerns. When suppliers are found to have significant negative social effects, KLJ Group has a two-pronged approach.

Firstly, KLJ Group is dedicated to working together with these suppliers to make improvements, and there are plans to disclose the percentage of suppliers with whom changes have been successfully implemented to address social effects. This way, KLJ Group will ensure a positive and long-lasting impact. As part of the ongoing commitment to corporate responsibility and ethical sourcing, KLJ Group shall actively explore the inclusion of social criteria screening for new suppliers. KLJ Group aims to establish strong practices that align with its values, promote transparency, and ensure that the supply chain adheres to the highest standards of social and environmental responsibility.

GRI 415: Public Policy 2016

Disclosure 415-1 Political contributions

KLJ Group affirms that it has not provided any financial or non-financial support, either directly or indirectly, for political purposes throughout the reporting period. There is no monetary value associated with political contributions to report, and assessing non-financial contributions is not deemed significant. KLJ Group functions as a unified entity,

and as a result, there are no separate entities to gather information regarding political contributions.

GRI 417: Marketing and Labelling 2016

Disclosure 417-1 Requirements for product and service information and labelling

KLJ Group adheres to strict guidelines for product and service labelling, ensuring precise information is crucial for consumer confidence and informed decision-making. KLJ Group has strong policies regulating disclosure, covering every stage of the product life cycle, from component sourcing to safe usage and disposal techniques, emphasizing social and environmental impacts.

KLJ Group ensures that all the newly introduced substances undergo standard safety assessments. KLJ Group's product labelling for hazardous substances or dangerous goods aligns with both regional and global requirements. Rigorous checks are consistently applied to all incoming raw materials, ensuring conformity, appropriate classification, and grading. If necessary, additional clarifications regarding raw material composition are addressed through direct communication with suppliers or in-house analyses, including the analytical determination of their physical and chemical properties.

Disclosure 417-2 Incidents of non-compliance concerning product and service information and labelling.

KLJ Group maintains a track record of robust compliance in the realm of product and service information and labelling. KLJ Group ensures that there have been no instances of non-compliance with regulatory standards. This achievement is a testament to the diligent efforts to align the practices with established norms. KLJ Group's adherence to regulatory frameworks assure stakeholders of the meticulous care taken in presenting accurate and comprehensive information about its products and services.

Disclosure 417-3 Incidents of non-compliance concerning marketing communications.

KLJ Group's commitment to regulatory frameworks, ensuring accurate and thorough information about its goods and services, and its proactive approach to compliance, build stakeholder confidence and reassure stakeholders. KLJ Group is committed to complying with all applicable regulations and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.

In the current reporting period, KLJ Group did not identify any incidents of non-compliance with regulations that resulted in a fine, penalty, or warning. KLJ Group also did not receive any complaints or grievances from stakeholders regarding their marketing

communications. KLJ Group monitors and reviews the marketing communications regularly to ensure they are accurate, fair, and respectful of their customers, partners, and competitors.

GRI 418: Customer Privacy 2016

Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data.

KLJ Group is committed to safeguarding customer privacy and maintaining the confidentiality of customer data. KLJ Group also signs Non-Disclosure Agreements to protect the information provided to its clients, customers, and suppliers, wherever required. Throughout the reporting period, there were no substantiated complaints received concerning breaches of customer privacy. KLJ Group's robust data protection measures and adherence to privacy regulations contribute to creating a secure environment for customer information. This accomplishment underscores their dedication to ensuring the trust and confidence of the customers in their data management practices. Furthermore, KLJ Group has not identified any leaks, thefts, or losses of customer data during this period, highlighting its commitment to upholding the highest standards of data security and privacy.

Statement of use	KLJ Group has reported the information cited in this GRI content index for the period 1st April 2022 to 30th Sep 2023 with reference to the GRI Standards.
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Note on Mazar's assistance

KLJ Group's GRI has been carefully crafted with the invaluable support of Mazars Advisory LLP. Sustainability reporting remains steadfastly anchored in the principle of materiality. The meticulous preparation of this report strictly adheres to the Reporting Principles, Universal Standards, and Topic Standards delineated in the GRI Standards. Mazars has conducted thorough assessments and calculations pertaining to energy consumption, GHG emissions, and materiality analysis based on the Data provided by the KLJ Group.

Note on unaudited financial data

*Note: Financial Data for FY 2023-24 (April to September 2023) has not undergone audit scrutiny.