



SRF

We always find a better way

Fluorochemicals Business
Specialty Chemicals Business

SUSTAINABILITY REPORT 2021-23

INSPIRING a Better Future





About the Report

Our company's 9th biennial Sustainability Report for the 2021-2023 period showcases our performance and sustainability approach throughout our business and value chain. The purpose of this sustainability report is to provide stakeholders with a comprehensive overview of SRF Limited's commitment and performance in key areas related to sustainability and responsible business practices. SRF has always recognized the importance of integrating environmental, social, and governance considerations into its business strategy to ensure long-term value creation and positive impact. This sustainability report aims to provide a transparent and informative account of SRF Limited's journey towards sustainability and responsible corporate citizenship. By examining the company's practices, stakeholders can gain valuable insights into SRF's commitment to balancing economic success with environmental and social responsibility. This report highlights our commitment to reducing our carbon footprint and increasing our social and environmental value across our value chain.

Reporting principle, scope, boundary and frequency

The report has been developed 'in reference' to the GRI Standards and covers all Environment, Social and Governance (ESG) initiatives, activities, and operations within our speciality and fluorochemicals businesses. SRF's sustainability reporting principles reflect the company's holistic approach to sustainability, encompassing environmental stewardship, social responsibility, and sound governance practices. By adhering to the principles following Materiality assessment, stakeholder engagement,

accuracy & reliability of data and continuous improvement, SRF strives to demonstrate its commitment to creating value not only for its shareholders but also for the planet and society at large.

SRF Limited has its corporate office in Gurugram, Haryana, and manufacturing facilities are situated in Dahej, Gujarat and Bhiwadi, Rajasthan. The report provides essential information on our policies, practices and governance system. This also encompasses the non-financial data pertaining to SRF Limited covering its Speciality Chemical Business & Fluoro Chemical Business at Dahej, Gujarat and Bhiwadi, Rajasthan sites between 1st April 2021 to 31st March 2023.

Contact point for query and Statement of Responsibility

We value your feedback on this report. Please feel free to share any thoughts you may have so we can improve the quality of our sustainability communications going forward.

Please reach out to us by contacting
Neeraj Bhatnagar (e-mail: Bhatnagar.Neeraj@srf.com) or
Vikas Yadav (e-mail: vikas.yadav1@srf.com).

SRF limited acknowledges responsibility for the accuracy, completeness and integrity of this report.

Forward Looking Statement

Certain statements in this report about our business operations may be considered forward-looking. These include all statements other than statements of historical facts such as those about the financial position, business strategy, management plans, and future operations.

Forward-looking statements can be identified by words such as 'believes', 'estimates', 'anticipates', 'expects', 'intends', 'may', 'will', 'plans', 'outlook', and other words of similar meaning in connection with a discussion of future operational or financial performance. Forward-looking statements are necessarily dependent on assumptions, data, or methods that may be incorrect or imprecise and that may be incapable of being realised, and as such, are not intended to be a guarantee of future results, but constitute our current expectations based on reasonable assumptions. Actual results could differ materially from those projected in any forward-looking statements due to various events, risks, uncertainties, and other factors. We neither assume any obligation nor intend to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

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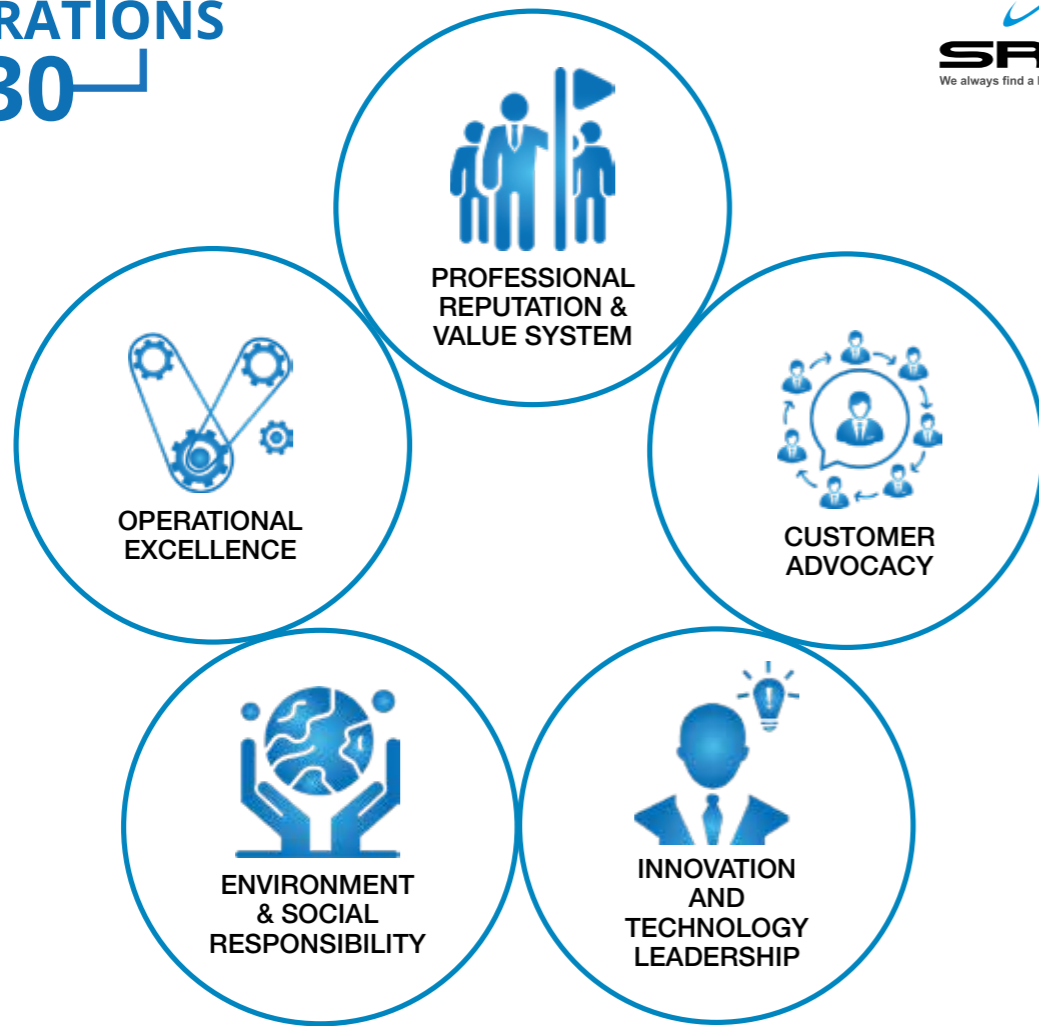
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ASPIRATIONS 2030



Our values

Our values, embodied in **RINEW**, are a part of our DNA. They serve as guiding principles, shaping our culture and behaviour, providing a moral compass, aligning actions with the company's mission and vision. SRF's values cultivate trust among stakeholders and define the organization's identity.



Respect

We believe in building and nurturing relationships with all our stakeholders, by treating them with respect and dignity



Integrity

We stand by our commitments and will not compromise on our ethical and moral standards



Non-discrimination

We will not discriminate on account of gender, caste, religion, creed, region, language, physical disabilities, etc.



Excellence

We use the SRF Management Way to pursue excellence in all that we do



Wellbeing

We believe that happy employees are key to organisational success

Supporting the SUSTAINABLE DEVELOPMENT GOALS

As a conscientious enterprise, our commitment to Environmental, Social, and Governance (ESG) principles is at the core of our value creation and preservation strategy for all stakeholders. Our business operations are fully infused with ESG considerations, ensuring alignment of our processes, systems, procedures, and initiatives with our Aspirations 2030 goals.



OPERATIONAL EXCELLENCE



At SRF, we enhance employee motivation and business stability by implementing fair labor practices and fostering economic growth. By investing in innovative technologies, infrastructure, and sustainable practices like resource efficiency, product stewardship, and waste reduction, we streamline operations and improve efficiency, contributing to operational excellence.



PROFESSIONAL REPUTATION & VALUE SYSTEM



We prioritize employee health and well-being, provide quality education and training, and promote gender equality. By fostering a culture of integrity, excellence, and inclusivity, we enhance our professional reputation and value system. These commitments ensure that our workforce is healthy, skilled, and diverse, driving sustained success and innovation.



CUSTOMER ADVOCACY



By ensuring sustainable practices in production processes and providing decent working conditions, SRF has earned the trust and advocacy of environmentally-conscious customers, enhancing its reputation and market position. This commitment to sustainability not only benefits the environment but also drives economic growth by attracting a loyal customer base and fostering long-term business success.



INNOVATION AND TECHNOLOGY LEADERSHIP



SRF promotes innovation and technology leadership by investing in clean energy, fostering fair labor practices, and adopting sustainable production methods. By driving technological advancements, SRF positions itself as a leader in innovation while contributing to economic growth and sustainability. This approach not only enhances our competitive edge but also supports the transition to a more sustainable and equitable economy.



ENVIRONMENT & SOCIAL RESPONSIBILITY



At SRF, we promote environmental and social responsibility through sustainable production methods, clean water management, effective health and safety standards, measures to reduce inequality, climate action, and biodiversity conservation efforts. By actively working to mitigate our environmental footprint and positively impacting society, SRF fosters a more responsible and sustainable culture. These initiatives contribute to a healthier planet and more equitable communities, ensuring long-term benefits for both, the environment and society.

Senior Management Messages



Sustainability is the cornerstone of our growth strategy. It permeates all levels of our businesses, helping us forge a path toward a thriving and sustainable future.

Dear Stakeholders,

I am delighted to present our biennial Sustainability Report for FY 2021-23 for the Chemicals Business. At SRF, our commitment to sustainability is profoundly embedded in our corporate ethos. We recognize the significant impact our activities can have on the environment and the community at large. This mindfulness has led us to pursue informed actions that consider economic development in conjunction with societal and environmental responsibility.

Inspiring a Better Future

At SRF, we are committed to inspiring a better future through our actions. Let me talk a little bit about some of the key features of our supportability process.

Environmental Stewardship - In the realm of environmental sustainability, we continue to prioritize initiatives that minimize our ecological footprint. Our determination to adopt energy-saving measures such as the installation of LED lights and energy-efficient motors have significantly reduced energy consumption at our manufacturing sites. We have consistently made efforts to increase the share of renewable energy in our electricity mix by implementing solar power generation projects. Furthermore, we have considerably improved our waste management processes with the implementation of zero liquid discharge facilities and by recycling and reusing large volumes of wastewater for horticultural and plantation purposes. All these initiatives have resulted in significant improvements and measurable reductions in our emissions.

Employee Well-being - Our employees are the driving force behind our success, and their well-being is vital to us. We have invested in programs and benefits that prioritize health, safety, and the well-being of our employees. Our pursuit of zero fatality, accident, or injury incidents remains our top priority. We regularly conduct audits of our safety management systems, including personal protective equipment trainings. During the reporting period, our team continued to deliver recordable incident rates that are among the lowest for our industry by maintaining our focus on continuous learning and a self-improving culture. Furthermore, our ongoing commitment to diversity, equity, and inclusion ensures that our workforce reflects the rich tapestry of perspectives and experiences that make our organization thrive. All these initiatives contributed to SRF receiving the 'Employer of the Future' recognition by Fortune India magazine in 2022.

Community Engagement - At the heart of our sustainability initiatives is our dedication to corporate social responsibility. We have actively engaged with the communities where we operate, supporting education initiatives, including the quality of academics, and the infrastructural advancement

of Government schools and through the digital inclusion of community across locations. Moreover, through volunteer programs, charitable donations, or other community development projects like conducting vocational skills training programs that are targeted towards employment generation, we are committed to making a meaningful difference. Under the Natural Resource Management (NRM) program, our team has been engaged in the construction of earthen dams and de-silting of ponds to support water conservation efforts.

Cutting-edge R&D backed by Advanced Technology and Innovative Practices - At SRF, we have always been at the forefront of technological advancement. In our pursuit of sustainability, we are investing in R&D to create products that are not only efficient but also environmentally responsible. Our investments in R&D have led to over 350 patents filed.

Supply Chain Responsibility - Our commitment to sustainability extends beyond our own operations to our supply chain. We have worked closely with our suppliers to ensure they align with our values and adhere to ethical practices, while at the same time prioritizing local and sustainable sourcing to minimize environmental impact. This collaboration has not only strengthened our relationships but has also contributed to positive social and environmental impacts throughout our supply chain.

Governance and Risk Management - We have comprehensive strategies in place for managing business risks, including financial, operational, and regulatory risks.

Looking Ahead

In the coming years, we will strengthen our focus on sustainability, integrating it even more deeply into our business strategy. We will collaborate with stakeholders, embrace emerging technologies, and strive for continuous improvement in our sustainability performance, and we are excited to build upon the foundation we have laid for a more sustainable future.

Before I close, I would like to extend my sincere gratitude to each member of the SRF family for their dedication and hard work in making our sustainability initiatives a reality. Together, we can build a resilient and sustainable future that benefits all.

Thank you.

A handwritten signature in blue ink, appearing to read 'Kartik Bharat Ram'.

KARTIK BHARAT RAM

Joint Managing Director
SRF Limited

The world we live in today is marked by volatility and uncertainty. Having said that, we view challenges as opportunities to evolve, innovate, and adapt our practices. We become catalysts for improvement, and in doing so, we **inspire a better future**.

At SRF's Fluorochemicals Business (FCB), it is our **commitment to adopt sustainable business practices**. These practices align with our values, drive innovation, and ensure the long-term success of our business. As we present the 9th biennial Chemicals Business Sustainability Report for FY 2021-2023, I am pleased to share some insights into FCB's ongoing efforts and strategies concerning sustainability management.

Product innovation backed by robust, in-house R&D

We are continually investing in state-of-the-art technologies and processes that enhance energy efficiency, reduce emissions, and optimize resource utilization. In this regard, I am happy to share that SRF's FCB has become the first Indian chemical company to obtain ISO 14064-1:2006 certification for GHG emissions verification. We are also the first Indian company to obtain the American Society of Heating, Refrigeration, and Air-conditioning Engineers (ASHRAE) certification for R-467A, a low Global Warming Potential (GWP) refrigerant blend for stationary air-conditioning application, manufactured using in-house, patented technology.

These firsts, among many others, underscore our deep commitment towards developing and offering products that meet the highest environmental standards, including exploring alternative, more sustainable materials.



Our businesses are built upon robust and enduring investments in our people, practices, and infrastructure.

Sustainable Supply Chain

In a world increasingly vulnerable to environmental and geopolitical disruptions, the concept of resilient growth has taken centre stage. Organizations are recognizing that sustainability is not just about being eco-friendly but also about building robust and adaptive supply chains. At FCB, we are actively collaborating with suppliers who share our commitment to ethical and sustainable practices. This involves assessing and mitigating risks related to ESG factors throughout the supply chain.

Building a Strong, Vibrant, Community

At FCB, our objective is to give back to the community we are a part of. Our community engagement programs focus on social and environmental initiatives, reinforcing our commitment to being a responsible corporate citizen. Some of the areas we work in, include Education, Healthcare, Natural Resource Management and Women Empowerment. I encourage you to read about our community engagement endeavours in more details in the ensuing pages of this report.

Before I close, I would like to take this opportunity to thank each one of our employees, partners and all our stakeholders for being part of our journey to embed sustainability in everything that we do.

PRASHANT YADAV

President & CEO

Fluorochemicals and Technical Textiles Businesses

Our Sustainability report for FY 2021-23 outlines the strides we've taken in aligning our business with a greener, more socially responsible future. To keep up with a constantly changing environment, we have taken several, planned steps to use resources more efficiently, lower our carbon emissions, and promote equitable development.

Our Sustainability Framework

Over a period of time, we have seamlessly integrated the principles of Environmental, Social, and Governance (ESG) into our choices. By prioritizing our Triple E framework—Engagement, Environment, and Enterprise, we continually aim to apply recycle, reuse, and reduce, throughout our value chain, from development to production.

We excel at enhancing our Technical Skills

The expertise of the Specialty Chemicals Business evolved in Fluorine chemistry and subsequently expanded to encompass an extensive variety of platform chemistries. In order to facilitate our foray into novel chemistries, our Chemicals Technology Group has been continually developing innovative technologies. This group serves as SRF's powerhouse, tackling complex processes and groundbreaking innovations involving diverse chemistries year after year.

The CTG has demonstrated SRF's capacity to produce advanced intermediates for Agrochemicals and Pharmaceuticals. Our R&D team has worked on over 100 molecules, with



Our company's growth is deeply interconnected with our customers' success and resilience of our supply chain.

many already commercialised and many more advancing at various process development stages. Also, the CTG generates intellectual property and has various patents in new chemistries. CTG is committed to supporting the company's sustainable growth.

Applying the Potential of Chemistry to help Address the Issues Facing Society

We use our advanced technological capabilities to work with our customers and the community to address sustainability related risks and opportunities, such as human rights, supply chain management, data security, process safety, occupational health, and climate change. We are applying analytics, latest technology, and equipment to make our processes more efficient, safer, and long-lasting. Our emphasis on long-term sustainability guarantees our unwavering dedication to responsible procurement practices, transparent governance and serving the community we operate in. Our activities in this direction are outlined in the ensuing pages of this report.

ANURAG JAIN

President & CEO

Specialty Chemicals Business (SCB) & Chemicals Technology Group (CTG)

The Organisation



Since SRF's incorporation in 1970 and the subsequent establishment of our first plant in Manali, India in 1974, we have grown from being a single unit tyre cord manufacturer into a leading, professionally managed, diversified chemicals conglomerate.

Our core strength has been our diversification into many businesses, with most of them achieving global leadership; this is what stands us in good stead. Our wide range of products and solutions are sold worldwide. These are used in varied applications and segments: from tyres to air conditioners, from mines to cricket grounds, from automotive

to household appliances, from food packaging to raw materials for pharmaceuticals. With our diverse portfolio, we strive to provide the highest quality, sustainable industrial and specialty intermediates that contribute to a better way of life.

Our maxim - "We always find a better way" - is encapsulated not only in the products that we manufacture and the superior processes that we adopt, but also amply demonstrated in our penchant for innovation, technology leadership, employee engagement, professional management, transparent governance and inclusive growth.

Snapshot

GLOBALLY

- **No. 1** in Difluoro & Trifluoro Alkyl Intermediates
- **No. 2** in Conveyor Belting Fabrics
- **No. 5** in Nylon 6 Tyre Cord Fabrics

IN INDIA

- **Largest manufacturer** of Tyre cord fabrics, Belting fabrics, Coated fabrics, and Refrigerants
- **Only company in India** manufacturing F 134a and F 32 refrigerants using in-house technology, Dymel® F 134a/P, our propellant for asthma inhalers, and Polyester tyre cord fabrics

Our Operations

Six business verticals

- Fluorochemicals
- Specialty chemicals
- Packaging films
- Technical textiles
- Coated Fabrics
- Laminated Fabrics

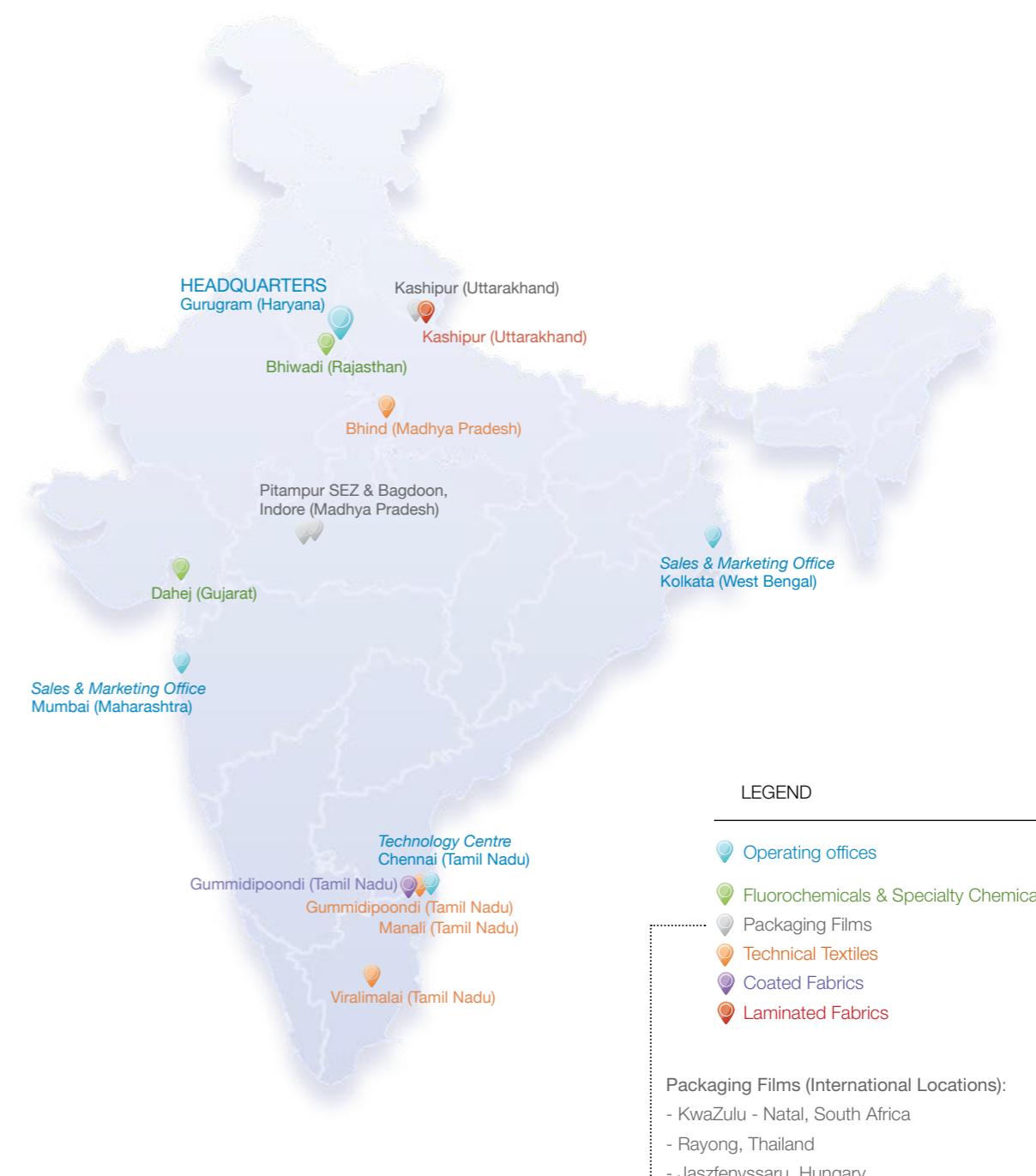
15 manufacturing plants

- 12 in India and one each in Thailand, South Africa and Hungary

Export to
over 90 countries

Global Workforce:
8,000+

Turnover (FY 23):
INR 14,592 Cr.
(us\$ 1.8 Bn.)



Above data as on 31 March 2023.

Sustainability at SRF

The chemicals industry is witnessing a transformative shift towards sustainable and eco-friendly practices. Globally, stakeholders, including customers and investors, are increasingly prioritizing environmentally conscious and sustainable business. Since inception, we have positioned ourselves at the forefront of sustainable growth – not merely as a response to market demands but as an ingrained commitment.

SRF's commitment to ESG is engrained in its corporate culture and is at the core of all its growth strategies. Our

corporate leadership team has been tasked with setting the strategic direction for our ESG agenda, which includes allocating sufficient funds for efficient implementation, supervising management, and regularly reviewing the various initiatives carried out by our individual businesses. Our Triple E framework—Engagement, Environment, and Enterprise—represents our redesigned sustainability strategy, which we based on Elkington's "People-Profit-Planet" paradigm. This has gradually merged into our ESG Framework, which serves as the cornerstone of our sustainability strategy.



We understand that true change necessitates cooperation and shared accountability and therefore, try and ensure sustainable growth beyond our internal operations. We engage with environmental organizations, take part in industry forums, and support sustainable policies both locally and globally. Through the use of our influence, we hope to encourage industry-wide action, advance sustainable practices, and aid in the creation of sustainability standards.

Industry Association

Our constant collaboration and engagement with various forums and industries associations allows us to support and enable policy implementation, and recommend measures that improve business development. Our objectives involve contributing to the development of the nation and delivering shared benefit for all of our stakeholders. Industry Associations we are members of, include



Indian Chemical Council



National Safety Council



Dahej Industrial Association

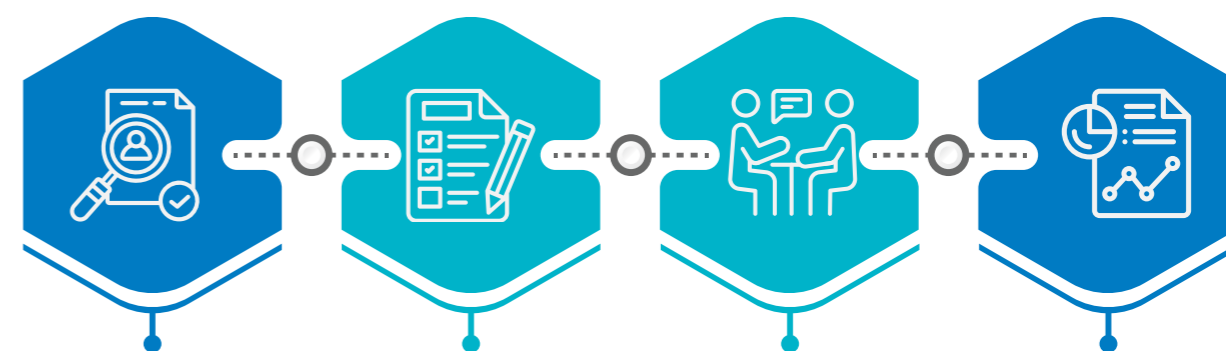
Stakeholder Engagement

At SRF, we firmly believe that creating value for stakeholders is integral to fortifying our strategic initiatives and fostering long-term sustainability. SRF Company exemplifies a commendable dedication to identifying and engaging with a diverse array of stakeholders. Our unwavering commitment to safeguarding stakeholders' interests serves as the cornerstone of our value proposition and sustainability efforts, driving inclusive development.

We consistently engage with a wide spectrum of stakeholders, including investors, employees, suppliers, regulators, communities, customers, and others. This proactive approach allows us to understand their interests

and needs, solicit feedback, and adapt our business strategies and plans accordingly. Our transparent and open dialogue with stakeholders enhances our understanding of material issues and enables us to address key areas for improvement, thereby mitigating evolving risks and challenges.

In line with our commitment to transparency and ethical business practices, SRF Limited has established a stakeholder prioritization process, which is conducted in collaboration with the organization's management. Below, we outline the detailed stakeholder engagement process:



IDENTIFY

- Internal and external stakeholders relevant to SRF
- Identify and prioritize issues critical to each stakeholder group
- Establish each stakeholder's status quo and existing perceptions before and during the reporting period

PLAN

- Establish objectives and scope of the stakeholder engagement
- Allocate time, resources, and responsibilities
- Design engagement strategy
- Design modes of communication for each stakeholder

ENGAGE AND CONSULT

- Engage with each stakeholder group through interviews, etc
- Share contextual information (application material issues) with stakeholders
- Follow-up sessions for feedback on identified material issues

MONITOR AND REPORT

- Ensure effective, timely documentation of consultation process and learning points
- Report back to stakeholders on commitments and performance related to identified material issues
- Ensure transparency in the stakeholder engagement

Through this rigorous process, we ensure that the voices and concerns of all stakeholders are heard and integrated into our decision-making processes, fostering trust, accountability, and sustainable growth.

Stakeholder Engagement Exercise

We consistently engage with both our internal and external stakeholders and ensure consistent support of interactions through various channels. Our stakeholder engagement is detailed in the following table, which outlines stakeholder expectations, the communication channels we employ, and the teams responsible for engaging with key stakeholder groups.

Stakeholder group	Key expectations	Modes of communication	Key Topics discussed	Key responsible groups
Regulatory Bodies	<ul style="list-style-type: none"> » Compliance with the applicable laws and regulations » Participation and contribution towards various initiatives 	<ul style="list-style-type: none"> » Adherence to reporting requirements » Industry representation on key matters 	<ul style="list-style-type: none"> » Regulatory Compliance » Operational Efficiency » Development of communities » Management of environmental impact » Occupational Health and Safety » Emergency Preparedness » Air and GHG emissions » Biodiversity and resource conservation » Waste management 	<ul style="list-style-type: none"> » Senior management and relevant functions
Investors and Shareholders	<ul style="list-style-type: none"> » Business plans, growth feasibility and stability » Better quarterly reports/performance ratios » Corporate reputation » Transparent reporting » Prudent capital allocation » Corporate governance and risk management » Regular dividend pay-out 	<ul style="list-style-type: none"> » Company website » Quarterly publication of results followed by earning call » Periodic Analysts' briefing and individual discussion between fund managers and the management team 	<ul style="list-style-type: none"> » Financial Performance » Business Risk Management » Foray into new markets » Optimising operational costs » Corporate governance » Ethics and value » Energy efficiency » Renewable energy 	<ul style="list-style-type: none"> » Chairman and Managing Director » Chief Financial Officer » Investor Relations
Suppliers	<ul style="list-style-type: none"> » Fair and transparent dealing » Consistent business and economic growth » Joint exploration of potential opportunities » Maintain confidentiality of supplier data 	<ul style="list-style-type: none"> » Supplier evaluation programme » Periodic meetings » Visits to supplier's facilities 	<ul style="list-style-type: none"> » Pricing, quality and safety of raw materials » Issues related with human rights » Local employment » Materials 	<ul style="list-style-type: none"> » Sourcing
Customer	<ul style="list-style-type: none"> » Reputed brand, high quality and reliable products » Product innovation and environmentally sustainable products » Timely market / product updates » Honour contractual terms and price » Timely resolution of customer complaints » Ethical Practices » Maintain confidentiality of customer data 	<ul style="list-style-type: none"> » Customer visits/audit and meetings » Customer recognition/awards programmes » Customer satisfaction surveys » Joint development & product re-engineering 	<ul style="list-style-type: none"> » Product innovation and life-cycle efficiency » Service quality » Resolution of Customer Complaints » Quality and Safety of Products » Pricing of Products » Branding 	<ul style="list-style-type: none"> » Marketing » Technical services » Customer Relationship Management

Stakeholder group	Key expectations	Modes of communication	Key Topics discussed	Key responsible groups
Employees	<ul style="list-style-type: none"> » Safe and healthy work environment » Favourable work culture » Adherence to SRF's values » Fair and equal compensation » Learning and development opportunities » Fair, transparent, and regular rewards and recognition » Regular and constructive performance management and feedback » Career development opportunities » Appropriate grievance redressal mechanisms » Job security 	<ul style="list-style-type: none"> » IT enablement & digitisation » Structured and focussed training programmes » Employee oriented work policies » Adequate grievance mechanism for reporting and redressal » Fair and transparent performance management systems and 360-degree » Feedback process » Periodic open house meetings with senior leadership teams » Regular employee engagement and feedback surveys 	<ul style="list-style-type: none"> » Career growth prospects » Learning and development programs » Trainings » Rewards and Recognition » Occupational Health and Safety » Work environment and policies » Grievance redressal mechanism » Ethics and transparency » TQM » Emergency preparedness » Labour conditions 	<ul style="list-style-type: none"> » Human resources
Local Communities	<ul style="list-style-type: none"> » Local employment » Skill development and education » Local infrastructure development » Conservation of natural environment » Ensuring health and safety of nearby community 	<ul style="list-style-type: none"> » Social impact assessment » Joint development and partnership with local agencies, network partners for servicing wider set of local communities » Local Infrastructure development, structured learning by digital classrooms training, providing scholarships, and other necessary support 	<ul style="list-style-type: none"> » Social concerns in the region » Minimising negative environmental impact » Local employment 	<ul style="list-style-type: none"> » SRF Foundation (Corporate Social Responsibility arm of SRF) » Plant-level CSR

Materiality Assessment

Our materiality evaluation process is conducted with careful consideration of stakeholders' perspectives and internal business alignment with global sustainability trends. This assessment serves as the foundation for establishing our focus areas concerning ESG and guiding our action.

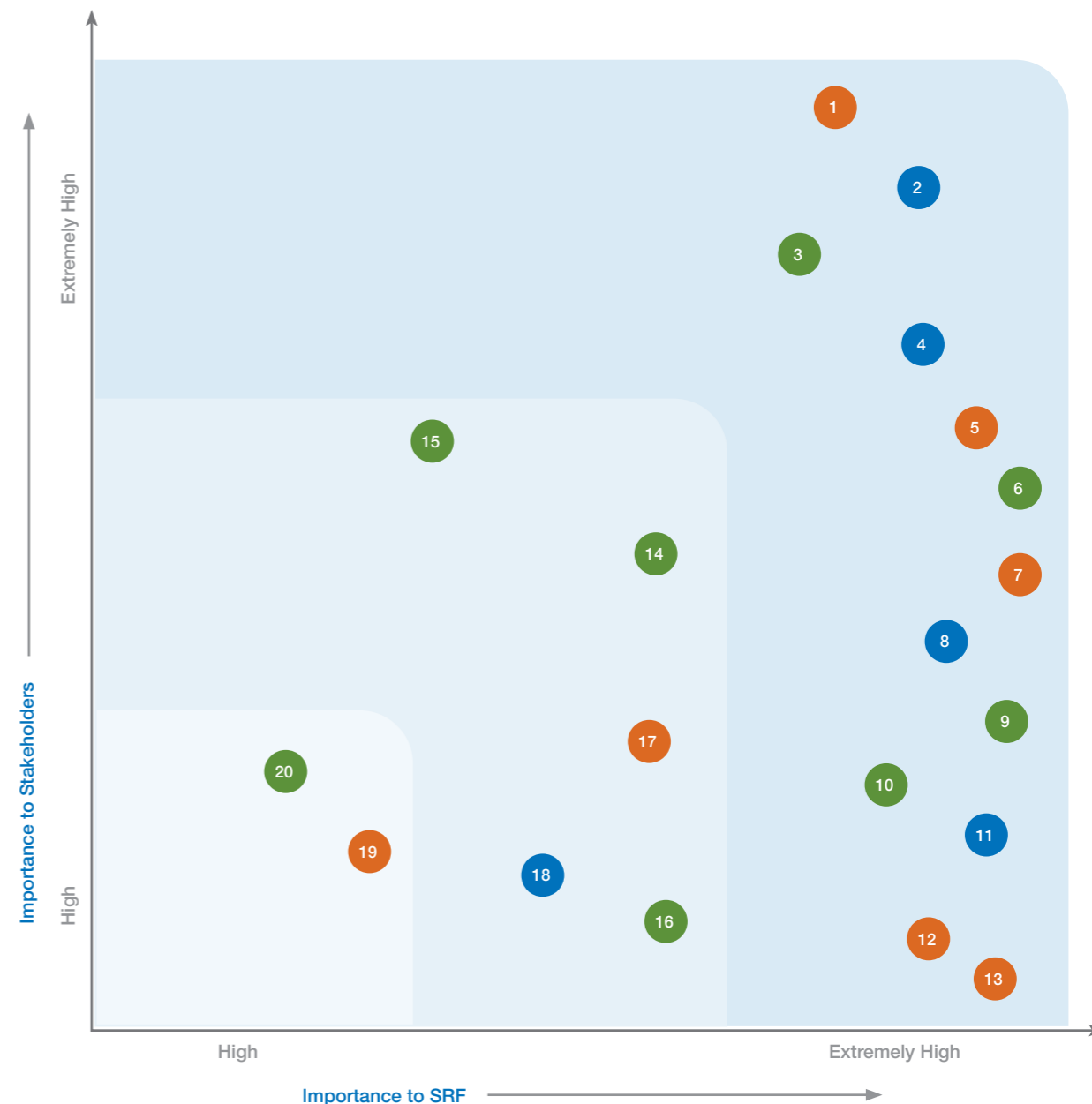
During the previous reporting period, we conducted an extensive exercise to identify and analyse material issues that could potentially affect value creation for our businesses and stakeholders. To identify significant concerns across various areas within our business lines, we referred to internationally recognized standards such as GRI and SASB and MSCI.

After identifying Materiality mapping for sustainability reporting is a process used by organizations to identify, prioritize, and engage on the sustainability topics that matter most to their business and their stakeholders. This approach helps companies focus their efforts on the areas of greatest impact and relevance, ensuring their sustainability reporting is meaningful and effective.

Through Materiality mapping we identify, prioritize, and engage on the sustainability topics that matter most to our business and our stakeholders. This approach helps us focus our efforts on areas of greatest impact and relevance, ensuring that our sustainability reporting is meaningful and effective. Below is the detailed approach:



Our **material issues** are categorized under three heads — environment, social and governance as listed below.



Environmental Stewardship



SCOPE 1 emissions

6,37,162 tCO₂e (FY 2021-22)
and
6,42,871 tCO₂e (FY 2022-23)

SCOPE 2 emissions

1,38,360 tCO₂e (FY 2021-22)
and
1,48,292 tCO₂e (FY 2022-23)

SCOPE 3 emissions

10,81,506 tCO₂e (FY 2022-23)

ENERGY saved

7561.7 MWh ≈ 27,222 GJ

WASTE WATER recycled

3,54,784 KL

PPA for 30 MW RENEWABLE ENERGY

Energy consumed using mustard husk in our boilers as BIOMASS

586 TJ

ZERO

liquid discharge facility at Bhiwadi site (Since 2007)



Ecovadis Gold Rating for Dahej manufacturing plant

The industry is undergoing a shift towards sustainability, driven by global trends emphasizing environmental responsibility. Customers demand eco-friendly products, and regulations are becoming stricter. We aim to lead by not just meeting, but setting standards. Our approach ensures that our products and processes meet global expectations and contribute positively to the environment.

At SRF, our dedication to sustainability is rooted in environmental responsibility. We comply with national and international regulations, manage our environmental impact, and aim for a greener future. All our divisions adhere to the ISO 14001 environmental management system and our Environment, Health and Safety (EHS) Policy. Our strategy involves proactive measures that exceed compliance, integrating sustainable practices throughout our value chain. This includes resource efficiency, waste reduction, responsible sourcing, green technology, environmental impact assessments, and embracing circular economy principles.

We measure our environmental performance through regular audits and strive to reduce waste, optimize energy and water

use, and cut emissions. We foster environmental awareness through training, campaigns, and observing environmental days like Earth Day, Environment day and World Ozone day. Our goal is to lead in sustainable energy practices in chemical manufacturing, set new standards, and intensify our commitment to environmental management. We are committed to investing in advanced technologies, seeking innovative solutions, and partnering with leaders to address environmental challenges. Our journey towards a greener future is continuous, and we are dedicated to achieving environmental excellence.



Energy and Emission Management

At SRF, we recognize the pivotal role that energy and greenhouse gas emissions play in the realm of specialized chemicals and fluorocarbons. Our dedication to sustainability underscores the importance of a comprehensive approach to energy and emissions management, ultimately aimed at reducing our carbon footprint. Our methodical energy management strategy prioritizes efficiency, sustainability, and compliance with international standards. Key elements of our approach include integrating renewable energy sources, enhancing efficiency, and continually improving our manufacturing processes to achieve greater sustainability.

We have been taking action to decarbonize our business by implementing various energy and emissions reduction initiatives and enhancing the use of renewable energy in our operations. We are driving efforts to increase the share of renewable power in our electricity mix by implementing solar power generation projects and entering into power purchase agreements with third-party agencies.

During the reporting period, total energy consumption was 14,557 TJ, of which 4% was renewable energy source and 96% non-renewable energy source in the total energy mix.

Composition of energy consumption by source (TJ)

Energy source	Bhiwadi		Dahej	
	2021-22	2022-23	2021-22	2022-23
Low Sulphur Heavy Stock	116	116	584	788
High Speed Diesel	61	88	97	373
Coal	992	1,029	2,908	4,455
Furnace Oil	0	0	682	3
Purchased electricity- Grid	229	243	590	608
Biomass- Husk	196	390	0	0
Purchased Renewable electricity- Grid (RES)	0	0	0	9

Through regular energy audits, technological upgrades, and process optimization, SRF strives to minimize energy consumption and enhance overall energy efficiency. We have taken several initiatives to reduce energy consumption and associated GHG emissions, increasing renewable energy in total energy mix. As the result of these pro-active measures taken at Bhiwadi & Dahej, we managed to save around 23,439.6 GJ and 3,780 GJ in both FY 2021-22 and FY 2022-23 respectively. Below is the detailed tabular representation of the initiatives taken during the reporting period.

Energy saving initiatives at Dahej

Initiatives during 2021-22 and 2022-23	Savings (MWh)
Replacement of CFL by LED Lights	36.5
Replacement of 250 W to by 90 LED Lights	23.3
Saving by Installation of Rotary Switch/Timer in Plant	137.1
Power consumption & Cost reduction by reducing VFD at fix speed operation	144.2
Procurement of IE3 motor instead of IE2	58.6
Power Factor improvement	321.4
VFD /Soft starter Utilization	422.7
Replacement of ARC in BFP	93.4
Installation of Fiber Glass reinforce Polymers (FRP) Fan Blades instead of Glass reinforced plastic (GRP) Fan Blades for existing Cooling tower Fan for energy saving	25.7
Replacement of CFL by LED Lights	63.8
Replacement of 250 W to by 90 LED Lights	22
Saving by Installation of Rotary Switch/Timer in Plant	58.4
Energy saving by operating UPS in ECO-Mode	477.8
Power consumption & Cost reduction by reducing VFD at fix speed operation	15
Procurement of IE3 motor instead of IE2	170.7

Initiatives during 2021-22 and 2022-23	Savings (MWh)
Power Factor improvement	20
VFD /Soft starter Utilization	168.7
Primer pump and Brine Chiller Flow optimization	225.8
Power consumption saved by brine chiller set point changed	610.5
Power saving done by improving SPC of Water chiller	396.5
Brine chiller - Secondary pump flow balancing in Brine system	556.1
Improvement of specific power consumption in chilled TCE brine system	235
Installation of Energy efficient Fans in TCE-PCE New Cooling Tower	38.4
DCU system optimization in TCE-PCE	259.2
Installation of modulation in service air compressor	393
Auto start stop operation of CPP WTP effluent transfer pump	20
Optimizing DM water transfer pump operation	35
Usager of Solar/Wind/Hybrid renewable energy usage	1482.2

Total energy saving (in MWh): 6,511

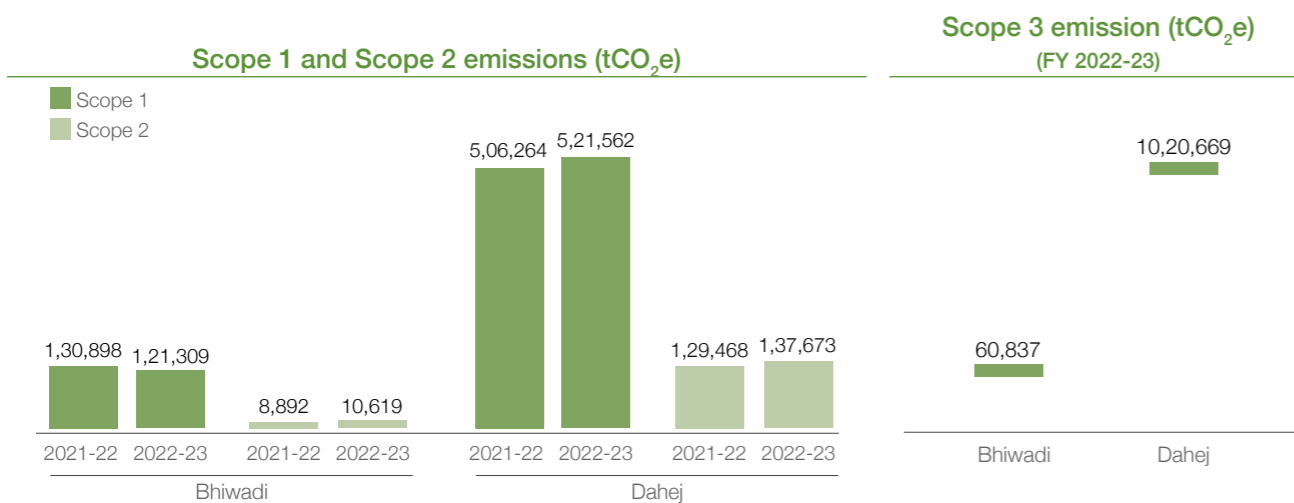
Energy saving initiatives at Bhiwadi

Initiatives during 2021-22 and 2022-23	Savings (MWh)
Optimization by installing Variable frequency drive- P102 -F22 Plant	15.9
Optimization by installing Variable frequency drive P238- F22 Plant	14.3
P535- HFC Plant	50.9
Optimization by installing Variable frequency drive P7011-CPP Plant	11.9
Old lighting luminaires with new	8.4
Optimization by installing Variable frequency drive- BL236 -AHF Plant	20.9
Optimization by installing Variable frequency drive BL7040- CPP Plant	1.5
Old lighting luminaires with new in FCB Plant	11.8
Energy saving in SCB plant	915

Total energy saving (in MWh): 1,050.71

SRF's fluorochemical business is the first Indian chemical company to obtain ISO 14064-1:2006 certification for our GHG emissions verification.

Using the GHG Protocol Corporate Accounting and Reporting Standard, we calculated our Greenhouse Gas (GHG) emissions, i.e., Scope 1 emissions from the Company's burning of fossil fuels and Scope 2 emissions from purchased electricity. During FY 2022-23, we have also initiated scope-3 emission calculation as per GHG protocol under Business travel, Transportation and Distribution (upstream and downstream), employee commute, Fuel- and energy-related activities (not included in Scope 1 & 2) and Purchased goods & services categories. We have also obtained ISO 14064-1:2006 certification from TUV India Private Limited in accordance with ISAE 3000 (revised) and ISAE 3410.



We also track our Air emissions from stationary sources through NBL approved laboratories which are well below the prescribed limits set by Pollution control board. We have provided a detailed breakdown of air emissions in tonnes from our Bhiwadi and Dahej facilities below:

Air emission parameters [in tonnes]	Bhiwadi		Dahej	
	2021-22	2022-23	2021-22	2022-23
Particulate Matter (SPM)	35.0	39.1	138.9	150.2
Oxides of Nitrogen (NOx)	433.6	295.1	67.4	187.7
Sulphur Oxides (SOx)	253.3	174.2	300.1	236.1

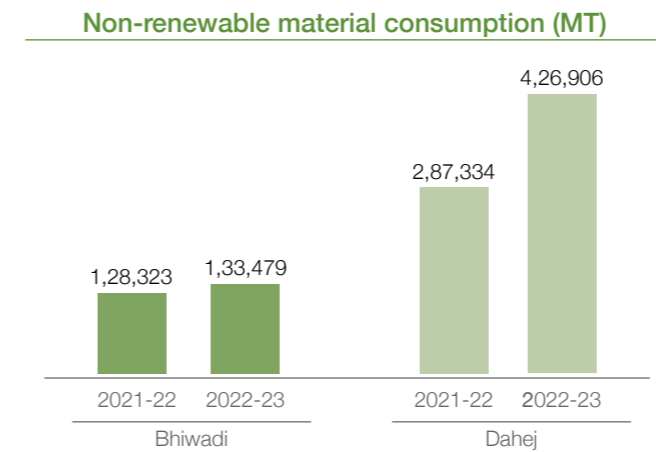
Material Management

Chemical manufacturing utilizes a wide variety of raw materials, depending on the final product. During the production process, some primary raw materials are utilized to produce the final product, and some are associated materials that are needed but do not necessarily change form during production. Since raw materials and associated materials are an integral part of our business, we strive to consume both raw and associated materials

in our operations in a sustainable manner. As part of this sustainability strategy, we plan to recover and recycle the materials as much as possible.

The primary raw materials used in SRF FCB and SCB manufacturing processes are fluorospar, liquid chlorine, liquid nitrogen, Ethyl Acetate and Caustic Lye. Associated materials such as lubricants, grease and packaging material

that are categorized under non-renewable material source and amounted to 4,15,657 MT and 9,64,743 MT during FY 2021-22 and FY 2022-23, respectively. We have a thorough system for supplier evaluation and selection that involves several levels of screening. Key criteria include quality of the product, reliability, timeliness of delivery, service and communication, and competitive pricing.



Product Responsibility

SRF Limited has adopted responsible care guidelines and principles for product development. Our company rigorously monitors the carbon and water footprints of our products. Our R&D facility not only develops green chemistry to fulfill the needs of emerging products but also focuses on compatible packaging solutions. Additionally, SRF extends its expertise to customer sites to ensure chemicals are handled in a safe manner.

Water Management

In the realm of chemicals manufacturing, SRF recognizes the critical role of water as a precious resource. Our approach to water management emphasises on sustainability, conservation, and responsible practices in our operations. Our water management strategy is grounded in the principles of conservation, efficiency, and environmental responsibility.

Water Conservation

We are committed to minimizing water consumption throughout our manufacturing processes. This involves the implementation of water-efficient technologies, the recycling and reuse of water within our operations, and the adoption of best practices to reduce overall water usage.

Efficient Water Treatment

We place a strong emphasis on effective water treatment processes. We invest in best available water treatment technologies to ensure zero liquid discharge and treated water meets or exceeds regulatory standards. This commitment extends to the responsible handling of any wastewater produced during our manufacturing processes.

Sustainable Sourcing

We recognize the importance of responsible water sourcing. We engage in comprehensive assessments to evaluate the environmental impact of water extraction for our operations, with the goal of minimizing any adverse effects on local ecosystems.

Total water withdrawal from different sources (kL)

Water withdrawal source	Bhiwadi		Dahej	
	2021-22	2022-23	2021-22	2022-23
Ground Water	7,79,295	8,25,843.3	-	-
3 rd party supplier (GIDC)	-	-	27,40,700	33,54,738

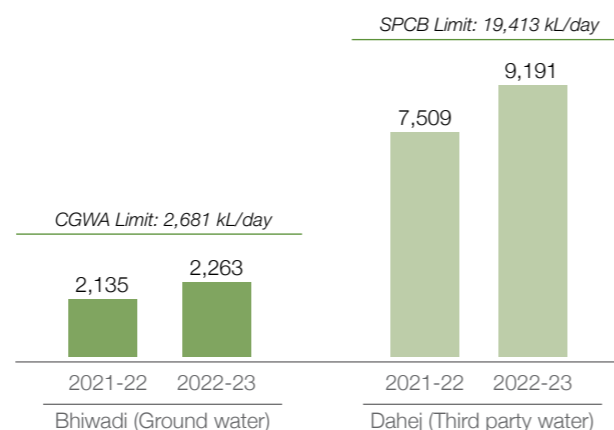
Water sources at our plants do not have a significant impact by the withdrawal or purchase of water. Our average daily water withdrawals are well within limit as per State Pollution Control Board (SPCB) and Central Ground Water Authority (CGWA) consents and authorization.

Along with water management, we emphasise on effective and efficient utilization of treated wastewater from STP and ETP within the boundaries of our facility. We have installed wastewater purification systems to ensure that the quality of wastewater generated is within the permissible limits set by the respective Pollution Control Boards. In addition, we reuse treated wastewater for humidification and the development of green-belt areas. The Company conducts ETP/STP treated wastewater monitoring through third-party agencies to monitor wastewater quality characteristics before reusing/discharging treated wastewater into garden areas and municipal streams.

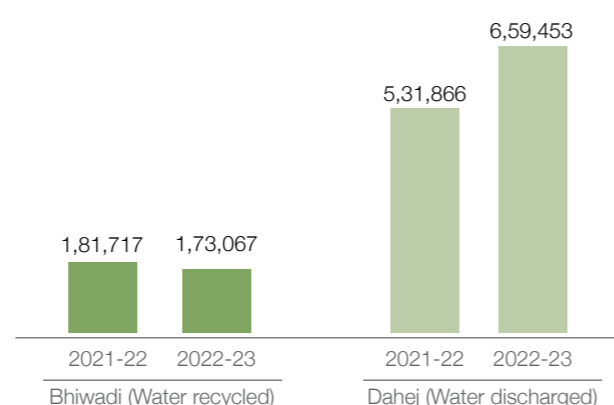
SRF's Bhiwadi plant has been operating as a zero wastewater discharge facility since 2007 by utilizing STP treated water for horticultural and plantation purposes and ETP treated water for process recycling. In order to enhance the groundwater table and help the nearby communities, our Bhiwadi facility constructed earthen dams in nearby villages.

At Dahej, STP treated water is utilized in processes, such as cooling tower makeup, whereas RO reject and treated industrial effluent from ETP are released into the GIDC stream. Additionally, we are also emphasising on expanding harvesting rainwater across all our facilities for groundwater recharge and consumption within plants. We were able to meet 3,54,784 KL via recycled wastewater for process usage and reuse in horticulture/plantation purpose and 11,91,319 KL treated water was discharged in sea through GIDC discharge network.

Average daily water withdrawal / intake (kL/day)



Wastewater recycled and discharged (kL)



Waste Management

Our proactive approach to waste reduction, recycling, and the pursuit of sustainable solutions, underlines our commitment to environmental stewardship. Our waste management strategy epitomizes our commitment to responsible and sustainable practices. We adopt a comprehensive approach that begins with waste reduction at the source. Through efficient production processes and recycling initiatives, we aim to minimize the environmental impact of our operations. Our waste management 3R's approach aligns with regulatory standards and reflects our dedication to the principles of a circular economy. The following outlines our commitment towards effective waste management at SRF.

Waste Minimization

We prioritize waste minimization at the source by adopting lean manufacturing practices. Through process optimization and efficiency gains, we strive to reduce the generation of waste materials. This involves the careful selection of raw materials, streamlined production processes, and the incorporation of green chemistry principles to minimize by-products.

Recycling and Resource Recovery

In line with our commitment to circular economy principles, we emphasise in advanced waste recycling practices. We seek opportunities to recycle waste materials, contributing to resource efficiency and reducing the demand for new raw materials that eventually promotes circular economy.

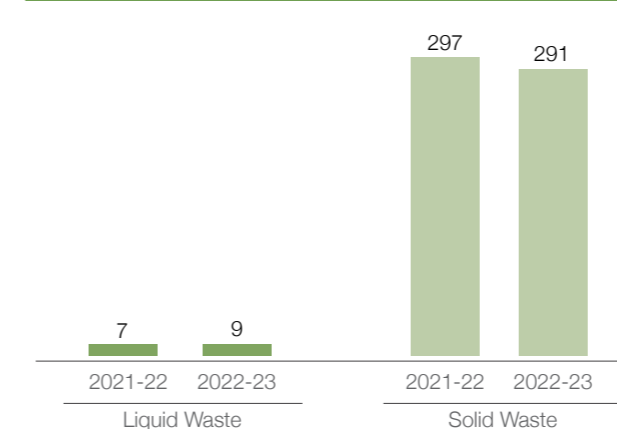
Closed-Loop Systems Implementation

We are focused towards closed-loop systems, where waste generated in our processes becomes a valuable input for other industries. By fostering collaboration and partnerships, SRF seeks to contribute to the development of industrial ecosystems that promote circularity and resource efficiency.

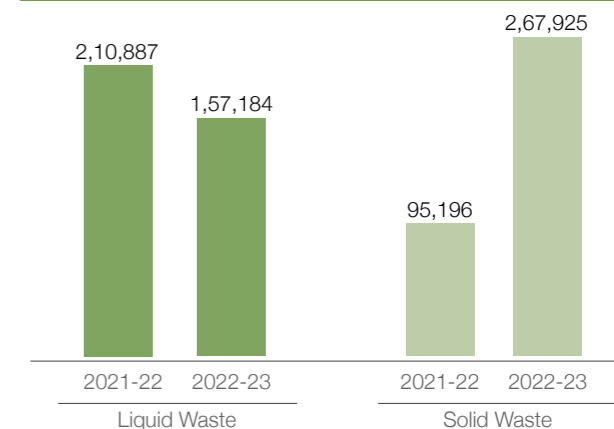
At SRF, we implement stringent protocols for the handling, storage, and disposal of hazardous materials. We have partnered with numerous authorized waste recyclers and disposers for efficient waste disposal in an environmentally responsible manner. The disposal methods we follow include re-utilizing waste as raw materials, recycling via third-party recyclers, using government approved landfills, and incineration.

Hazardous waste generated from our manufacturing units at Bhiwadi and Dahej are disposed-off as per applicable regulations through authorized third party. E-waste is usually generated due to discarded electronics at our manufacturing sites and offices. 100% of the generated E-waste and non-hazardous waste (scrap waste) is sold to authorized dealers for recycling in compliance with the prevalent rules and regulations. Fly ash is generated at Bhiwadi site from boiler operations and is sold to recyclers for brick manufacturing. 25,050.61 MT and 28,144.93 MT of fly-ash was diverted from disposal in FY 2021-22 and FY 2022-23, respectively.

Hazardous Waste generated (MT) - Bhiwadi

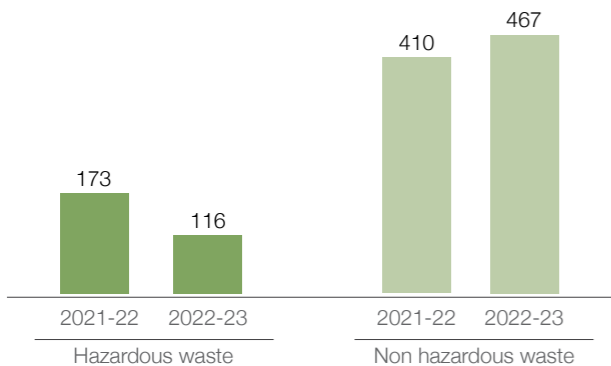


Hazardous Waste generated (MT) - Dahej

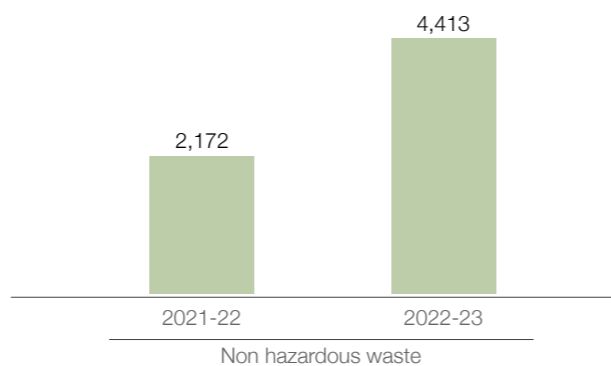


Type of non hazardous waste generated	Bhiwadi		Dahej	
	2021-22	2022-23	2021-22	2022-23
Scrap waste (MT)	409.7	466.5	2172.4	4412.7
Fly ash (MT)	24970.5	28144.9	-	-
E-waste (MT)	8.15	1.74	-	-
Battery waste (MT)	8.15	7.19	0.053	0.092

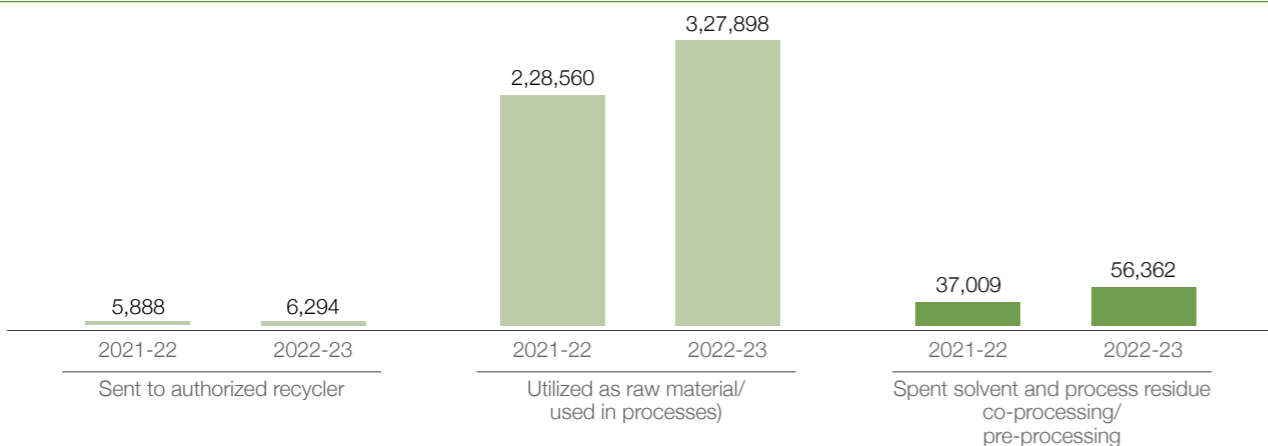
Waste diverted from disposal (MT) - Bhiwadi



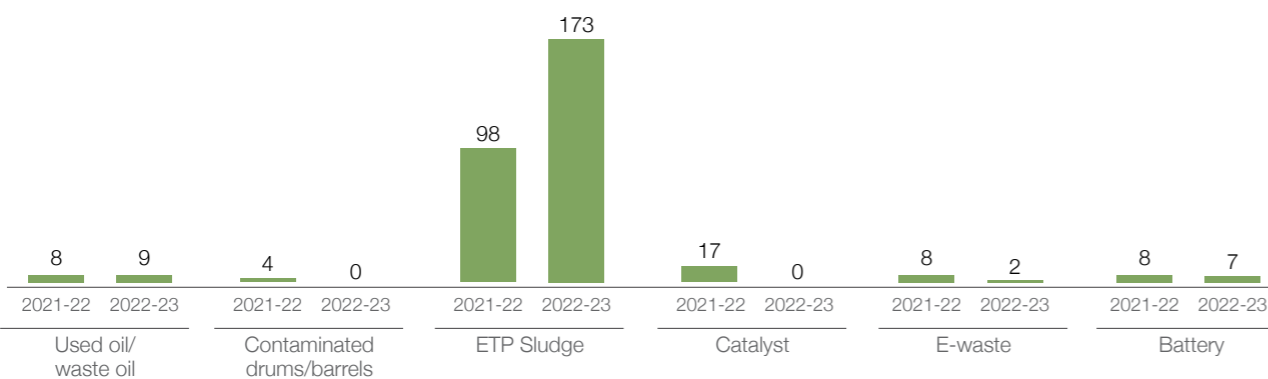
Waste diverted from disposal (MT) - Dahej



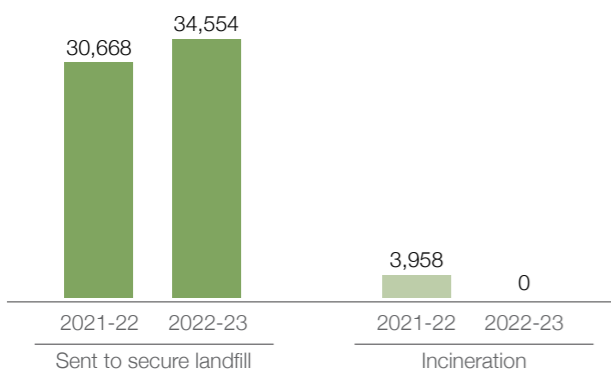
Hazardous waste diverted from disposal (MT) - Dahej



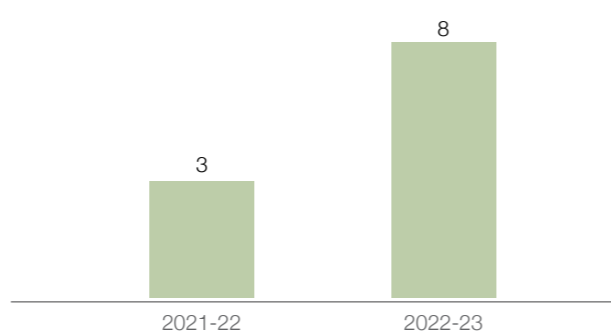
Waste directed to disposal (MT) - Bhiwadi



Waste directed to disposal (MT) - Dahej



E-waste disposed through recycler (MT) - Dahej



Biodiversity Management



During the reporting period, we have planted about 45,250 plants in and around our operational sites covering area with almost 80% survival rate.

Our biodiversity management approach is grounded in a commitment to preserving and enhancing ecosystems impacted by our operations. We embrace a holistic strategy that integrates biodiversity considerations into every facet of our business. This includes conducting assessments to determine impacts, adopting good land-use practices that protect habitats, and engaging in conservation initiatives to promote the health and diversity of local ecosystems.

Monitoring and assessing our effects on biodiversity is an essential part of our environmental responsibility commitment. By means of environmental impact assessments, we appraise the biodiversity in the vicinity of our establishments, identifying opportunities for enhancement and executing strategies to alleviate adverse consequences.

At Bhiwadi site, there was no discernible effect of our operations on the local biodiversity or forests in the operational zones. Additionally, the study found that the Bhiwadi location is home to species on the International Union for Conservation of Nature's (IUCN) Red List, including peacocks, hyenas, and bluebells. To lessen the effect of our operations on these species, we are implementing every safety measure, including afforestation and the management of natural resources.

There are no national parks, biosphere reserves, wildlife refuges, migratory bird routes, protected and restricted forests within a 10-kilometer radius. Our commitment to protecting and improving biodiversity in the areas where we operate is evident in our performance measures. We maintain green cover beyond compliance limit i.e. 33% of total land area.

Fostering Social Growth



2,95,560
man-hours

Total hours of training provided to employees

EMPLOYER
of the FUTURE

- Fortune India 2022

748
employees

On-roll employees hired during the reporting period

10.35%
(2021-23)

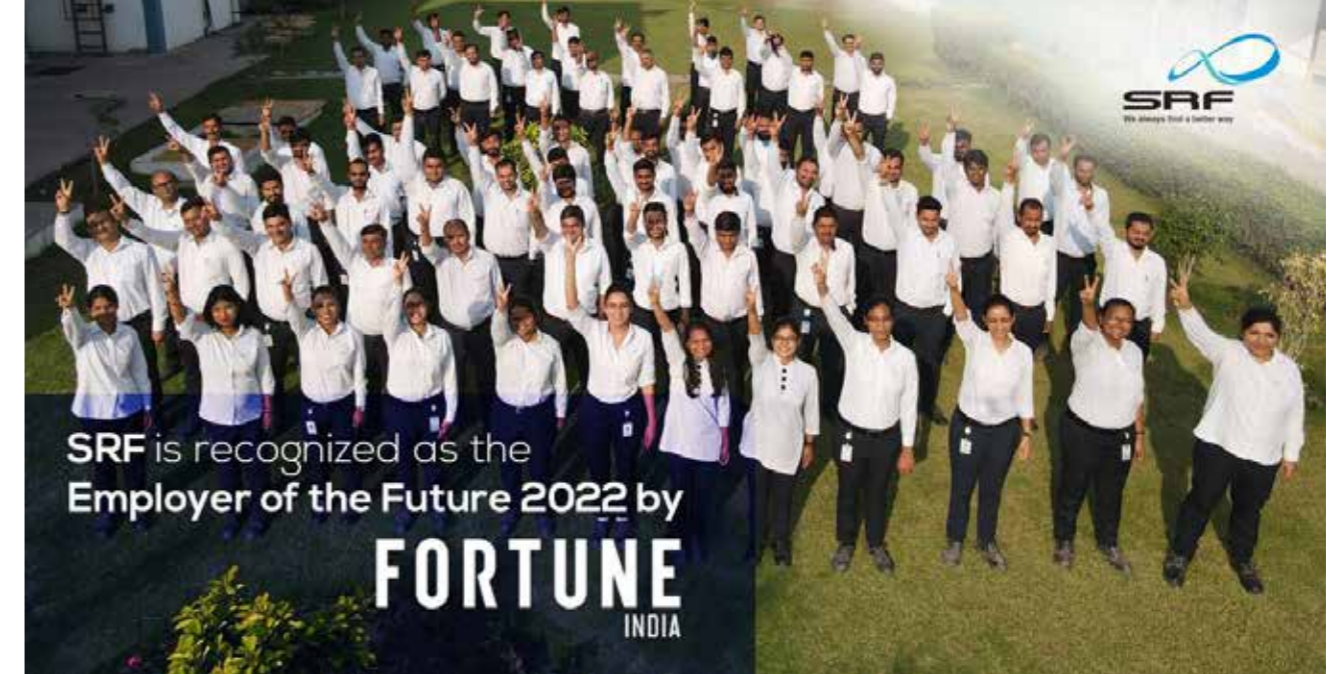
Average employee turnover

504
workers

On-roll workers hired during the reporting period

825.92
lakhs

CSR spend during the reporting period



At SRF, we believe that our people and community fortify us and make us the global organization we are.

Our commitment to creating an attractive work environment and a motivated and dedicated workforce is reflected in our carefully crafted approach to employee engagement. At SRF, we continue to invest in initiatives that promote employee well-being, skill development, and a sense of belonging. Our dedication to a comprehensive approach to employee engagement reflects our belief in the strength of a unified, diverse, and motivated workforce as a key driver for sustained success.

Our Code of Conduct includes essential training on human rights, Prevention of Sexual Harassment (POSH), and ethical business conduct, encompassing anti-competitive behaviour and anti-corruption measures. This comprehensive training is accessible to all employees and is a mandatory part of the induction program, reinforcing our commitment to responsible and sustainable growth.

Employee Benefits - At SRF, our commitment to employee well-being extends across all levels of the organization. While certain benefits may vary based on local laws and regulations, we ensure that every permanent employee in our Indian sites is

covered by comprehensive retirement plans, aligning with local regulations. In addition, though the Company does not have any trade unions, it does not restrict freedom of association, and disputes are resolved through the appropriate committees as per all Company and Industrial Acts.

Our holistic approach to employee benefits encompasses various schemes and coverage. Key components of our long-term employee benefits include Pension, Provident Fund, and Gratuity, forming the cornerstone of post-retirement support in India. These provisions are designed to provide financial security and peace of mind to our valued employees after their active working years. These include benefits such as Life insurance, health care, Parental leave & retirement provision. We also provide disability and invalidity coverage as mandated by the Employee Compensation Act, ensuring a safety net for unforeseen circumstances. Additionally, we prioritize the well-being of our employees and their families through Group Medclaim insurance, parental leaves, and maternity leaves as per the Maternity Act in India. All our employees are compensated over and above the legal minimum wages irrespective of entry level-employee or experienced employee.

Parental leaves at Bhiwadi and Dahej

Category	Bhiwadi				Dahej			
	2021-22		2022-23		2021-22		2022-23	
	Male	Female	Male	Female	Male	Female	Male	Female
Employees entitled to parental leave	529	2	526	4	2140	18	2430	16
Employees that took parental leave	8	0	7	0	99	1	128	0
Employees that returned to work in the reporting period after parental leave ended	8	0	7	0	99	0	128	0
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	0	0	0	93	0	113	0

Diversity, Equality and Inclusion

Fostering diversity, inclusivity and equal opportunity has been at the core of our organizational ethos. SRF believes that creating an inclusive and diverse environment is essential for cultivating a sense of belonging among our team members. Mutual respect is ingrained in our operations, and we vehemently oppose discrimination based on individual preferences, be it culture, background, religion, race, gender, caste, or disability.

As an 'equal opportunity' employer, we are dedicated to building a talented and diverse workforce. Our hiring and retention processes are characterized by transparency and impartiality, where individuals are selected solely based on suitability and merit. We strive to ensure diversity and inclusion in all aspects, recruiting talent from various regions across the country, celebrating differences in culture, knowledge, language, and region. We prioritize and actively

promote gender equality within our organization. Our remuneration structure is solely based on the role and job responsibilities of each individual, ensuring fairness and equity across the board. This commitment reflects our dedication to fostering a workplace where everyone, regardless of gender, has equal opportunities for growth and success.

For our manufacturing sites, we prioritize hiring from the local community, not only generating employment but also leveraging their knowledge of local conditions, language, and culture. Our commitment to gender equality is evident in the rising ratio of female engineers within our workforce. We are proud of the strides we have taken on this journey toward gender equality and remain steadfast in our commitment to fostering a workplace where inclusion and diversity are not just valued but celebrated. Presented below is the detailed breakdown of our diverse and dynamic workforce.

Diversity of workforce at Dahej

Employment Level	2021-22						
	Gender		Age Group			Category	
	Male	Female	<30 years	30-50 years	>50 years	Physically challenged	Ex-serviceman
Senior Management	47	1	0	43	5	0	0
Middle Management	498	14	94	403	15	0	0
Junior Management	646	19	299	360	6	2	9
Workers (On-roll)	1180	0	341	826	13	2	0
2022-23							
Senior Management	49	1	0	43	7	0	0
Middle Management	1404	34	490	924	24	0	0
Junior Management	1390	1	402	973	16	2	9
Workers (On-roll)	49	1	0	43	7	2	0

Diversity of workforce at Bhiwadi

Employment Level	2021-22						
	Gender		Age Group			Category	
	Male	Female	<30 years	30-50 years	>50 years	Physically challenged	Ex-serviceman
Senior Management	17	0	0	13	4	0	1
Middle Management	41	6	6	26	15	0	1
Junior Management	497	6	50	383	70	0	6
2022-23							
Senior Management	15	0	0	13	2	0	0
Middle Management	46	7	12	30	11	0	0
Junior Management	492	7	34	387	78	0	5



The **#InHerShoes campaign** is a testament to SRF's dedication to Diversity, Equity, and Inclusion (DE&I). It spotlights the often unseen women in the workforce, especially in blue-collar roles, to foster a deeper understanding of DE&I and drive meaningful change. The initiative also challenges misconceptions about blue-collar fields being unsuitable or exclusive to men and seeks to inspire women near our manufacturing sites towards economic self-sufficiency.

The campaign name, #InHerShoes, reflects our commitment to DE&I by celebrating employees, including men, who embody these values. To bring our vision to life, we developed distinctive visual elements, including a mnemonic, an email signature, and social media banners that reflect our core message. The campaign narratives invite audiences

to gain insights into the everyday lives of women, both professionally and personally, and the environment that shapes their experiences.

We harnessed digital platforms such as YouTube, Facebook, LinkedIn, and others for our storytelling, informed by research indicating its popularity among our target demographic. We tailored our approach to each platform's unique characteristics and audience, complementing our content with judicious ad spending to boost awareness and engagement. Selective keyword usage enhanced our reach nationwide. Additionally, our internal email network was instrumental in encouraging staff participation and fostering organic conversations. To amplify our message, we also initiated 'The Leader Speaks' series, augmenting it with a variety of marketing materials.

Sruthy Jose,
Senior Secretary to the Chairman & Managing Director
SRF Limited

When I joined SRF in 2016, I wouldn't have believed that one day I would be able to work directly with Mr. Ashish Bharat Ram, the Chairman & Managing Director of SRF. As a Junior Officer in the Corporate TQM department, I gave my best to my work but being an introvert, I always kept to myself. I often questioned my growth within the company, solely because of my reserved personality. I felt that my extroverted colleagues would do much better while my work would go unnoticed. Much to my surprise, the leaders at SRF saw my potential and placed me where I could explore new areas to grow professionally. This became a stepping stone to bigger and better opportunities for me. With my recent promotion as the Senior Secretary to the Chairman & Managing Director, I have a renewed vigour to keep persevering towards a greater future. I can't thank SRF and Mr. Ashish Bharat Ram enough for this opportunity.

Talent Attraction and Retention

At SRF, we take pride in maintaining unbiased and transparent practices, prioritizing suitability and merit as the primary criteria for selection. Our unwavering dedication to ensuring the utmost job satisfaction for our employees has yielded remarkable results. Our endeavour is to foster an environment where employees not only flourish professionally but feel like members of the SRF family.



Workforce hired during the reporting period (by gender and age-group) at Dahej

Employee Category	Gender		Age Group			Total
	Male	Female	<30 years	30-50 years	>50 years	
	2021-22					
Employees (on-roll)	206	16	129	90	3	222
Workers (on-roll)	139	0	60	79	0	139
Contractual workers	1826	106	1116	774	42	1932
2022-23						
Employees (on-roll)	501	13	356	158	0	514
Workers (on-roll)	334	0	202	131	1	334
Contractual workers	1199	27	821	387	18	1226

Workforce hired during the reporting period (by gender and age-group) at Bhiwadi

Employee Category	Gender		Age Group			Total
	Male	Female	<30 years	30-50 years	>50 years	
	2021-22					
Employees (on-roll)	3	0	1	2	0	3
Workers (on-roll)	12	2	6	7	1	14
Contractual workers	286	8	166	121	7	294
2022-23						
Employees (on-roll)	8	1	5	4	0	9
Workers (on-roll)	14	3	6	11	0	17
Contractual workers	401	7	247	154	7	408

Total on-roll employees hired during the reporting period: 748

Total on-roll workers hired during the reporting period: 504

Total contractual workers hired during the reporting period: 3,860

Employee Turnover	2021-22	2022-23
Total employee turnover rate	7.5	13.2
Voluntary employee turnover rate	7.1	12.6

A spike in the rate of turnover was seen in FY2022-2023 as a result of commissioning of the brown-field project at the Dahej site. As a result, professionals involved in the project were released when the assignment was finished.

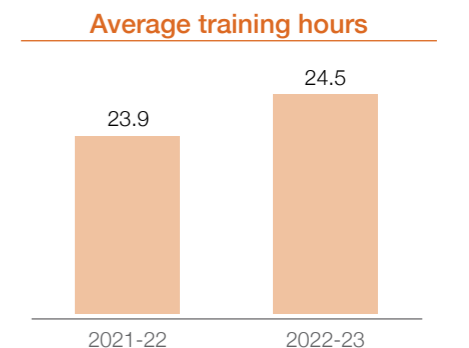


Learning & Development

Nurturing talent is key to our prosperity. At SRF, we understand that our success hinges on the proficiency and insights of our workforce. We invest in the progression of our team, recognizing each member as a vital partner in our growth. Our commitment lies in fostering an environment that champions ongoing education and professional advancement via our robust talent development strategy.

SOUL (SRF Online University of Learning), our streamlined learning management platform, plays an instrumental role in pinpointing and cultivating individual competencies of our employees, ensuring they are in step with the company's objectives. Capability building is a cornerstone of our business success, emphasizing the importance of having a skilled and motivated workforce. We prioritize talent development by creating a culture of high performance, providing platforms for employees to showcase their abilities, and offering opportunities for growth. 100% of our employees are reviewed on performance and career development. Our focus on empowerment, challenge, and recognition underscores our commitment to building a dynamic and engaged workforce.

Employee Category	2021-22	2022-23
Senior Management	1,955	1,118
Middle Management	31,083	23,104
Junior Management	17,646	26,803
Non-management staff	18,339	27,733
Total	69,023	78,757



Occupational Health & Safety



Safety is a fundamental pillar of our business philosophy, and at our core is the commitment to providing a secure and healthy work environment for our workforce and surrounding communities. At SRF, we have embraced a rigorous Environment, Health & Safety Management System and have made significant efforts to ensure the safety and security of our sites, supply chain, and operations, reinforcing the idea that safety of our people is paramount and an indispensable part of our business ethos.

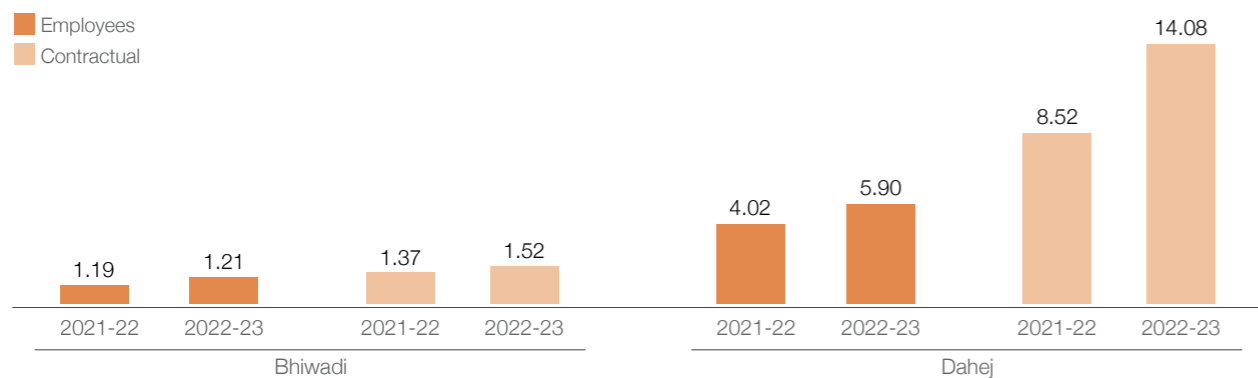
We have implemented stringent health and safety measures across our facilities with a clear goal of achieving zero fatality, accident, or injury incidents. The OHS system is implemented keeping not just legal requirements in mind, but carefully identifying risks and their management.

Our plants meet Occupational Health & Safety Standards and are the ISO 45001:2018 Occupational Safety & Health Management System certified. Regular hazard identification and risk assessment (HIRA) processes are in place to maintain risk factors at acceptable levels.

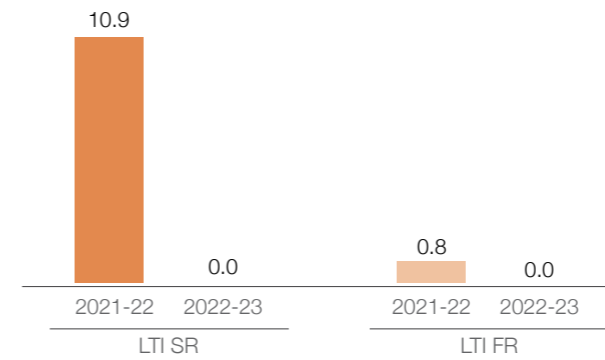
To further enhance safety, our processes undergo Hazard and Operability (HAZOP) studies, while bulk storage areas are subject to Quantitative Risk Assessment (QRA). Our dedication to the well-being of our workforce is evident in our pursuit of an accident-free workplace. We firmly believe that all occupational illnesses, injuries, and safety incidents are preventable. During the reporting period, there were no instances of dangerous accidents, such as fire, explosion, collapse, or hazardous substance leakage.

Our Bhiwadi plant has achieved zero major accidents over the last 20 years, showcasing our unwavering commitment to safety.

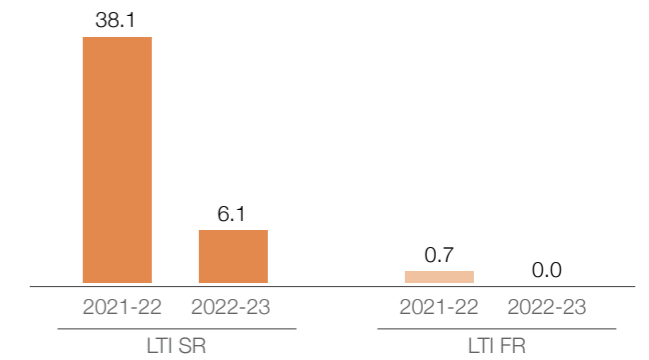
Safe million work hours worked



Lost time injury rate (Employees) - Bhiwadi



Lost time injury rate (Employees) - Dahej



Health & Safety training

At SRF, our commitment to health and safety is unwavering. We prioritize the well-being of our employees through robust health and safety training programs, led by competent safety practitioners embedded across our operations. We believe that fostering a culture of shared responsibility is crucial for maintaining high standards of safety, health, and well-being. Health and safety is evident through the diverse and regular training our employees go through in all operational aspects. These include critical elements such as process safety management, lockout-tagout procedures, work permit systems, accident prevention, personal protective equipment (PPE), transport safety, basic fire-fighting, first aid, emergency preparedness, behavioural-based safety, hazard identification, risk assessment, industrial hygiene, and occupational health.

This responsibility for creating safe spaces extends to everyone on our sites including providing all visitors with a

basic safety briefing before entering the premises. Committed to maintaining the highest standards, we are in the process of implementing a comprehensive safety management system. This initiative is guided by a renowned safety consulting organization, emphasizing our dedication to fostering a secure and protected environment for all. Training on PPE, MSDS, chemical safety, electrical safety, fire safety, and permit to work is offered to and mandatory for both, permanent and contractual employees. Emphasizing a culture of safety, all employees in operations are regularly trained and informed about their right to refuse or stop work if deemed unsafe.

During the reporting period, we have conducted safety related training at both Dahej and Bhiwadi of total 17,671 hours in FY 2021-22 and 31,695 hours in FY 2022-23.



Community Engagement



At SRF, Corporate Social Responsibility (CSR) is an integral part of sustainability framework of the Company. Our commitment is to make a positive impact on local communities by fostering encouragement and supporting societal upliftment. We prioritize the creation and sustenance of mutually beneficial and respectful relationships with stakeholders, including suppliers, customers, and the communities thriving within our facilities.

SRF Foundation, the CSR arm of our company, is dedicated to actively uplifting communities surrounding our areas of operation. SRF conducts numerous social welfare and community development programs nationwide. These initiatives are meticulously designed to foster the social and economic development of communities, simultaneously enhancing their capacity through a variety of programs. We are committed to making a meaningful and positive impact on the communities we serve.

To identify intervention needs, we conduct thorough need assessment surveys and collaborate with corporates, governments, and NGOs to implement initiatives. Post-implementation, we conduct rigorous impact assessment analyses to measure the effectiveness of our programs.

All our CSR activities are carried out in partnership with local communities and local NGOs, ensuring effective adoption and sustainability. Beyond taking ownership of projects, communities actively participate in project planning and implementation. We have established community-based alliances, such as village development committees and school management committees, to foster active participation and strengthen project implementation. This collaborative approach reflects our commitment to making a lasting and positive difference in the lives of those we serve.

With a thrust on CSR, the Company is continuously working towards Economic, Environmental and Social performance.

While covering numerous thematic areas, SRF Foundation's work especially focuses on Anganwadi Development, School Education, Natural Resource management, Rural vocational skill Program.

Anganwadi Development Program

10 Anganwadi centers transformed across 10 villages | 490 children impacted | Employment generated for 18 Anganwadi workers

The initiative involved renovating Anganwadi buildings and toilets, creating a more conducive learning environment. The Foundation's efforts extended to providing Bala paintings, almirahs, durrus, and colourful furniture and enhancing the overall atmosphere. Furthermore, the Foundation focused on academic transformation by facilitating Anganwadi training for AWW, supplying stationery, practice books, and ready-made learning materials, ensuring a holistic educational experience for the children.



Rural Education Program

Academic Transformation

10 schools, over 2950 students and 90 teachers were impacted

SRF, committed to corporate social responsibility, actively contributes to enhancing education and holistic development in government schools. Through initiatives like Print Reach Classrooms (Reading Corners), Digital Classrooms, Model Libraries, KKMS activities, and Academic Cluster Level Competitions, SRF provides vital academic support.

The company also fosters sports activities by installing sports equipment and organizing monthly meetings to promote leadership and exchange best practices. In addition to curricular activities, SRF conducts enrolment drives, digital summer camps, and health check-up camps, ensuring a well-rounded approach to education and well-being in partner schools.

Sunrise Sports

It is an established fact that playing sports provides children with multiple benefits that are key for their development. In keeping with this belief, SRF Foundation joined hands with Sunrise Sports (India) Pvt. Ltd. and PNB Housing Finance Pvt. Ltd. to implement the 'Sports for Development – Badminton' program for the promotion of Badminton in identified Government Schools in Mewat (Haryana), Bengaluru (Karnataka) and Chennai (Tamil Nadu). The program aims to introduce a sports culture among students and develop infrastructure for sports in order to promote and inculcate the value of sportsmanship, discipline, teamwork, etc. and sporting skills among school students as means of social assets. Apart from touching lives of students, this program also facilitates the professional training of youth through local Badminton academies to become sports coaches.

Digital Transformation

Impacted 41,524 students and community members

In its commitment to educational advancement, SRF extends support by delivering digital-based teaching and e-learning to school students. Utilizing various teaching apps, the initiative offers subject-based content and imparts digital teaching training to teachers. The company goes beyond the classroom, providing basic computer literacy courses and CSC services to both school students and community youth through Digital Classrooms and the WoW project.



Mobile Digital Bus

HP WoW bus is a very unique program in the district. It offers a mobility solution to the digital divide by bringing the world of information and knowledge over wheels to isolated and disadvantaged groups in rural area. The bus is equipped with huge touch screen, audio, and computer systems. The Mobile Digital Bus, which was provided during Mohalla Class, assisted students in learning computer skills in the digital lab as well as accessing and creating video content for study purposes. In the villages where the adopted schools are located, the Mobile Digital Bus provides a variety of services to the community, including the promotion of e-governance and easy access to various government services. Mobile Digital Bus was rated Excellent by students, parents, and teachers.

Physical & Leadership Transformation

As part of its program, SRF is actively involved in improving the physical infrastructure of schools. This includes the renovation of eight schools and the provision of hygiene facilities, ensuring separate toilets for boys and girls. These efforts contribute significantly to creating a conducive and healthy learning environment for students, promoting overall well-being and hygiene within the school premises.

Jagmag Pathshala

As a step towards creating a brighter future for the children, SRF has illuminated 15 rural government schools in Mewar district of Haryana and 5 schools in the Kamrup district of Assam under its 'Jagmag Pathshala' CSR program by installing 3 to 7 KW solar power plant and energy efficient lights and fans in each school. The solar power plant will provide clean and sustainable energy to the schools, thereby reducing their dependence on traditional electricity sources and also lower their operating costs and carbon footprint in the long run. The company has also installed outdoor lighting in all schools, making the school premises safer for students and staff in the evening hours.



Natural Resource Management (NRM)

204 earthen dams constructed till date for harvesting of rainwater | 7 villages and 28,294 community members impacted

As part of the NRM project, SRF Foundation played a pivotal role in water conservation. SRF has conducted a Hydrological and Environment study in villages surrounding SRF plant in Tijara block of Alwar district in Rajasthan along with NGO Society for Promotion and Conservation of Environment (SPACE).

During FY 2021-22 and April 2022, the foundation contributed to the de-silting of 7 ponds, and in FY 2022-23, it furthered its impact by de-silting 8 ponds and constructing 2 new ones. These initiatives have resulted in an increased groundwater level, enhanced crop production, Average annual income boost from Rs. 30,000 to Rs. 35,000 per family was recorded in the project area.



Rural Vocational Skill Program

10 Villages & over 100 community members impacted

As part of its Rural Vocational Skill Program, SRF Foundation is actively implementing the Basic Electrician Training Program (BETP). The program aims to skill community youth, making them employable in the field of basic electrical work. With an annual target of training 100 youth, the initiative significantly contributes to enhancing their vocational capabilities and creating employment opportunities within the local community. This focused effort aligns with SRF Foundation's commitment to fostering skill development and socio-economic empowerment in rural areas.



CSR spend (FY 2021-22): 358 Lakhs
CSR spend (FY 2022-23): 468 Lakhs

Scan the code for more information on the initiatives and impact of SRF's Community Development initiatives



Resilient Governance



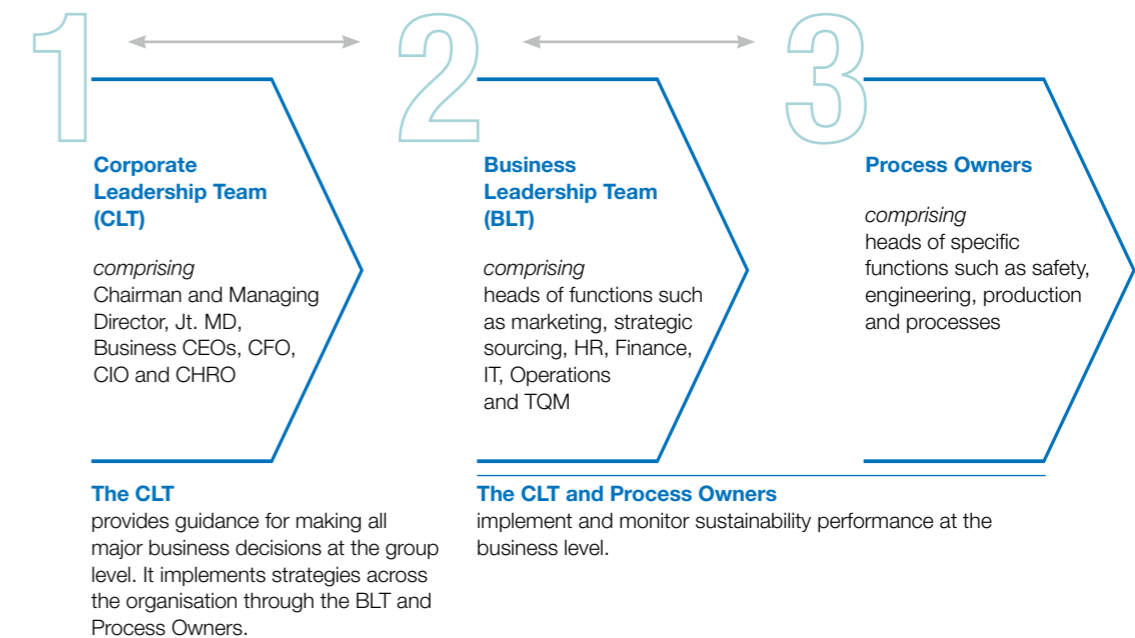
Ensuring sustainable growth, ethical practices, and resilience in the midst of adversity, are contingent upon effective corporate governance. Resilient governance requires establishment of structures and processes that enable adaptability to evolving market conditions, regulatory changes, and unforeseen circumstances. This includes regularly assessing risks, scenario planning, and fostering a culture of innovation and continuous improvement.

approach to strategic planning and execution, focused on the TQM principles. Our guiding concept, which is based on integrity, is the core of our culture and earns the respect and trust of our stakeholders. It also embodies our beliefs and encompasses our policies, helps maintain a mutually beneficial relationship with stakeholders, and fosters a culture of sustainable growth.

Our governance structure has evolved progressively around corporate responsibility, inclusive growth, and sustainability to maintain competitive edge and create a positive impact on society and our nation. We are committed to implement the highest standards of governance and enforcing them across all of our businesses. We have adopted a holistic

The foundation of our governance framework is a tiered structure. Group-level business performance is driven and managed by our CEOs. The Board is kept abreast of the performance with a report every quarter. Through the business leadership team and process owners, our corporate leadership team (CLT) carries out strategies throughout the organization.

Sustainability Governance Framework



Board of Directors and Board Committees

Our board plays a crucial role in guiding the organization towards being an accountable and resilient organization, ensuring it can navigate uncertainties while maintaining ethical standards and shareholder value. SRF's board of Directors take charge of the organizations priorities through a structured governance framework responsible for the overall business operations. The Board of Directors comprises a balanced mix of executive and non-executive directors who ensure transparency in all our operations and accountability to all our stakeholders.

As on March 31, 2023, SRF's Board consisted of 10 Directors, of which three are executives of the Company (including the Chairman, who is an Executive Chairman), six are independent and one is non independent and non-executive director.

Board committees at SRF are specialized teams that exceed their fundamental responsibilities by cultivating and enhancing relationships with stakeholders, ensuring they receive significant value and attention. The governance framework at SRF includes six distinct committees at the Board level, each tasked with specific roles and duties. Committees at SRF have well-

ZERO
Incidents of bribery and corruption

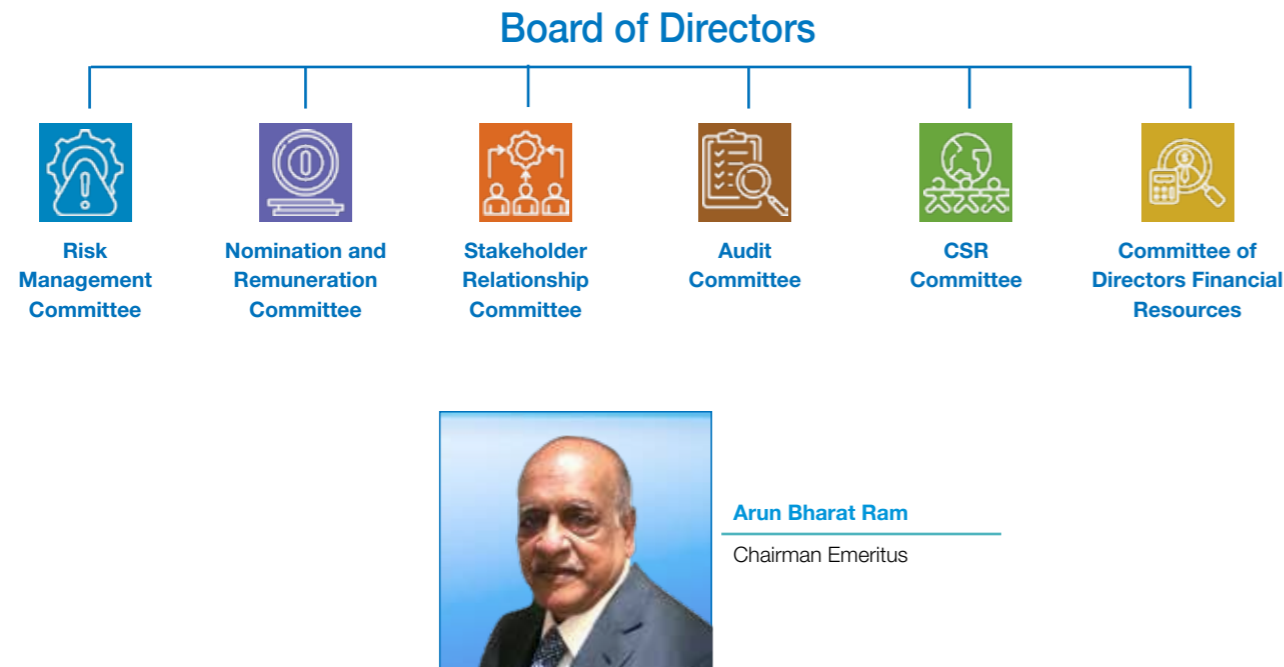
ZERO
Incidents of discrimination
















9%
women at the Board level

Integrated CRM solution rolled out (FCB)

Supplier procurement and portal solution implemented (SCB)

structured committees at board level to address specific governance challenges. They enhance board efficiency, facilitate in-depth discussions, and promote specialized expertise within the governance framework. These committees are instrumental in protecting the interests of all shareholders, contributing to the company's rise to market leadership. Furthermore, they play a pivotal role in advancing the sustainable development goals of the organization. By addressing environmental, social, and governance issues, these committees help align the company's operations with broader global sustainability objectives, thereby ensuring long-term success and compliance with ethical standards.



				
				
Ashish Bharat Ram Chairman & Managing Director	Kartik Bharat Ram Joint Managing Director	Pramod G. Gujarathi Director (Safety & Environment) and Occupier	Vellayan Subbiah Non-Executive, Non-Independent Director	Tejpreet S Chopra Independent Director
				
				
Lakshman Lakshminarayan Independent Director	Bharti Gupta Ramola Independent Director	Puneet Yadu Dalmia Independent Director	Yash Gupta Independent Director	Raj Kumar Jain Independent Director

 Committee Chairman

Code of Conduct and Policies

SRF's comprehensive code of conduct sets the ethical tone for the entire organization. The board of directors, supported by the Board Committees, oversees vigilance mechanisms and upholds a robust code of conduct and policies. By embracing these principles, we navigate challenges, foster innovation, and contribute responsibly to society.

Our policies offer employees definitive guidance on ethics and behavioural standards they also uphold the principles of our company and ensure ethical business operations. Although all employees must abide by these principles, we ensure all other stakeholders, especially our value chain partners practice ethical conduct. Our employees undergo mandatory training on company's Code of Conduct annually. At the time of on-boarding, new employees are required to complete training on Code of Conduct to successfully complete the on-boarding process.

SRF's commitment to conduct business with the highest standards of integrity, honesty, and accountability is demonstrated by the Company's Code of Conduct (CoC). The Code of Conduct (CoC) covers aspects including regulatory compliance, fair employment practices, environmental health and safety (EHS), conflict of interest, and safeguarding assets of the company. It ensures adherence

to internal standards of business operations. The senior management representatives and board members implement the guidelines stipulated in the Code of Conduct.

We have a Value Committee consisting of the Deputy Managing Director as well as other corporate leadership. It is the Value Steering Committee's responsibility to ensure that fair and transparent investigation of the reported issues is being conducted and, depending on the result of the investigation, disciplinary and corrective measures are being suggested. The whistle-blowers have the rights to submit their complaints to the Chairman of the audit committee with a view to ensuring that procedures are accurate. The Whistle-blower policy and the CoC collaborate in order to preserve the company's values (RINEW) and promote ethical behaviour and transparency in business. The Code of Conduct for all Board members and senior management of the Company, as well as all policies and Codes of Conduct are available on the website of the Company, <https://www.srf.com/investors/corporate-governance/>.

All Board members and designated senior management personnel have affirmed compliance with the Code of Conduct. There were no cases of anti-corruption and anti-bribery reported in the FY 2021-22 and FY 2022-23.



Human Rights

We at SRF have zero tolerance for violations of human rights and are committed to ensuring a working environment conducive to productivity and safety, as well as human rights protection for both, our company and our partners. We ensure this by implementing appropriate systems, conducting structured training programmes and processes associated with human rights policies and norms, including forbidding child labour and forced labour, preventing sexual harassment, and avoiding any bias related to the hiring process or among employees. We are proud to report that there have been no incidents or complaints concerning forced labour, child labour, sexual harassment or discrimination in our company during the reporting period.

Risk Management

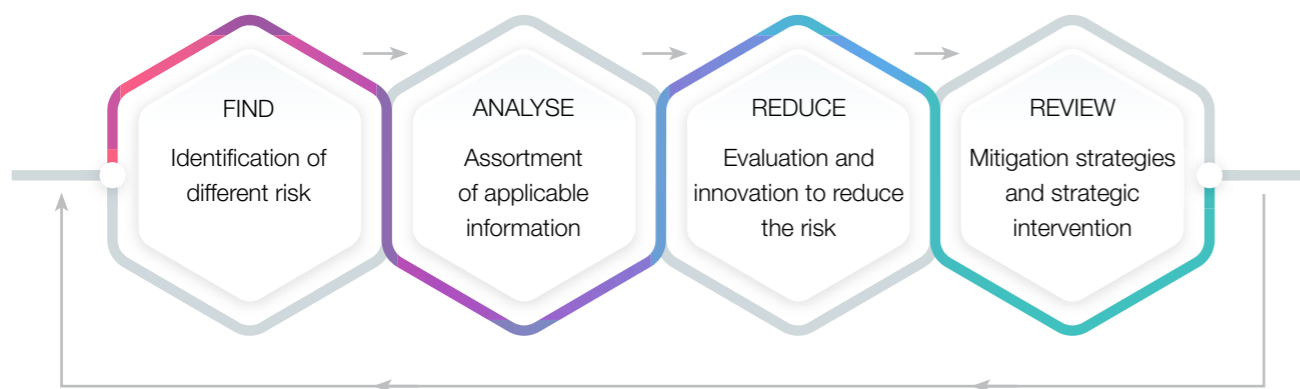
A robust risk management mechanism is essential for ensuring the resilience of business activities. Through our risk management practices, we make informed decisions, identify and assess risks associated with our operations, and implement appropriate measures to mitigate these risks while seizing opportunities.

SRF's business risk management framework enables us to identify, prioritize, and mitigate risks effectively. It encompasses the identification, assessment, monitoring, and mitigation of risks, utilizing internal control systems and devising response strategies to ensure the achievement of business objectives.

We maintain an efficient and systematic process to identify and address significant risks. The Risk Management Committee (RMC) is entrusted with the responsibility of

monitoring, evaluating, and reviewing these identified risks. The Board of Directors, in collaboration with the Risk Management Committee, oversees and evaluates the risks as well as the mitigation strategies defined by relevant stakeholders.

Regular reviews of the risk management process are conducted by the Board. Each department is assigned clear roles and responsibilities to assess and identify risks related to their operations. The Risk Management Committee also supports the Board in ensuring the formulation, implementation, monitoring, and review of the Risk Management Policy. Equipped with essential tools, the committee effectively identifies, assesses, and manages both conventional and emerging risks, thereby safeguarding stakeholder interests and achieving business objectives.



We also have a robust framework of Control Self-Assessment (CSA) which continuously verifies compliance with existing policies and procedures. ESG risks are outlined under risk categories identified by SRF such as strategic, regulatory, operational, financial and IT and cyber security risks. These risks can be mitigated using measures including optimization of energy, reduction of GHG emissions, optimum utilization of resources, minimization of virgin material usage, implementation of a safety culture, and development and growth of employees. The following is a portrayal of recognized risks and mitigation methodologies that we have adopted.

Type of Risk	Mitigation Measures
 IT & Cyber Security Risk	<ul style="list-style-type: none"> • Executing into new edge security components, for example, double firewalls and web content sifting • Execution of versatile administration for clients with basic information leakage risk • Guaranteeing satisfactory update and upkeep of servers and organization gadgets for added security and information assurance. • Introducing Incident management process



Operational Risk

- Execution of security and quality administration frameworks, TQM driven cycles to dispense with functional risk and add to the Organization's system to support functional achievement
- Reception and arrangement of asset productivity drives
- Advancement and maintenance of skilled labour force that adds to authoritative objectives by offering open doors for learning and improvement, and vocation development



Regulatory Risk

- Consistent observing of the developing guidelines, influence appraisal, execution of legal consistence. Internal review and external legitimate survey (counting ESG)



Financial Risk

- Detailed policy guidelines to deal with key financial risks.
- Robust processes & systems for ensuring timely reporting and compliance with applicable regulatory framework.
- Optimum cash flows through continuous new product development and innovation



Strategic Risk

- Long-term strategic planning and regular management reviews with business teams, Audit Committees and Board meetings
- Strategic sourcing initiative ensuring uninterrupted supply of raw materials

Operational Excellence

SRF's commitment to operational excellence is embedded in its management approach, which revolves around a proactive and adaptive strategy. The leadership fosters a culture of continuous improvement, emphasizing the importance of efficiency, safety, and sustainability. We strongly believe that operational excellence is not a destination but a journey, requiring constant evaluation and refinement.

PROCESS OPTIMIZATION	RESOURCE SKILL AND SAFETY	SUPPLY CHAIN INTEGRATION	TOTAL QUALITY MANAGEMENT
<ul style="list-style-type: none"> • SRF prioritizes the optimization of manufacturing processes to enhance productivity and reduce resource consumption. • Regular reviews and technological updates ensure that our company stays ahead in efficiency. 	<ul style="list-style-type: none"> • SRF invests in comprehensive training programs. Employees are encouraged to contribute ideas for improvement, fostering a sense of ownership and innovation. • We implement stringent safety protocols and invests in state-of-the-art equipment and technology to minimize risks. 	<ul style="list-style-type: none"> • SRF places a strong emphasis on a well-integrated and resilient supply chain. • Collaborative relationships with suppliers and strategic partnerships ensure a steady flow of high-quality raw materials, reducing the likelihood of disruptions. 	<ul style="list-style-type: none"> • By aligning TQM principles with environmental responsibility, the company not only ensures the delivery of high-quality products but also demonstrates its commitment to creating a positive impact on the planet and society at large.

SRF's pursuit of operational excellence is evident in its robust management approach and proactive initiatives. By fostering a culture of continuous improvement, investing in employee development, prioritizing safety, optimizing processes, and embracing sustainability, the company positions itself as a leader in the chemical industry. The commitment to operational excellence not only enhances efficiency and competitiveness but also ensures a responsible and sustainable future for SRF Limited.

Research & Development

400+
People in R&D,
Engineering and
scale-ups

350+
Patents filed
till date

100+
Molecules
developed

2
Dedicated R&D
facilities



The Chemicals Technology Group (CTG) at SRF is actively dedicated to pioneering new products and process technologies for our Fluorochemicals and Specialty Chemicals businesses. Our primary focus lies in developing intermediates for cutting-edge Active Ingredients (AI) in pharmaceuticals, agrochemical industries, and next-generation refrigerants.

With nearly 400 talented individuals collaborating across various locations and engineering centers, CTG is tirelessly advancing SRF's capabilities in process development, scale-up, and commercialization of innovative chemistries within our targeted domains. To meet escalating customer demands and tighter deadlines, CTG continually strives to optimize its resource efficiency. Firmly rooted in the principles of innovation, quality, and productivity, CTG remains steadfast in driving sustainable growth for the company.

CTG serves as SRF's powerhouse, tackling intricate processes and ground-breaking innovations involving diverse chemistries year after year. Our R&D team has successfully explored over 100 molecules, with a significant portion progressing to the process development stage.

Emphasizing Continuous Improvement, we regularly conduct scale-up campaigns through our pilot plant, leading to numerous production campaigns executed across commercial multi-purpose plants. Whenever necessary, SRF commissions new dedicated plants based on our in-house development efforts.

CTG's steadfast commitment to intellectual property (IP) creation has culminated in over three hundred and fifty patent applications filed to date.

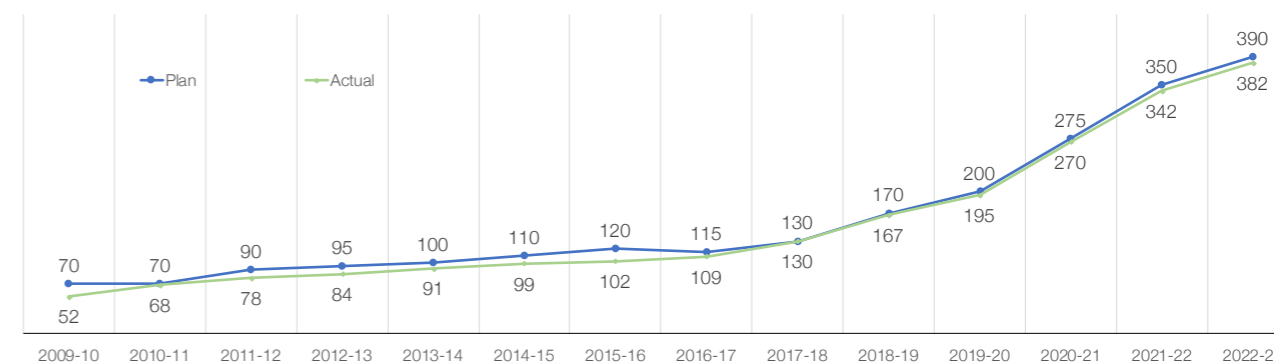
Total Quality Management

At SRF, we take great pride in our culture of "continuous improvement," which improves services and procedures throughout the supply chain. In order to make our processes seamless, our robust and adaptable TQM system encourages customer orientation, systematic improvement, and an analytical and quality-focused mind-set. Our employees are trained on an array of TQM activities, including Process Control, FMEA, Control Points & Themes, TIE, and the TQM Basic Course. Policy management, breakthrough management, daily work management, the problem-solving process (PSP), and autonomous maintenance activities are the essential elements of this robust and adaptable management system.

Using seven quality control instruments and additional statistical measures, our PSP is a robust and standardized process that empowers staff members to offer solutions for ongoing issues. PSP certificates are Blue and Silver varieties.

- Employees with PSP Blue certification offer solutions by utilizing fundamental quality control (QC) methods including Process Control, Failure Mode and Effects Analysis (FMEA), and the seven QC tools.
- Employees with the PSP Silver certification offer answers by utilizing sophisticated statistical instruments including Design of Experiments (DOE) and Hypothesis Testing.

PSP certification (Numbers) - Bhiwadi and Dahej



At SRF, we also provide training to our employees on TQM aspects to bring the best out of them and upgrade their skills and expertise. During FY 2021-22 and FY 2022-23, we recorded 1,182 man-hours and 1,338 man-hours of TQM related training respectively, imparted to over 600 individuals across all employee categories.

Customer Relationship

At SRF, Customer Relationship is a strategic approach that focuses on building and maintaining strong connections with customers. It involves the use of technology, processes, and policies to manage customer interactions throughout the entire life-cycle. Effective CRM aims to enhance customer satisfaction, loyalty, and retention. Our commitment to our customers is evident through ongoing engagement programs, transparent policies and information dissemination through multiple channels.

To enhance customer interaction, we've introduced a designated contact person for each zone on our digital platform. This streamlined process ensures efficient handling of product queries, with dedicated personnel promptly responding online. We value customer feedback, gathering insights through both formal and informal channels tailored to the nature of our business and products. These initiatives underscore our dedication to building lasting partnerships and delivering exceptional customer experiences.

Information Privacy and Cyber Security

In the digital age, safeguarding information privacy and implementing robust cyber security measures are crucial to our commitment. As technology enhances our efficiency and innovation, it is vital to protect sensitive data and maintain stakeholder trust. Our commitment extends beyond legal obligations; it is a core element of ethical business practice. We are dedicated to upholding the highest standards of data protection, adhering to strict policies, and complying with relevant regulations.

To cultivate a culture of privacy awareness, all employees undergo regular training focused on responsible data

handling. We enforce comprehensive Privacy and Cyber security policies, accessible on our website, to ensure transparency and informed consent in our data management practices. Our communication about data collection, processing, and storage is clear, promoting a trust-based relationship with our users.

To secure data, we encrypt all sensitive information, both in transit and at rest. We utilize Secure Sockets Layer (SSL) encryption on our websites, indicated by 'https' in our URLs and a closed padlock symbol on your screen, ensuring secure data transfer.

Regarding cyber security, we have developed a comprehensive framework to protect our digital assets. This includes strict access controls, advanced encryption protocols, and continuous monitoring. We conduct regular security audits and vulnerability assessments to proactively address potential risks. Our collaborative efforts with industry experts, participation in information-sharing initiatives, and continuous monitoring of emerging threats are fundamental to our strategy. In the event of a cyber security incident, our incident response plan ensures swift and effective action, minimizing potential impact and maintaining business continuity.

By integrating these data privacy and cyber security measures, SRF aims to not only protect its digital assets but also contribute to a sustainable business environment. In the reporting year, there were no incidents reported related to data theft and privacy breach. Through these practices, we demonstrate our commitment to responsible corporate governance, fostering trust among stakeholders and supporting the long-term success of our organization.

Sustainable Supply Chain



In a world increasingly vulnerable to environmental and geopolitical disruptions, the concept of resilient growth has taken centre stage. Organizations are recognizing that sustainability is not just about being eco-friendly but also about building robust and adaptive supply chains. This means identifying and mitigating risks associated with climate change, natural disasters and social issues. It is also essential to focus on end-to-end supply chain transparency, sustainability initiatives, products and recycling processes. Supply chains work sustainably by using the best technologies, collaborating, target-setting, monitoring progress and communicating successes to the stakeholders.

SRF recognizes the pivotal role of its supply chain in establishing sustainable business practices. We emphasize on integrating sustainability into our risk management strategies, embracing circular economy principles, sustainable sourcing and resilience-focused supplier collaboration. Suppliers and vendors are important external stakeholders for every business, and at SRF, we ensure establishing relationships that are mutually beneficial. A well-oiled supply

chain is crucial to keep business uninterrupted and to guarantee that business is conducted in an ecologically and socially responsible manner.

We regularly carry out performance assessment of suppliers and vendors as per the SA 8000 standards. Development and quality system evaluation exercises are also regularly conducted for our primary suppliers on various parameters, including business integrity, adherence to environmental regulations and certifications, human rights, health and safety standards, handling and storage, resource management, and handling of customer complaints. Additionally, we have a stringent measures in place for gap analysis and creation of corrective action plans. In order to evaluate the ESG-related performance of strategic suppliers, our chemicals business has also implemented a Code of Conduct.

We understand the value of supplier quality system reviews and development initiatives, and we routinely assess our primary suppliers based on a number of parameters. Planning for product realization, resource management, production,

design and development, addressing consumer complaints, adhering to environmental regulations and certifications, and so on are some examples of these. In order to find any gaps and set up remedial measures so that necessary modifications can be made right away, we have streamlined processes. We also rate our primary suppliers based on the outcomes of the assessment and place a lot of emphasis on local sourcing and prioritize sustainable sourcing. Between 50 and 75 percent of our essential raw materials come from within the area and are sourced locally.

SRF is committed to integrating sustainability into every aspect of its supply chain. By embracing responsible sourcing, circular economy practices, and ethical labour standards, the company aims not only to reduce its environmental and social footprint, but also to inspire positive change across the chemical industry's supply chain.

Economic Performance

At SRF, we are dedicated to upholding a robust balance sheet and an optimal capital structure as foundational pillars to boost stakeholder value. This commitment is integral to our strategic financial planning. We diligently ensure the availability of funds, essential for meeting our twin targets of cost efficiency and sustained liquidity. These financial strategies

are harmoniously aligned with our operational needs and long-term strategic ambitions. We strive for disciplined capital allocation, which serves as a catalyst for accelerating growth. By adhering to these principles, we aim to achieve a harmonious blend of stability, efficiency, and expansion, thus securing our economic performance and resilience.

Economic performance (in INR million)

	Bhiwadi		Dahej	
	2021-22	2022-23	2021-22	2022-23
Direct Economic value generated				
Revenues	10,955.62	13,642.89	45,838.49	66,730.62
Economic value distributed	5,961.12	5,936.02	18,476.68	23,416.40
Operating cost	7,553.78	9,340.80	32,148.96	42,869.36
Employee wages and benefits	805.79	876.05	1,947.71	2,152.28
Payments to government*	1,790.70	1,945.26	8,112.92	11,566.07
Community Investments	291.23	966.74	2,229.62	4,911.16
Economic value retained ('direct economic value generated' less 'economic value distributed')	514.12	514.05	1399.29	5231.74
Total monetary value of financial assistance received from government				
Tax relief & tax credit	1,149.03	1,423.12	9,572.63	9,753.11
Financial Incentives	65.48	71.16	253.05	308.64

* Payment to Government only includes Goods and Services Tax, TDS & TCS

Tax Transparency

At SRF, the governance of tax-related matters resides with the upper echelons of management, ensuring adherence by their senior counterparts. The increasing emphasis on tax transparency is integral to our commitment to responsible and ethical business practices. This extends to publicly disclosing taxes paid and providing clarity on our tax strategies. Our code of conduct reinforces integrity, transparency, independence,

and accountability, aligning our actions with the expectations of all stakeholders. We strictly comply with tax laws in jurisdictions of operation, fostering cooperative relationships with tax authorities based on mutual respect and trust. Engaging proactively, we work collaboratively during audits and strive to resolve tax issues efficiently, demonstrating our commitment to diligent and trustworthy business operations.

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