We create chemistry

BASF India Limited, Mumbai - 400 079, India

The Market Operations Department
BSE Limited,
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai 400 001

July 14, 2025

Name of the Company : BASF India Limited
Security Code : 500042

Dear Sir/Madam,

Sub: Submission of Business Responsibility & Sustainability Report (BRSR) for the financial year ended 31st March, 2025

We enclose herewith the Business Responsibility & Sustainability Report (BRSR) for the financial year ended 31st March, 2025, forming part of the Annual Report 2024-25 for your reference and record.

Kindly take the same on record.

Thanking you.

Yours faithfully,
For BASF India Limited

Manohar Shrikant Kamath
Digitally signed by Manohar Shrikant Kamath
Date: 2025.07.14 13:19:12 +05'30'

Manohar Kamath
Director – Legal, General Counsel (India)
& Company Secretary

PANKAJ RAJKUMAR BAHL
Digitally signed by PANKAJ RAJKUMAR BAHL
Date: 2025.07.14 13:18:42 +05'30'

Pankaj Bahl
Senior Manager- Legal & Secretarial

Encl: a.a.

Cc: Listing Compliance,
The National Stock Exchange of India Limited,
Exchange Plaza, C-1, Block-G,
Bandra Kurla Complex, Bandra –(East).
Mumbai-400051.

Annexure III

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars / Activities	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L33112MH1943FLC003972
2.	Name of the Listed Entity	BASF India Limited
3.	Year of incorporation	1943
4.	Registered office address	Unit Nos. 10A, 10B, 10C (Part), 10th Floor, Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai 400 079
5.	Corporate address	Same as the Registered Office
6.	E-mail	investor-grievance-india@basf.com
7.	Website	www.basf.com/in
8.	Telephone	+ 91 22 6834 7000
9.	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd and The National Stock Exchange of India Ltd
11.	Paid-up Capital	43,285,640 Equity Shares of Rs. 10 each aggregating to Rs. 432.9 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Manohar Kamath, Director - Legal, General Counsel (India) & Company Secretary manohar.kamath@basf.com
13.	Reporting boundary	The Business Responsibility & Sustainability Report has been prepared on standalone basis.

II. Products / Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing & Trading of Chemicals & Chemical Products	Chapter 20	100%

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

Sr. No.	Product / Service	NIC Code	% of Total Turnover contributed
1.	Polyurethanes Systems	20131	13%
2.	Dispersions	-	9%
3.	MDI and Precursors	-	8%
4.	Aroma Ingredients	-	7%
5.	Fungicides	20211	5%
6.	Acrylics	-	4%
7.	Herbicides	20211	4%
8.	Ultramid (Engineering Plastics)	20131	4%

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
9.	Insecticides	20211	4%
10.	Amines	-	3%
11.	Oleo Surfactants & Alcohols	-	3%
12.	Pharma Solutions	-	3%
13.	Home Care, 1&1 and Ind. Formulators	-	2%
14.	Automotive OEM Coatings	20224	2%
15.	Chemical Catalysts	-	2%
16.	Additives	-	2%
17.	Personal Care Specialties	-	2%
18.	Microcellular Polyurethanes	-	2%
19.	Acids and Polyalcohols	-	2%
20.	C3-based Oxo Alcohol	-	1%
21.	Vitamins & Carotenoids	-	1%
22.	Antioxidants and Process stabilizers	-	1%
23.	Acetylenics and Carbonyl Derivatives	-	1%
24.	Automotive Fluids	-	1%
25.	TDI and Precursors	-	1%
26.	Resins	-	1%
27.	Light stabilizers	-	1%
28.	Butanediol and Derivative	-	1%

III. Operations

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

Location	Number of manufacturing sites	Number of offices	Total
National	4	16	20
International	NIL	NIL	NIL

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	19
International (No. of Countries)	35

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

The contribution of exports was 2.5% of the total turnover of the Company for the financial year ended March 31, 2025.

c. A brief on types of customers

As chemicals are a starting point for almost all industries, the products manufactured by the Company are used in agriculture, automotive, pharmaceuticals, construction, consumer durables, consumer care, paints and other varied end industries. The Company has more than 5000 customers, ranging from major global customers and small and mid-sized companies to end-consumers like farmers. Your Company deals with business partners in the B2B segment wherein the chemicals produced by your Company act as raw materials / intermediates to various industries for making of their finished product and also in the B2C segment wherein the chemicals such as products of the Agricultural Solutions business are sold as finished products for being used by the farmers.

IV. Employees

18. Details as at the end of Financial Year: i.e., 2024-2025

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
				EMPLOYEES				
1.	Permanent (D)	1242	1108	89%	134	11%	0	0
2.	Other than Permanent (E)	1799	1720	96%	79	4%	0	0
3.	**Total employees (D + E)**	**3041**	**2828**	**93%**	**213**	**7%**	**0**	**0**
				WORKERS				
4.	Permanent (F)	125	124	99%	1	1%	0	0
5.	Other than Permanent (G)	938	888	95%	50	5%	0	0
6.	**Total workers (F + G)**	**1063**	**1012**	**95%**	**51**	**5%**	**0**	**0**

b. Differently abled Employees and Workers: -

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			DIFFERENTLY ABLED EMPLOYEES			
1.	Permanent (D)	Nil	Nil	NA	Nil	Not Applicable
2.	Other than Permanent (E)	Nil	Nil	NA	Nil	Not Applicable
3.	**Total differently abled employees (D + E)**	**Nil**	**Nil**	**NA**	**Nil**	Not Applicable
			DIFFERENTLY ABLED WORKERS			
4.	Permanent (F)	Nil	Nil	NA	Nil	Not Applicable
5.	Other than permanent (G)	Nil	Nil	NA	Nil	Not Applicable
6.	**Total differently abled workers (F + G)**	**Nil**	**Nil**	**NA**	**Nil**	Not Applicable

19. Participation / Inclusion / Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel	4	Nil	Not Applicable

20. Turnover rate for Permanent Employees and Workers

	F.Y. 2024-25			F.Y. 2023-24			F.Y. 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5	8	5	5	11	6	8	12	9
Permanent Workers	0	1	1	0	0	0	4	0	4

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary/ Associate / Joint Venture	% of shares held	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	BASF SE	Ultimate Holding Company	52.75%	No
2.	BASF Schweiz AG	Group Company	20.58%	No
3.	BASF India Coatings Private Limited	Wholly Owned Subsidiary	100%	No
4.	BASF Agricultural Solutions India Ltd (Effective 2nd May 2025)	Wholly Owned Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in Rs.): **F.Y. 24-25 Rs. 151,623.5 million**

(iii) Net worth (in Rs.) **As on March 31, 2025: Rs. 36,571.1 million**

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	F.Y. 2024-25			F.Y. 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Investors (other than Shareholders)	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Shareholders	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Employees and workers	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Customers	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Value Chain Partners	Yes	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other (please specify)	–	–	–	–	–	–	–

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Import restrictions like Anti-Dumping Duty & Safeguard duties	Risk	It will be increasingly difficult to import	Shortlist potential products and monitor pricing	Negative Implications
2	Registration of Products notified under Bureau of Indian Standards	Risk	It will not be possible to import without registration	Prepare for the registration of these products in advance and be part of the product specification committee	Negative Implications
3	Climate goals by the country and customers	Opportunity	New opportunities in new markets	Not Applicable	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Key policies are formulated at BASF Group level in Germany. The policies are then adopted & implemented by the Company in line with the local legislations & corporate guidelines. Policies / guidelines required under local laws are approved by the Board of Directors of the Company and signed by the relevant senior management personnel, including the Managing Director.								
c. Web Link of the Policies, if available	The Company's CSR Policy is available at https://bit.ly/BASFCSRPolicy. Other policies are available on the Company's internal network and also on the Company's website www.basf.com/in.								
2. Whether the entity has translated the Policies into procedures. (Yes / No)	Yes, wherever required.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Most of the principles are covered by BASF's Code of Conduct which is in line with national and international standards and practices such as Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organisation (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. Further, the Company has also obtained ISO 14001 certification (Environment Management Certificate) for all its Manufacturing Sites.								

5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Protecting the climate is of central importance for BASF globally. By 2030, BASF wants to reduce its absolute CO_2 emissions by 25% as compared with 2018 levels. By 2050, BASF aims to achieve net zero greenhouse gas emissions from its production sites and energy purchases. Further, BASF globally focuses on promoting diversity, inclusive leadership and continuous learning. Accordingly, BASF wants to increase the proportion of women in leadership positions with disciplinary responsibility to 30% by 2030.
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	–
Governance, leadership and oversight		
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. The Company strives to adhere to the highest standards of integrity and behaviour and compliance with the law and internal policies through its compliance systems. The Company has zero tolerance for corruption and violation of the principles of fair competition. The Company has adopted BASF's Code of Conduct, which details the minimum applicable ethical and responsible business practices for its employees. Both new and existing suppliers are selected and evaluated not only based on economic criteria, but also on environmental, social and corporate governance standards. The Company's Supplier Code of Conduct is founded on internationally recognized guidelines, such as the principles of the United Nations' Global Compact, the International Labour Organization (ILO) conventions and the topics of the Responsible Care® Initiative. The Code of Conduct, *inter alia*, covers compliance with human rights, labour & social standards, anti-discrimination, conflict of interest and anti-corruption policies in addition to protecting the environment, health and safety.	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Alexander Gerding, Managing Director alexander.gerding@basf.com
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has a Committee for Corporate Social Responsibility. For other policies, the Company has put in place an internal framework / Committees to monitor their implementation from time to time.

10. Details of review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Board of Directors of the Company review the sustainability initiatives of the Company on an annual basis.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has been compliant with the statutory requirements and there have been no instances of non-compliances of NGRBCs.																	

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The Company's policies / guidelines and procedures are audited by the Company's Internal as well as the BASF Group's Auditors.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	7	Awareness, Safety, Code of Conduct, Compliance, POSH, Leadership	100%
Key Managerial Personnel	7		100%
Employees other than BoD and KMPs	26		67%
Workers*	–		–

* The Company's workers have attended the training and awareness programme on BASF's Code of Conduct during the previous financial year 2023-24. As per the Company's Policy, the employee and the workers are required to attend such refresher training / awareness programmes once in two years.

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format:

Monetary					
	NGRBC Principle	**Name of the regulatory / enforcement agencies / judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty / Fine	Nil	Not Applicable	Nil	Not Applicable	Not Applicable
Settlement	Nil	Not Applicable	Nil	Not Applicable	Not Applicable
Compounding fee	Nil	Not Applicable	Nil	Not Applicable	Not Applicable

Non-Monetary				
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not Applicable	Not Applicable	Not Applicable
Punishment	Nil	Not Applicable	Not Applicable	Not Applicable

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy?

   Yes, the Company has anti-corruption / anti-bribery policy as a part of its Code of Conduct.

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

	F.Y. 2024-25	F.Y. 2023-24
Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	F.Y. 2024-25		F.Y. 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the Key Management Personnel	Nil	Not Applicable	Nil	Not Applicable

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

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

	F.Y. 2024-25	F.Y. 2023-24
Number of days of accounts payables	112	116

9. Open-ness of business:

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

Parameter	Metrics	F.Y. 2024-25	F.Y. 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	8%	4%
	b. Number of trading houses where purchases are made from	92	62
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	66%	71%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	39%	34%
	b. Number of dealers / distributors to whom sales are made	2167	1877
	c. Sales of top 10 dealers/ distributors as% of total sales to dealers / distributors	27%	28%
Share of Related Party Transactions (RPTs) in	a. Purchases (Purchases with Related Parties / Total Purchases)	79%	78%
	b. Sales (Sales to Related Parties / Total Sales)	1%	1%
	c. Loans and advances (Including ICD) (loans and advances given to Related Parties / Total Loans & Advances)	94%	99%
	d. Investments (Investments in Related Parties / Total Investments made)	99%	100%

Leadership Indicators

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

BASF pursues a holistic sustainability approach that covers the entire value chain i.e., starting with our suppliers covering our own activities and extending to our customers. BASF has formulated commitments for its conduct along the value chain and underpinned these with corresponding targets and measures.

The Company has conducted awareness programmes on its Code of Conduct, which includes various topics i.e., anti-corruption, trade control, competition law, protection of human rights, information protection, etc. for its Service Providers during the financial year 2024-2025. The Company has adopted "Train the Trainer" concept whereby the Company creates awareness on Human Rights amongst its Service Providers who in turn create awareness on such topics amongst their employees / colleagues.

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board?

BASF's Code of Conduct lays down the foundation for responsible conduct and trust based relationships with its stakeholders. Under BASF's Code of Conduct, personal relationships and interests of employees should never affect the Company's business activities or influence their decision-making. The employees including Senior Management and Board Members, are required to disclose situations where a potential conflict between private and professional interest may arise.

The Company has put in place a Policy for managing conflict of interest at the Board & Senior Management level. Further, the Company obtains annual Conflict of Interest declaration from the Board, Senior Management and all other employees of the Company.

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

Essential Indicators

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

	F.Y. 2024-2025	F.Y. 2023-2024	Details of improvements in environmental and social impacts
R&D	100%	–	The amount has been spent on various allied EHS activities / innovation in products / processes of the Company
Capex	13.3%	–	Fire Risk Mitigation, enhance Workplace Safety Standards, Emergency Response preparedness, Implementation of workplace Monitoring Technologies, Clean Energy Initiatives, Energy Conservation

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

The Company has put in place necessary procedures viz., sustainability assessments and periodical audits of suppliers for sustainable sourcing.

The Company had conducted EHS (Environment, Health and Safety) audits for several years. Currently, the Company is focusing on TfS (Together for Sustainability) assessments and audits conducted by third party. Through these audits, it is ensured that the supplier implements and follows sustainability practices (Environmental, Safety and Governance Guidelines - ESG Guidelines). The Company provides recommendations to suppliers, wherever improvements are needed and monitors their implementation.

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

The Company has sourced approximately 72% of its raw materials sustainably (Previous Year: Approximately 59% of the raw materials were sourced sustainably).

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

(a) Plastics (including packaging)

Plastic waste generated at the Company's manufacturing sites is classified as hazardous waste and is disposed of through agencies authorized by the respective State Pollution Control Boards, in full compliance with regulatory requirements.

Additionally, Intermediate Bulk Containers (IBCs) used for raw materials—when compatible—are reused for packing finished goods. This practice not only promotes circular use of materials but also helps reduce plastic waste generation and disposal.

(b) E-waste

The E-waste generated at the manufacturing sites is managed in accordance with regulatory requirements and is disposed of through agencies duly authorized by the respective State Pollution Control Boards.

(c) Hazardous waste

At the Mangalore and Dahej locations, sludge, a type of hazardous waste primarily produced at wastewater treatment facilities, is utilized as co-fuel in cement production by cement companies, effectively avoiding the need for landfilling. At Mangalore site, the solvent generated from equipment cleaning is being recovered and reused for cleaning thereby reducing hazardous waste generation. The installation of dedicated storage tanks at the Mangalore site has decreased the number of empty raw material containers generated. Additionally, toxic metallic containers are crushed and disposed of through waste disposal service providers authorized by the Pollution Control Board.

(d) Other waste

All the Company's manufacturing sites operate under valid Consents to Operate and hold authorizations in accordance with the Hazardous Waste Management Rules. In compliance with these regulations, the Company has declared all categories of waste, including plastic packaging waste.

All waste generated is handed over to State Pollution Control Board-authorized disposal service providers, ensuring safe and responsible disposal. As part of the Company's Responsible Care® initiative, plastic containers are shredded and sent to authorized processors for recycling.

The Company also plans to procure plastic packaging exclusively from registered vendors and will seek formal confirmation from these vendors regarding their compliance with Extended Producer Responsibility (EPR) obligations.

Additionally, at the Panoli site, treated wastewater from the sewage treatment plant is recycled and reused for gardening, supporting water conservation efforts.

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

   The Company is registered with the Central Pollution Control Board (CPCB) as a Brand Owner under the Plastic Waste Management Rules for its Agricultural Solutions products and select other items in the B2C segment. In line with these Regulations, the Company is actively fulfilling its Extended Producer Responsibility (EPR) obligations. Additionally, the Company is also registered as an Importer under the same Rules.

   Each of the Company's manufacturing sites holds valid Consents to Operate and Hazardous Waste Authorizations issued by the respective State Pollution Control Boards. Plastic waste generated at these sites is managed and disposed of in accordance with the hazardous waste disposal guidelines prescribed by the State Pollution Control Boards, ensuring full regulatory compliance and environmental responsibility.

Leadership Indicators

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

   Life Cycle Perspective / Assessments are conducted for the products by BASF globally. Eco-Efficiency analysis is carried out by BASF globally and the Company manufactures products at its manufacturing sites which are aligned with BASF's global strategy. The purpose of such Eco-Efficiency analysis is to harmonize economy and ecology. This involves carrying out an overall study of alternative solutions to include a total cost determination and the calculation of ecological impact over the entire life cycle.

   The Eco-Efficiency analysis follows ISO 14040:2006 and 14044:2006 for environmental life cycle assessments. The assessment of life cycle costs and aggregation to an overall Eco-Efficiency is based on ISO 14045:2012

   BASF's global digital solutions enables calculation of the carbon footprint of approximately 45,000 products-from raw materials extraction to the factory gate ("cradle-to-gate"). This creates transparency around the carbon intensity of our products and at the same time provides important starting points for reducing greenhouse gas emissions along our value chains.

   Further, the Company is in the process of discussing the conduct of a Life Cycle Assessment of its products through the value chain with some of its key customers and is providing the requisite data on Product Carbon Footprint of its products to its customers on the basis of cradle-to-gate concept.

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. **– Not Applicable**

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

   Approximately, 76% of the solvent used in cleaning operations of the Coatings business, carried out by Company's wholly owned subsidiary i.e., BASF India Coatings Private Limited, aggregating to Rs. 13.4 million has been re-cycled during the financial year 2024-2025.

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

	F.Y. 2024-25				F.Y. 2023-24			
	Re-Used	Recycled	Recovered	Safely Disposed	Re-Used	Recycled	Recovered	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	13.71	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	4.35	Nil	Nil	Nil	11.33
Hazardous waste	Nil	2510.4	Nil	1885.5	Nil	2291.64	Nil	1811.98

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1108	1108	100%	1108	100%	0	0	1108	100%	0	0
Female	134	134	100%	134	100%	134	100%	0	0	0	0
Total	**1242**	**1242**	**100%**	**1242**	**100%**	**134**	**100%**	**1108**	**100%**	**0**	**0**
Other than Permanent employees											
Male	1720	1720	100%	1720	100%	0	0	1720	100%	0	0
Female	79	79	100%	79	100%	79	100%	0	0	0	0
Total	**1799**	**1799**	**100%**	**1799**	**100%**	**79**	**100%**	**1720**	**100%**	**0**	**0**

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	124	124	100%	124	100%	0	0	124	100%	4	3%
Female	1	1	100%	1	100%	1	100%	0	0	1	100%
Total	**125**	**125**	**100%**	**125**	**100%**	**1**	**100%**	**124**	**100%**	**5**	**4%**
Other than Permanent workers											
Male	888	888	100%	888	100%	0	0	810	91%	422	47%
Female	50	50	100%	50	100%	50	100%	0	0	36	72%
Total	**938**	**938**	**100%**	**938**	**100%**	**50**	**100%**	**810**	**91%**	**458**	**49%**

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

	F.Y. 2024-25	F.Y. 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.04%	0.04%

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

Benefits	F.Y. 2024-25			F.Y. 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
Employees State Insurance	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Others - please specify	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

3. **Accessibility of workplaces**

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

Yes, the Company's Registered Office at Vikhroli is accessible to differently abled employees.

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

The Company provides persons with disabilities with equal opportunities.

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

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	100%	100%	100%
Female	100%	100%	0	0
Total	**100%**	**100%**	**100%**	**100%**

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

	Yes/No
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

Category	F.Y. 2024-25			F.Y. 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	**1242**	**0**	**0**	**1264**	**0**	**0**
– Male	1108	0	0	1130	0	0
– Female	134	0	0	134	0	0
– Others	0	0	0	0	0	0
Total Permanent Workers	**125**	**58**	**46%**	**137**	**119**	**87%**
– Male	124	58	47%	135	119	88%
– Female	1	0	0	2	0	0
– Others	0	0	0	0	0	0

8. **Details of training given to employees and workers:**

Category	F.Y. 2024-25					F.Y. 2023-24				
	Total (A)	Health and safety measures		Skill upgradation		Total (D)	Health and safety measures		Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1108	592	53%	1108	100%	1130	591	52%	1130	100%
Female	134	17	13%	134	100%	134	33	25%	134	100%
Others	0	0	0	0	0	0	0	0	0	0
Total	**1242**	**609**	**49%**	**1242**	**100%**	**1264**	**624**	**49%**	**1264**	**100%**
Workers										
Male	124	124	100%	124	100%	135	135	100%	135	100%
Female	1	1	100%	1	100%	2	2	100%	2	100%
Others	0	0	0	0	0	0	0	0	0	0
Total	**125**	**125**	**100%**	**125**	**100%**	**137**	**137**	**100%**	**137**	**100%**

9. **Details of performance and career development reviews of employees and workers:**

Category	F.Y. 2024-25			F.Y. 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1108	1108	100%	1130	1130	100%
Female	134	134	100%	134	134	100%
Others	0	0	0	0	0	0
Total	**1242**	**1242**	**100%**	**1264**	**1264**	**100%**
Workers						
Male	124	124	100%	135	135	100%
Female	1	1	100%	2	2	100%
Others	0	0	0	0	0	0
Total	**125**	**125**	**100%**	**137**	**137**	**100%**

10. **Health and safety management system:**

a. Whether an occupational health and safety management system has been implemented by the entity?

The Company has implemented a comprehensive Occupational Health & Safety Management System in alignment with the standards defined by the Responsible Care® Management System, which is consistently applied across all operations.

Responsible Care® (RC) is a global initiative led by the chemical industry, aimed at continuously enhancing Environmental, Health, and Safety (EHS) performance. At BASF, Responsible Care® is deeply embedded in the business strategy, reflecting the Company's commitment to being environmentally responsible, energy-efficient, and continuous focused on health and safety.

These guiding principles are translated into specific requirements and objectives that drive continuous improvement in both EHS performance and business practices, reinforcing BASF's role as a responsible global chemical company.

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

Leadership across all levels of the BASF organization is responsible for fostering a culture where Environment, Health, and Safety (EHS) is a core priority. Leaders are expected to communicate this commitment clearly, reinforce EHS awareness, and consistently act as role models.

EHS performance is regularly reported throughout the organization to support effective management reviews. These reviews assess the adequacy and effectiveness of the EHS Management Systems, identify areas for improvement, and ensure timely corrective actions.

As a responsible enterprise, BASF is committed to implement state-of-the-art occupational safety principles and practices. The goal is to provide a safe and healthy working environment for everyone within BASF's area of responsibility, including employees, contractors, and visitors.

In line with OHSAS 18001, hazard identification involves recognizing potential hazards and understanding their characteristics. This is followed by a risk evaluation process that considers existing controls and determines whether the risk is acceptable.

For all routine tasks and workplaces, a systematic risk classification is applied, categorizing risks as low, medium or high. The process includes:

- **Hazard Identification**
- **Hazard Analysis**
- **Risk Assessment**
- **Documentation of Existing and New Control Measures**
- **Verification of Control Measure Implementation**

The work permit process defines minimum requirements and responsibilities for assessing hazards and controlling risks associated with non-routine work activities.

Examples of non-routine activities requiring permits includes maintenance, testing, turnarounds, construction, and demolition.

Activities involving special hazards such as:

- **Confined space entry**
- **Hot work**
- **Line cutting or breaking**
- **Excavation**
- **Unprotected work at heights**
- **Special lifts**

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

Yes, the Company has established clear processes that empower workers to report work-related hazards and remove themselves from unsafe conditions. This is embedded in the Company's safety culture, which is built around the principles of "LOOK OUT, SPEAK UP, LEAD ON, and JOIN IN."

These principles guide every individual to:

- **LOOK OUT: Take personal responsibility for safety—complying with rules, identifying hazards, responding to risks, and learning from incidents.**
- **SPEAK UP: Foster open dialogue in a climate of trust, where employees and management communicate freely about safety concerns.**
- **LEAD ON: Demonstrate visible leadership—management sets the tone by prioritizing safety and leading by example.**
- **JOIN IN: Encourage active participation—employees are involved in all safety-related processes, contributing their knowledge and experience.**

All manufacturing sites have Work Safety Committees with equal representation from workers and management. These committees serve as platforms for employees to suggest safety improvements and engage in decision-making.

Employees are regularly updated on EHS performance and are encouraged to raise concerns, seek guidance, and contribute to continuous improvement efforts. The Company also runs a Safety Culture Development Program to drive behavioral change and embed safety into everyday actions. In line with its commitment to diversity and inclusion, the Company promotes the appointment of female employees across its operations. A Reproductive Health Policy is in place to support female employees during pregnancy and lactation, including reassignment to office-based roles during this period.

To meet the evolving needs of its workforce, the Company has also introduced and updated several employee-centric policies, including:

- **Sabbatical Leave Policy**
- **Parental Leave Policy**
- **Education Assistance Policy**
- **Long Service Award Policy**

d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services?

The Company has established Occupational Health Centers at all its manufacturing sites and at the registered office, ensuring accessible healthcare support across locations. A qualified Occupational Health Physician is available for consultation to address work-related health concerns.

All employees are covered under a Group Medical Insurance Policy, which provides access to non-occupational medical and healthcare services.

To further support employee well-being, the Company offers a confidential counselling service for employees and their families through the Employee Assistance Program (EAP). This initiative provides professional support for personal, emotional, and psychological well-being, reinforcing the Company's commitment to holistic employee care.

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

Safety Incident / Number	Category	F.Y. 2024-25	F.Y. 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.32
Total recordable work-related injuries	Employees	0	1
	Workers	0	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented the Responsible Care® Management System to ensure consistent compliance with Environment, Health, and Safety (EHS) standards across the organization. A well-defined and documented Hazard Identification and Risk Assessment (HIRA) process is in place for both routine and non-routine activities, supported by a detailed Permit to Work system.

An Accident and Incident Management System is operational, requiring employees to report all accidents, incidents, near misses, and even unsafe conditions or acts in the workplace. Each case is thoroughly investigated, and appropriate corrective and preventive actions are implemented.

Training is a core element of the Company's safety framework, covering all categories of employees. Best practices such as risk assessments, workplace exposure monitoring, regular medical check-ups, and incident reporting are integrated with process safety protocols like Safety, Health and Environment (SHE) reviews and Pre-Startup Safety Reviews (PSSR) to ensure a safe and healthy work environment.

The Company also maintains robust emergency preparedness measures to effectively respond to unforeseen events.

Under the Responsible Care® framework, several best practices are defined and implemented to maintain a safe workplace, including:

- **Contractor Safety Management**
- **Training and Evaluation Systems**
- **Permit to Work System**
- **Hazard Identification and Risk Assessment**
- **Accident/Incident Management System**
- **Process Safety Reviews / HAZOP**
- **Management of Change (MoC) Practices**
- **Emergency Response Systems**

Acting responsibly under the Responsible Care® initiative is a long-term investment in improving EHS performance. To monitor progress, regular EHS audits are conducted at all manufacturing sites.

Responsible Care® audits are a key tool for enhancing safety at manufacturing sites and plants. These audits evaluate SHE performance against potential hazards and are conducted at defined intervals. Experts in safety, environment, and occupational medicine assess each site using clearly defined criteria.

Separate audits are conducted for:

- **Safety and Environmental Performance**
- **Occupational Health Standards**

The results are compiled to provide a standardized and comprehensive performance profile for each site, supporting continuous improvement and accountability.

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

	F.Y. 2024-25			F.Y. 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Health & Safety	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable

14. Assessments for the year:

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

The Company has defined assessment requirements under Environment, Health and Safety practices. Working conditions inspection is a part of the defined practice. Moreover, the working conditions are required to be assessed by the Occupational Health Physician at least once in a year. In addition to internal assessments, statutory assessments by various authorities also takes place from time to time.

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

As there were no significant risks or concerns arising from the assessment of health & safety practices and working conditions, no corrective action was taken or necessitated to address any safety related incidents

Leadership Indicators

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

   The Company has extended term life insurance to its employees and workers in the event of death. The Company has a family support policy for deceased employees, including unionized employees, with a one time allowance of INR 25,000/- and a monthly financial support of INR 50,000/- for a period of 6 months from the death of the employee.

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

   The Company has put in place requisite processes to monitor that the statutory dues have been appropriately deducted & deposited by its Contractors.

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

	Total no. of affected employees / workers		**No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment**	
	F.Y. 2024-25	F.Y. 2023-24	F.Y. 2024-25	F.Y. 2023-24
Employees	Nil	Nil	Not Applicable	Not Applicable
Workers	Nil	Nil	Not Applicable	Not Applicable

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

   The Company does not provide such assistance programs.

5. Details on assessment of value chain partners:

   In case of contract manufacturing, the Company's Environment, Health & Safety Quality requirements are also applied to the manufacturing activities performed by such contract manufacturers. It ensures that all operations by such contract manufacturers / value chain partners comply with Environment, Health & Safety standards of the Company.

   The Company conducts periodic Contract Manufacturing Audits on health and safety aspects. Compliance with the Company's environmental, health and safety requirements and legal requirements is also periodically verified. The overall audit process is carried out by the Responsible Care® Audit Units or other competent persons within the organisation.

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

   As there were no significant risks or concerns arising from the assessment of health & safety practices and working conditions at such contract manufacturers, no corrective action was taken or necessitated to address safety related incidents.

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

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

   Local Communities: The Company identifies marginalized and disadvantaged groups through need assessment and engagement with local communities in and around the Company's manufacturing sites under its Corporate Social Responsibility (CSR) initiatives. The Company engages with students from low socio-economic backgrounds to enable quality education, and women and communities who are deprived of adequate water, hygiene and sanitation facilities, due to its focus on Sustainable Development Goals.

   The Company engages with customers to promote sustainable practices. It also partners with NGOs that align with CSR goals. The Company also engages and consult with Government/ Regulatory bodies to comply with regulations.

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

Stakeholder Group	Whether identified as vulnerable & marginalized Group (Yes / No)	Channels of Communication	Frequency of engagement	Purpose & scope of engagement
Customers	No	Newsletters, Email, SMS, Advertisements, Website, Social Media platforms	Monthly and for critical topics on real time basis.	Collaboration and co-creation (event based engagements)
Employees	No	Townhalls, Emails, Video messages, Internal Communication platforms, Intranet, Notice Board	Real time as may be required. Quarterly townhalls are also conducted for regular sharing of information.	Creating a high performance organization, updating on employee safety, business performance and key initiatives from the Company
Shareholders, Local Stock Exchange	No	Email, Newspapers, Advertisement, Annual General Meeting, Postal Ballot, Website	Half-Yearly presentations to Analysts / Fund Managers. Timely dissemination of material information to the Stock Exchanges.	Business (financial) performance & Environmental initiatives of the Company.
Suppliers	No	Email, SMS, Advertisement, Website	As and when required.	To ensure that the quality raw materials & services are procured at competitive prices.
Communities around our Manufacturing Sites	Yes	Community Meetings, Events, Advertisements, School / Local functions, Whatsapp, Social Media	Annual presentations by Manufacturing sites.	Community Development Initiatives and dissemination of safety information.
Industry Associations	No	Meetings, Events, Advertisements, Social Media, Email	As and when required.	Business & Environmental performance of the Company & regulatory issues.

Leadership Indicators

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

   Need assessment survey has helped to identify the major gaps in the target areas and associated requirements in the areas of drinking water, sanitation & sewerage, education, livelihood and other amenities in the community so that CSR programs corresponding to the identifying need can be planned out and executed.

   This year the Company has initiated a CSR project based on Agri-biodiversity on suggestion and guidance from NBA (National Biodiversity Authority).

   CSR project ideas/concepts emerging from various discussions with Government and Regulatory Bodies, business units, external stakeholders and need assessment are presented to the Board of Directors and the CSR Committee of the Company for their deliberation & feedback.

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

   The Company's manufacturing site at Dahej, Gujarat has a Community Advisory Panel for stakeholder consultation.

   For example: Schools in the vicinity of the Company's manufacturing sites in Gujarat and Mangalore send their requirements such as digital classrooms, water purification systems etc. to the Company. Based on these requirements, necessary surveys are conducted by the Company's Implementation Partners to map the requirements and ensure feasibility of its implementation.

   During the year under review, the Company had also received requests for installation of Water ATMs from communities around our Manufacturing Site at Dahej, Gujarat.

   The Company's Agricultural Solutions business had proposed an intervention in the area of water conservation, based on need in the region. The Company's Performance Materials business suggested a project on recycling of polyurethane footwear waste to support sustainability.

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

   The Company is working on water conservation project to mitigate the challenge of water availability in Mallavaram and Kothapalli Pusalapadu villages of Andhra Pradesh.

   A scholarship programme has been taken up for all the manufacturing sites to provide basic education needs, DIY kits, financial aids and career counseling to school students.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	F.Y. 2024-25			F.Y. 2023-24		
	Total (A)	No. of / employees workers covered (B)	% (B / A)	Total (C)	No. of / employees workers covered (D)	% (D / C)
Employees						
Permanent	1242	1242	100%	1264	1264	100%
Other than permanent*	1799	1799	100%	1875	0	0
Total Employees	**3041**	**3041**	**100%**	**3139**	**1264**	**40%**
Workers						
Permanent	125	125	100%	137	59	43%
Other than permanent*	938	938	100%	1157	0	0
Total Workers	**1063**	**1063**	**100%**	**1294**	**59**	**5%**

* The Company has conducted awareness programmes on its Code of Conduct, which includes protection of human rights for its Contractors & Service Providers. The Company has adopted "Train the Trainer" concept and circulated handouts whereby the Company creates awareness on Human Rights amongst its Service Providers who, in turn, create awareness on this topic amongst their employees / colleagues.

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

Category	F.Y. 2024-25					F.Y. 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	**1242**	**0**	**0**	**1242**	**100%**	**1264**	**0**	**0**	**1264**	**100%**
Male	1108	0	0	1108	100%	1130	0	0	1130	100%
Female	134	0	0	134	100%	134	0	0	134	100%
Others	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Other than permanent	**1799**	**0**	**0**	**1799**	**100%**	**1875**	**0**	**0**	**1875**	**100%**
Male	1720	0	0	1720	100%	1797	0	0	1797	100%
Female	79	0	0	79	100%	78	0	0	78	100%
Others	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	**125**	**0**	**0**	**125**	**100%**	**137**	**0**	0	**137**	**100%**
Male	124	0	0	124	100%	135	0	0	135	100%
Female	1	0	0	1	100%	2	0	0	2	100%
Others	**0**	**0**	**0**	**0**	**0**	**2**	**0**	0	**2**	**100%**
Other than Permanent	**938**	**78**	**8%**	**860**	**92%**	**1157**	**0**	0	**1157**	**100%**
Male	888	78	9%	810	91%	1090	0	0	1090	100%
Female	50	0	0	50	100%	67	0	0	67	100%
Others	0	0	0	0	0	0	0	0	0	0

3. a. Details of remuneration / salary / wages (per annum), in the following format:

	Male		Female	
	Number	**Median remuneration / salary / wages of respective category**	**Number**	**Median remuneration / salary / wages of respective category**
Board of Directors (BoD)	–	–	–	–
Key Managerial Personnel	4	27,646,632	–	–
Employees other than BoD and KMP	1104	1,782,426	134	2,463,648
Workers	124	995,988	1	378,660

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

	F.Y. 2024-25	F.Y. 2023-24
Gross wages paid to females as % of total wages	11.66%	10.58%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? **Yes**

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. **– The Company has put in place Compliance Management System (Navex - Ethics Point, which is a 3rd party web-based compliance tool https://secure.ethicspoint.com/) to report complaints / grievances related to violation of BASF's Code of Conduct including grievances related to human rights issues.**

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

	F.Y. 2024-25			F.Y. 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour / Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

	F.Y. 2024-25	F.Y. 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	Nil
Complaints on POSH as a % of permanent female employees / workers	2.22%	Not Applicable
Complaints on POSH upheld	3	Not Applicable

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

The Company gives prime importance to the dignity and respect of its employees irrespective of their gender or hierarchy and expects responsible conduct and behaviour on the part of employees at all levels. Providing a safe and congenial work environment for all employees is an integral part of the Company's Code of Conduct. In order to prevent adverse consequences to the complainants, the Company prohibits victimization of the complainants in any form and also facilitates the filing of such complaints anonymously.

The Company has put a governance structure in place to address complaints related to discrimination or harassment of any kind. The Code of Conduct of the Company guides its employees. There is an Internal Committee constituted by the Company to address complaints relating to sexual harassment under the POSH Act.

9. Do human rights requirements form part of your business agreements and contracts?

The Company acknowledges its responsibility to respect internationally recognized human rights. BASF is a founding member of the U.N. Global Compact and a member of the Global Business Initiative on Human Rights (GBI).

BASF has embedded its responsibility towards human rights into its Code of Conduct and set this out in BASF Policy Statement on Human Rights. BASF also requires its Value Chain Partners to act in accordance with its Code of Conduct and Policy Statement on Human Rights. BASF is committed to complying with international labor and social standards.

In line with the global requirements, the Company has included compliance with human rights requirements as a part of its standard terms and conditions of its Purchase Order, Agreements / Contracts entered into with the Suppliers and also as a part of its Supplier Code of Conduct.

The Company considers human rights due diligence as an important, all-encompassing task that it can only perform by working together with its value chain partners. Further, BASF has globally optimised the existing processes for business partner due diligence and has rolled out a new IT application i.e. Trust Base. It checks business partners world wide for indications of corrupt behaviour, human rights violation or non-compliance with internationally recognised ESG standards before the start of the business relationship and then on a regular basis.

In order to strengthen due diligence in the supply chain, the Company has also enhanced and refined a range of measures, including supplier risk analysis as well as preventive measures such as the systematic business partner due diligence for new suppliers, Supplier Code of Conduct, and the requirements to be embedded in suppliers' contracts.

The Company expects its suppliers to enforce its standards at their suppliers and sub-contractors, too. Furthermore, the rights of third-party workers in high-risk countries is also proposed to be protected in the future through additional due diligence steps. These include risk-based controls and measures that promote transparency and awareness of human rights issues.

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. – **Not Applicable**

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints. **- Not Applicable as there have been no grievances / complaints of human rights violation received by the Company.**

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

   The Company has actively adopted initiatives such as Together for Sustainability (TfS) and Responsible Care®, which promote sustainability in the supply chain. The measures and criteria for monitoring and respecting human rights are integrated into supplier assessment processes and monitoring systems for environmental protection, safety and security, health protection and product stewardship.

   They are also part of the evaluation of investment, acquisition and divestiture projects, assessments along the entire product life cycle, and systems to monitor labor and social standards. In addition, aspects of human rights topics are part of the qualification requirements for security personnel and are incorporated into standard agreements with contractors.

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

   The Company's Registered office at Vikhroli is accessible to differently abled visitors, in line with the requirements under the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour / Involuntary Labour	Nil
Wages	Nil
Others - please specify	Nil

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

   – **Not Applicable**

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

Essential Indicators

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

Parameter	Please specify unit	F.Y. 2024-25	F.Y. 2023-24
From renewable sources			
Total electricity consumption (A)	GJ	124758	124120.8
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C) – Briquettes for bio-boiler	GJ	84469.07	74523.6
Total energy consumed from renewable sources (A+B+C)	GJ	**209227.07**	**198644.4**
From non-renewable sources			
Total electricity consumption (D)	GJ	71963.39	69794.6
Total fuel consumption (E)	GJ	38241.97	41246.7
Energy consumption through other sources (F)	GJ	217255	226672.8
Total energy consumed from non-renewable sources (D+E+F)	GJ	**327460.36**	**337714.1**
Total energy consumed (A+B+C+D+E+F)	GJ	**536687.43**	**536358.5**

Parameter	Please specify unit	F.Y. 2024-25	F.Y. 2023-24
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	MJ	0.0035	0.0039
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Joules or multiples	Since, exports only constitute 2.5% of our total turnover, the revenues earned are mainly in INR and hence PPP adjustments have not been provided.	
Energy intensity in terms of physical output	GJ/MT	1.4409792	1.5324914
Energy intensity (optional) the relevant metric may be selected by the entity	Joules or multiples	Not Applicable	Not Applicable

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

As part of ISO 14001, production plants are required to undertake annual targets to reduce emissions, reduce consumption of resources and improve efficiency of production process as a commitment to sustainable development.

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

    – **Not Applicable**

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

Parameter	Please specify unit	F.Y. 2024-25	F.Y. 2023-24
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	494015	484183
(ii) Groundwater	kilolitres	0	0
(iii) Third party water	kilolitres	0	31511
(iv) Seawater / desalinated water	kilolitres	183000	160718
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	**677015**	**676412**
Total volume of water consumption (in kilolitres)	kilolitres	**677015**	**676412**
Water intensity per rupee of turnover (Water consumed / turnover)	kilolitres	**0.004465106**	**0.004886219**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres	Since, exports only constitute 2.5% of our total turnover, the revenues earned are mainly in INR and hence PPP adjustments have not been provided.	
Water intensity in terms of physical output	kilolitres	1.81775179	1.932633323
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	**Not Applicable**	**Not Applicable**

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

4. Provide the following details related to water discharged:

Water discharge by destination and level of treatment (in kilolitres)			
		F.Y. 2024-25	F.Y. 2023-24
(i) To Surface water	kilolitres	0	0
– No treatment	kilolitres	0	0
– With treatment – please specify level of treatment	kilolitres	0	0
(ii) To Groundwater	kilolitres	0	0
– No treatment	kilolitres	0	0
– With treatment – please specify level of treatment	kilolitres	0	0
(iii) To Seawater	Kilolitres	350184	353580
– No treatment	Kilolitres	0	0
– With treatment – (Post secondary treatment)	kilolitres	350184	353580
(iv) Sent to third-parties	kilolitres	24791	23454
– No treatment	kilolitres	0	0
– With treatment – (Post secondary treatment)	kilolitres	24791	23454
(v) Others	kilolitres	0	0
– No treatment	kilolitres	0	0
– With treatment - (Post secondary treatment)	kilolitres	0	0
Total water discharged (in kilolitres)	kilolitres	**374975**	**377034**

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

The Company has not conducted any independent assessment / evaluation by an external agency.

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

   The Company's manufacturing site at Panoli, Gujarat is a Zero Liquid Discharge Site. Effluent generated from the operations is sent to Gujarat Pollution Control Board (GPCB) approved third party for co-processing. The Company's manufacturing site at Panoli has a Sewage Treatment Plant for treating domestic water treatment. The treated water is used for gardening purpose as per CCA condition. Sewage treatment plant will be installed at Mangalore for treating domestic effluent and treated water will be used from gardening purpose.

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

Parameter	Please specify unit	F.Y. 2024-25	F.Y. 2023-24
NOx	Kg	7255.41	8091.1
SOx	Kg	7077.14	9560.71
Particulate matter (PM)	Kg	9433.78	9225.93
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)	Kg	78406.07	72385.66
Hazardous air pollutants (HAP)		–	–
Others	Kg	–	–

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

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

Parameter	*Unit*	*F.Y. 2024-25*	*F.Y. 2023-24*
Total Scope 1 emissions	*Metric tonnes of CO2 equivalent*	17750.55	17270
Total Scope 2 emissions	*Metric tonnes of CO2 equivalent*	14997.4	13407
Total Scope 1 and Scope 2 emissions per rupee of turnover	Kg	0.00010	0.00022
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	–	–	–

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

Yes, the Company's manufacturing sites are certified for ISO 14001. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

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

Globally BASF is setting itself even more ambitious goals on its journey to climate neutrality and aims to achieve net zero emissions by 2050. Based on the most recent progress in developing low-emission and CO2-free technologies, the Company is also significantly raising its medium-term 2030 target for reduction in greenhouse gas emissions worldwide by 25% as compared with 2018 levels. Reduction of 22.8% has been achieved by 2024.

Through the Responsible Care Management System, which is practiced across all functions, BASF commits to the following Responsible Care® guiding principles:

- **Enable a corporate leadership culture that proactively supports safe chemicals management.**
- **Safeguard people and the environment by continuously improving our environmental, health and safety performance, facility security, and the safety of our products.**
- **Strengthen Chemical Management Systems around the globe.**
- **Work with business partners to promote safe chemicals management within their own operations.**
- **Engage with stakeholders, respond to their concerns and communicate openly on our performance and products.**
- **Contribute to sustainability through development of innovative technologies and other solutions to societal challenges.**

More than 58% of the power used at the Company's Mangalore Site is solar power sourced from grid. Further, during the FY 2024-25, the Company has signed an a 25-year Power Purchase Agreement (PPA) with Clean Renewable Energy KK 2C Private Limited, a special-purpose vehicle established by Hero Rooftop Energy Private Limited to secure 2.7 MW of renewable power for the Company's Manufacturing Site at Mangalore. The Company has also invested and amount of Rs. 1.5 crore for a 26% equity stake in Clean Renewable Energy KK 2C Private Limited, to comply with Karnataka's prevailing renewable energy policy.

This move also demonstrates BASF's commitment to sustainability and aligns with the Indian government's push for clean energy adoption. Reduced CO2 emissions aggregated to approx. 7290 TPA. Biofuel is used to generate around 90% of Mangalore site steam requirement. Furnace oil fired boiler is used only during the annual inspection and breakdown maintenance of bio boiler. This alternate fuel generates 3,425 tons of less CO2 as compared to conventional fuel. 100% of the sludge generated at wastewater treatment plant is used as co-fuel in cement manufacture, which otherwise would have been incinerated, thereby reducing greenhouse gas emissions by around 4,000 tons / year.

At the Company's Dahej manufacturing facility, Phase 2 of the rooftop solar panel installation was successfully completed during FY 2024–25, with Phase 3 now ready for power generation. The total installed solar capacity has reached 900 kW.

In addition, the site has entered into a Power Purchase Agreement (PPA) for hybrid renewable energy (solar + wind), enabling the facility to source approximately 45% of its power from renewable sources.

To further enhance energy efficiency and environmental protection:

Steam condensate is recovered and reused for heat recovery and water recycling.

Off-gases from the process plant are treated in a Thermal Oxidizer, ensuring safe incineration and minimizing environmental impact.

A Waste Heat Recovery Boiler (WHRB) has been installed at the Care Chemicals Process Plant, significantly reducing steam consumption and thereby lowering Scope 1 greenhouse gas emissions.

At the heart of the long-term transition towards Net Zero CO2 emissions by 2050 is the use of new technologies, which will replace fossil fuels such as natural gas with electricity from renewable sources. Most of these technologies are being pioneered by BASF in collaboration with partners and are currently in a pilot stage. Broad scale-up of these technologies will only be fully realizable after 2030. In order to accelerate the avoidance of CO2 emissions prior to that date, the Company continues to systematically implement improvement processes for existing production plants.

In addition, the Company will progressively switch to renewable sources to meet its electricity requirements. The Company's innovative products are also helping to protect the climate. The Company has used sustainable raw materials in many processes for a long time now and has a continuous program of research into new applications.

Addressing the global challenge of mismanaged plastic waste requires a collaborative effort involving companies, governments, non-governmental organizations, and civil society. As part of this commitment, BASF has joined the Alliance to End Plastic Waste as a co-founding member, alongside 30 other global companies.

The Alliance is dedicated to developing, deploying, and scaling solutions that minimize and manage plastic waste while promoting post-use strategies such as recycling, reuse, and repurposing. These efforts aim to keep plastic out of the environment and support a more sustainable, circular economy.

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

Parameter	***F.Y. 2024-25***	***F.Y. 2023-24***
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	13.71	0
E-waste **(B)**	4.35	11.33
Bio-medical waste **(C)**	0.013	3.0
Construction and demolition waste **(D)**	147.99	144
Battery waste **(E)**	3.48	8.46
Radioactive waste **(F)**	0	0
Other Hazardous waste. Category 33.1,35.3,33.2,5.1,35.3 **(G)**	4395.91	4103.8
Other Non-hazardous waste generated (H). Paper packaging, wooden packing materials, wooden pallets planks, non- hazardous process lumps. (Break-up by composition i.e. by materials relevant to the sector)	1596.79	1626.06
Total (A+B+C+D+E+F+G+H)	**6162.24**	**5896.65**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000041	0.000038
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Since, exports only constitute 2.5% of our total turnover, the revenues earned are mainly in INR and hence PPP adjustments have not been provided.	
Waste intensity in terms of physical output MT (Total waste generated / Total production)	0.0165453	0.016
Waste intensity (optional) the relevant metric may be selected by the entity	Not Applicable	Not Applicable

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Non hazardous		*2024-25*	*2023-24*
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	16	18
((iii) Other disposal operations	metric tonnes	838.89	870.06
Total	metric tonnes	**854.89**	**888.06**
e-waste		***2024-25***	***2023-24***
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	**0**	**0**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
e-waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	0	0
((iii) Other disposal operations	metric tonnes	4.35	11.33
Total	metric tonnes	**4.35**	**11.33**
Bio medical waste		***2024-25***	***2023-24***
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	**0**	**0**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Bio medical waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	0	0
((iii) Other disposal operations	metric tonnes	0.013	3.0
Total	metric tonnes	**0.013**	**3.0**
Battery waste		***2024-25***	***2023-24***
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Battery waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	0	0
((iii) Other disposal operations	metric tonnes	3.48	8.46
Total	metric tonnes	**3.48**	**8.46**
Construction waste		***2024-25***	***2023-24***
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Construction waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	147.99	144
((iii) Other disposal operations	metric tonnes	0	0
Total	metric tonnes	**147.99**	**144**

The Company's manufacturing sites do not dispose of anything as plastic waste. As plastic materials are contaminated with chemicals, the said waste are disposed as per the categories mentioned in Hazardous waste authorisation.

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

The Company's manufacturing sites at Mangalore and Dahej are certified for ISO 14001 (Environmental Management), ISO 9001 (Quality Management), and ISO 50001 (Energy Management). Additionally, the Company has been recognized as a Responsible Care® Company by the Indian Chemical Council.

The Panoli and Thane sites are currently certified for ISO 9001 and ISO 14001, and are in the process of obtaining certifications for ISO 50001 and ISO 45001 (Occupational Health and Safety Management).

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

    All of the Company's manufacturing sites handle waste in full compliance with legal and environmental regulations. Waste management practices align with the conditions outlined in the Consent to Operate and Hazardous Waste Authorization. Additionally, external waste management facilities undergo regular inspections to ensure they meet the required safety and environmental standards. The manufacturing sites follow the "Reduce, Reuse, Recycle, Recover, and Dispose" strategy by continuously optimizing and modifying processes. Ongoing improvements in manufacturing processes and technology are key to reducing hazardous waste generation across all sites. The substitution of hazardous chemicals with less harmful alternatives also contributes positively.

    Waste with high calorific value is sent for incineration or co-processing to be used as co-fuel. At the Mangalore site, sludge generated during wastewater treatment is used as co-fuel in cement manufacturing, thereby eliminating the need for incineration and subsequent landfill of ash. The shift to bulk chemical storage has reduced the generation of hazardous packaging materials such as drums. Toxic metallic containers are crushed and safely disposed of. Cleaned plastic IBCs are reused for product packaging, accounting for approximately 35% of the IBCs used in the Dispersions plant for domestic supply. This initiative significantly reduces plastic waste generation and disposal. A solvent recycling facility has been installed to recover and reuse solvents generated during equipment cleaning.

    At the Dahej site, polymer sludge and spent organic waste are processed at a pre-processing facility before being used in the cement industry. Switching product packaging from drums to bulk has reduced electricity consumption for freezing the product drums and for heating them at the customer's end. Additionally, this change has decreased hazardous waste generation at the customer's site.

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

    Although none of the Company's operations / offices are falling in or around ecologically sensitive areas, your Company has obtained environment clearance for its manufacturing sites as mentioned below:

Sr. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Bala, Surathkal, Mangalore, Karnataka	Manufacturing	Yes
2	Dahej	Manufacturing	Yes
3	Navi Mumbai	Manufacturing	Environmental clearances are not required as per regulation
4	Panoli	Manufacturing	Environmental clearances are not required for Company's manufacturing site at Panoli, Gujarat.

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

    The Company has not undertaken any environmental impact assessments during the current financial year.

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

    Yes, the Company has complied with the applicable environmental laws, regulations, guidelines in India viz., Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

Leadership Indicators

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

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

   (i) Name of the area

   (ii) Nature of operations

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

Parameter	Please specify unit	F.Y. 2024-25	F.Y. 2023-24
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	494015	484183
(ii) Groundwater	kilolitres	0	0
(iii) Third party water	kilolitres	0	31511
(iv) Seawater / desalinated water	kilolitres	183000	160718
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	**677015**	**676412**
Total volume of water consumption (in kilolitres)	kilolitres	**677015**	**676412**
Water intensity per rupee of turnover (Water consumed / turnover)	kilolitres	0.004465106	0.004886219
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres	Since, exports only constitute 2.5% of our total turnover, the revenues earned are mainly in INR and hence PPP adjustments have not been provided.	
Water intensity in terms of physical output	kilolitres	1.81775179	1.932633323
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	Not Applicable	Not Applicable

Water discharge by destination and level of treatment (in kilolitres)			
		F.Y. 2024-25	F.Y. 2023-24
(i) To Surface water	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(ii) To Groundwater	kilolitres	0	0
- No treatment)	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(iii) To Seawater	kilolitres	350184	353580
- No treatment	kilolitres	0	0
- With treatment – (Post secondary treatment)	kilolitres	350184	353580
(iv) Sent to third-parties	kilolitres	24791	23454
- No treatment	kilolitres	0	0
- With treatment - (Post secondary treatment)	kilolitres	24791	23454
(v) Others	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - (Post secondary treatment)	kilolitres	0	0
Total water discharged (in kilolitres)	kilolitres	**374975**	**377034**

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

The Company has not conducted any independent assessment / evaluation by an external agency.

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

   The Company does not calculate Scope 3 emissions & its intensity at legal entity level.

Parameter	*Unit*	*F.Y. 2024-25*	*F.Y. 2023-24*
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	*Metric tonnes of CO_2 equivalent*	–	–
Total Scope 3 emissions per rupee of turnover		–	–
***Total Scope 3 emission intensity** (optional)* **–** the relevant metric may be selected by the entity		–	–

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

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

   Although the Company does not operate in any ecologically sensitive areas, it remains deeply committed to addressing the concerns of all its stakeholders. The discharge parameters are independently monitored by an agency appointed by the Ministry of Environment, Forest and Climate Change, Government of India. Monitoring reports are regularly shared with all stakeholders to ensure transparency.

   As a Responsible Care® Company, the organization ensures that all wastewater is treated before discharge, in a manner that does not harm the environment. The disposal of treated water is carried out in accordance with the Consent to Operate issued for each site. Notably, the Panoli manufacturing facility operates as a zero-discharge site. At the Mangalore, Thane, and Dahej locations, treated water is discharged into the sea through designated local collection centres.

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

Sr. No.	**Initiative undertaken**	**Details of the initiative**	**Outcome of the initiative**
1.	Elimination of waste incineration	ETP sludge is sent for co-incineration in cement manufacturing as alternate fuel energy recovery (Pre-processing).	Reduction in greenhouse gas emission by 4000 T/year.
2.	Reduction in hazardous waste disposal	Reduction of plastic waste. Solvent recovery unit at Mangalore.	Around 35% IBC's are re-used in Dispersions plant. Re-use of 76% of recovered solvent and waste generation as well.
3.	Rainwater harvesting	Rainwater harvesting is done at Company's manufacturing sites at Mangalore and Dahej.	To increase the ground water table. Around 2600KL of water is harvested annually.
4.	Ground water monitoring	Monthly ground water quality monitoring done at site.	To establish baseline data and to check the ground water quality.
5.	Change to eco-friendly production	Change of product category which has less baking window at automotive customers.	Reduction of energy consumption/ Greenhouse gas emissions at customer end.
6.	Reuse of treated effluent	Quality of treated effluent has been improvised by implementation of tertiary and hence 85% of treated effluent is being reused for vessel washing, floor washing, gardening, and similar other purposes.	Total treated effluent water recycled - 11440 m3 in the current year.

Sr. No.	Initiative undertaken	Details of the initiative	Outcome of the initiative
7.	Measures been taken for energy conservations	Obtain power from solar source	Reduction of 7000TPA of CO2 emissions.
8.	Reduction in generation of Hazardous waste at Thane site	Recycling of raw material drums for packing of products.	3900 drums of 200-liter capacity and 348 IBC reused for the year 2024
9.	Reduction in effluent generation	Modified procedure for HP cleaning in Mangalore site.	Effluent quantity reduction by 10 m3/day.

5. Does the entity have a business continuity and disaster management plan?

   The Company has established a comprehensive and well-structured Incident and Crisis Management System (ICMS), which outlines clear organizational roles and responsibilities. This system provides strategic and operational guidance to the management team to ensure the effective handling of incidents or crises. Its primary objective is to mitigate adverse impacts on operations, reputation, and stakeholder interests, and to facilitate a swift return to normalcy.

   The ICMS is designed to address any event with the potential to disrupt business unit operations or compromise the Company's credibility. This includes, but is not limited to, situations involving economic loss, environmental damage, occupational health and safety risks, security threats, legal liabilities, or incidents requiring substantial regional or global resource mobilization.

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

   Not Applicable, as the Company has not conducted any independent assessment / evaluation for its value chain partners.

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

   The Company has not conducted any environmental assessment / evaluation of its value chain partners.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations.

   The Company has affiliations with 13 trade and industry chambers / associations.

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

Sr. No.	Name of the trade and industry chamber / association	Reach of trade and industry chamber / association (State / National)
1	Confederation of Indian Industry	National
2	Federation of Indian Chambers of Commerce & Industry	National
3	Global Compact Network, India	National
4	Bombay Chamber of Commerce & Industry	State
5	Indian Chemical Council	National
6	Indo German Chamber of Commerce	National
7	Croplife India	National
8	IESA (India Energy Storage Alliance)	National
9	Alliance for Agri-innovations	National
10	Indian Polyurethane Association	National

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

   – **Not Applicable. As there was no anti-competitive conduct by the Company, no adverse orders were passed by regulatory authorities against the Company.**

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, if available
1.	Trade barriers like registration of manufacturing sites by Bureau of Indian Standards (BIS) under Mandatory Quality Control Orders (QCOs), Anti-dumping duties and Minimum import price (MIP)	through FICCI / CII / ICC	No	Monthly review by impacted businesses	–
2.	Chemical inventory upload on ChemIndia portal of Department of Chemicals and Petrochemicals	through FICCI / CII / ICC	No	Quarterly review by Executive leadership team along with Product stewardship	–
3.	Foreign trade agreement with UK/ EU	through FICCI / CII / ICC	No	Monthly review by relevant businesses	–

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. - **NIL**
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: - **NIL**
3. Describe the mechanisms to receive and redress grievances of the community. - **Not Applicable**
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	F.Y. 2024-25	F.Y. 2023-24
Directly sourced from MSMEs / small producers	18%	15%
Sourced directly from within the district and neighbouring districts	68%	43%

The Company is promoting localization by which imported raw materials are sought to be substituted with locally manufactured raw materials, wherever possible, subject to their meeting required specifications, quality & cost. With this initiative, the Company has been helping local suppliers in the Indian chemical industry to compete in the global market. Also, many of the Company's packaging and service suppliers are in MSME (Micro, Small and Medium Enterprise) category. The number of active MSME vendors associated with the Company has now increased to more than 500.

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

Location	F.Y. 2024-25	F.Y. 2023-24
Rural	2%	2%
Semi-urban	8%	10%
Urban	19%	21%
Metropolitan	71%	67%

(Locations have been categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): **Not Applicable**

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

   Based on the need assessment done around the manufacturing sites, the Company has undertaken CSR projects/ activities in and around its Manufacturing Sites at Navi Mumbai, Dahej and Mangalore. The initiatives are mainly focused on WASH and quality education. Further, the Company has also undertaken projects in Andhra Pradesh and Kerala.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? **No, the Company does not have a preferential procurement policy.**

   (b) From which marginalized / vulnerable groups do you procure? **Not Applicable**

   (c) What percentage of total procurement (by value) does it constitute? **Not Applicable**

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

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. **– Not Applicable**

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted / proposed to be benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Smart Classrooms (Provided 31 smart classrooms across Navi Mumbai and Mangalore near our sites schools) to promote digitalization in education)	~2500	100%
2.	WASH facility and Education initiative by Thane site	~ 300	100%
3.	A scholarship programme for all sites to provide basic education needs, DYI kits, financial aids and career counseling to school students	~175	100%
4.	Menstruation Hygiene project with Sulabh (Dahej)	~100	100%
5.	Skilling of women in art and craft, with a business linkage with Sulabh (Dahej)	~30	100%
6.	Installation of 3 Community water ATMs (2 in Dahej, 1 in Thane) and 4 school water purification systems in Mangalore	~8000	~70%
7.	We-Chemie: Inclusion of women in Chemical Industry	~100	100%
8.	Water Conservation: Construction of water damns in Mallavaram and Kothapalli Pusalapadu villages of Andhra Pradesh with NAAM Foundation (Non- Government Organisation)	~32602	70%
9.	Recycling of PU from footwear waste to rebounded foam and developing a product with recycled material which can be donated to schools/ community	~4000	90%
10.	Extension to Closing the Loop project on Agri waste to complete Bioavailability dashboard, training and implementation.	~800	100%
11.	Agri-Biodiversity: In Osmanabad, Creation of a district-level knowledge hub. State level workshops. Establishing 3 decentralized, community-managed seed banks	~2000	70%
12.	WASH and Educational Initiative (Mangalore)	~5000	65%

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

   The Company has rolled out NPS (Net Promoter System) to seek feedback and suggestions from customers. The feedback is obtained from the customers on the product quality and services. This feedback is evaluated internally, and appropriate actions are taken in order to meet the customer's expectations.

   Further, the Company also has Non-Conformance Management (NCM) system in place to register and address customer complaints. These complaints are handled in a SAP based system, which provides feedback to the customer about the root cause analysis, corrective actions, and measures undertaken by the business to prevent its recurrence.

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

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

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

<table>
<tr><th></th><th colspan="2">F.Y. 2024-25</th><th rowspan="2">Remarks</th><th colspan="2">F.Y. 2023-24</th><th rowspan="2">Remarks</th></tr>
<tr><th></th><th>Received during the year</th><th>Pending resolution at end of year</th><th>Received during the year</th><th>Pending resolution at end of year</th></tr>
<tr><td>Data privacy</td><td>Nil</td><td>Nil</td><td rowspan="7">Not Applicable</td><td>Nil</td><td>Nil</td><td rowspan="7">Not Applicable</td></tr>
<tr><td>Advertising</td><td>Nil</td><td>Nil</td><td>Nil</td><td>Nil</td></tr>
<tr><td>Cyber-security</td><td>Nil</td><td>Nil</td><td>Nil</td><td>Nil</td></tr>
<tr><td>Delivery of essential services</td><td>Nil</td><td>Nil</td><td>Nil</td><td>Nil</td></tr>
<tr><td>Restrictive Trade Practices</td><td>Nil</td><td>Nil</td><td>Nil</td><td>Nil</td></tr>
<tr><td>Unfair Trade Practices</td><td>Nil</td><td>Nil</td><td>Nil</td><td>Nil</td></tr>
<tr><td>Other</td><td>Nil</td><td>Nil</td><td>Nil</td><td>Nil</td></tr>
</table>

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not Applicable

5. Does the entity have a framework / policy on cyber security and risks related to data privacy?

   The Company has a Data Privacy Policy.

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

   Not Applicable, as there were no issues or concerns related to advertising, delivery of essential services, cyber security, penalties or actions initiated by regulatory authorities for safety of Company's products.

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches along-with impact

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

   There were no instances of data breaches.

Leadership Indicators

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

   Although there is no central platform for accessing information about all the products and services of the Company, each business unit has developed its own platform where information related to their products is available. For e.g. information about the Company's Agricultural Solutions business can be accessed at Website: http://crop-protection.basf.in/en AgGenie App: https://basf.link/AgGenie. Similarly, other business units of the Company have also independently developed their platforms, depending upon their requirements, where information on their products is available.

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

   The Company's Agricultural Solutions business has dedicated 'Suraksha Hamesha' meetings focused exclusively on promoting responsible use of crop protection products and usage of personal protection measures. During such meetings, there is emphasis on important stewardship topics viz. safe handling, usage, storage, and disposal of crop protection products. Usage of personal protection equipment is also emphasized in all interactions with the farmers. The Company also provides Sanrakshan Kits to its channel partners for further distribution and sale to farmers.

   The Company has also adopted digital initiatives via Facebook, Digital Meetings, YouTube, AgGenie app, SMS & WhatsApp to create awareness about safe farming practices. The Company has also developed an easy to understand, language neutral animation movie showcasing 9 steps of responsible use of crop protection products, which has been actively promoted on digital platforms and has reached more than 97 lakh stakeholders in the farming community.

   Similarly, a material safety and data sheet is provided to the buyer of each product of the Company informing them about the safe and responsible use of the product.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. **The Company communicates with its customers through various media viz., emails, personal meetings, audio-visual means, etc., to inform customers of any such disruptions / discontinuation of essential services.**

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

   The Company adheres to all applicable laws and regulations on product labelling. Apart from the mandatory declarations, additional declarations relating to the safe handling & use of the products are made on the labels.

On behalf of the Board of Directors
For BASF India Limited

PRADIP P. SHAH	ALEXANDER GERDING
Chairman	*Managing Director*
(DIN: 00066242)	(DIN: 09797186)

Mumbai
Dated : May 14, 2025

BASF in partnership with WaterLife India has provided community water ATM, an innovative solution with use of digitalization. The project has empowered the community with availability of safe, affordable drinking water at Vagara, Gujarat, transforming lives of around 8,000 residents.