



# Sustainability Performance Report 2023–24

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Yash Speciality Chemicals



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# About Us



## Driving Chemical Excellence

The foundation of Group was laid by late Dr. K. H. Patel in 1951, Over the last 70 years, the group has expanded its horizon. The group is a leading manufacturer of – Speciality Chemical Manufacturing, Specialized in Benzene and Naphtalene based compounds, Chemical Process Equipment Manufacturing, Market leader in Filtration & Drying. Yash Speciality Chemicals LLP is driving chemical excellence and delivering quality- driven custom chemical solutions.

Our Social Responsibility initiatives are rooted in the principle of fostering inclusive growth and development, in alignment with both national and global priorities. We are fully committed to contributing to global endeavors aimed at achieving the sustainable development goals. We value our workforce and continuously organise skill development programs to support their growth. These initiatives include employee wellness camps, sporting events, team-building activities, and interpersonal skill development sessions. By investing in our employees' personal growth, we enhance our organisation as a whole, fostering a positive and thriving work environment.



## Our Vision for a Sustainable Future

We realize that our actions or inactions today not only shape our own lives but also have a profound impact on society at large. Every decision we make now directly influences how future generations will live. Our commitment is not only to secure a bright future for ourselves but to ensure that the generations to come inherit a world that is sustainable, resilient, and thriving.

As we strive toward this goal, we must embrace a vision rooted in sustainability, where our actions promote the well-being of the planet and its ecosystems, conserve vital resources, and foster social and economic equity. Sustainability should be at the heart of every decision, guiding us to balance the needs of today with the preservation of tomorrow. It is imperative that we all governments, businesses, and individuals recognize the long term consequences of our choices and work together to build a future where people and the planet can prosper side by side. Let us prioritize the health of our environment, the strength of our communities, and the equity of our economic systems for the generations that will follow.

## Sustainability In Action: Our Journey and Goals

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At Yash Speciality Chemicals LLP (YSCL), we view sustainability as an ongoing journey of continuous progress. Our initiatives are driven by clear, measurable objectives aimed at strengthening the resilience and efficiency of our supply chain while actively supporting the global sustainable development agenda. We are dedicated to innovation and continually strive for improvement, setting bold targets to reduce emissions, conserve resources, and enhance the well-being of the communities we serve.

This report offers a comprehensive overview of our advancements, accomplishments, and the challenges we face on our path to sustainability. By transparently sharing our ESG performance data, we aim to keep our stakeholders informed and engaged in our shared mission to build a sustainable future.

**₹1150 M**

Achieving a Total Revenue

**1:1**

Male:Female ratio at BoD level

## Pioneering Data-Driven Sustainability

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At YSCL, we recognize that actionable data is fundamental to driving sustainable progress. This Sustainability Performance Data Report underscores our dedication to transparency and accountability in evaluating, managing, and improving our sustainability efforts across every facet of our operations. As a global leader in intralogistics and warehouse automation, we are aware of the far-reaching impact of our actions on industries, communities, and regions worldwide. By monitoring and sharing our Environmental, Social, and Governance (ESG) metrics, we ensure our path toward a sustainable future remains transparent, data-focused, and aligned with our core values.

## Approach to Sustainability Data

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This report provides a detailed analysis of our sustainability initiatives, focusing on critical areas such as carbon emissions, resource efficiency, employee well-being, and governance practices. These metrics offer a transparent view of our progress and enable us to benchmark our performance against industry standards and global sustainability objectives. By continually assessing and evaluating our impact, we uncover opportunities for improvement and innovation, fostering significant advancements both within YSCL and throughout our supply chain.

## Purpose of the Report

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The Sustainability Performance Data Report fulfils several key objectives:



### **Transparency**

It provides an open platform to share our ESG data and performance metrics with stakeholders, reinforcing our dedication to responsible business practices.



### **Accountability**

It establishes measurable benchmarks to monitor our progress toward achieving sustainability goals.



### **Continuous Improvement**

It leverages data to pinpoint areas for growth, facilitating informed decision making and the development of proactive sustainability strategies.

## Scope and Coverage

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This report highlights data from our global operations and supply chain, centered around our key sustainability pillars:



### **Environment**

Details on our carbon footprint, energy and water consumption, waste reduction strategies, and resource efficiency initiatives.



### **Social**

Information on employee safety, diversity, well-being, and programs within our supply chain.



### **Governance**

Insights into ethical business practices, anti corruption efforts, data security, and compliance standards.

## Reporting Period

1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024

# Our Material Topics



## Environment

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- Air Quality
- Energy Management
- Water Consumption
- Waste Management
- Carbon Emissions
- Circularity

## Social

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- Occupational Health and Safety
- Diversity, Equity & Inclusion (DEI)
- Human Capital Training and Development
- Working Conditions
- Human Rights and Labor Practices
- Customer Health and Safety
- Employee Engagement
- Supply Chain Sustainability

## Governance

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- Corporate Governance & Ethical Business Conduct
- ESG Risk Management & Compliance
- Regulatory Compliance & Anti-Corruption
- Product Quality & Innovation
- Cybersecurity & Data Privacy
- Board Diversity & Executive Compensation
- Responsible Sourcing & Supplier Code of Conduct
- Transparency & ESG Reporting
- Whistleblower Protection & Grievance Mechanisms
- Public Policy & Industry Advocacy

## Our Promise to Stakeholders

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We pledge to lead by example, embedding responsible practices into every facet of our operations. As we move forward, we invite our stakeholders to collaborate with us in reshaping our industry. Together, we are crafting a vision for a future where technology and sustainability coexist seamlessly, positioning YSCL as a responsible, dependable, and innovative partner for a brighter tomorrow.

## Our Commitment – Addressing Key Material Topics

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Yash Speciality Chemical's sustainability commitment is built on a holistic approach to Environmental, Social, and Governance (ESG) matters that impact our business, stakeholders, and the global community. We recognise that addressing these critical topics requires ongoing focus, strong policies, and strategic initiatives, backed by measurable objectives to ensure our actions align with global sustainability benchmarks.



# Environmental Stewardship



At YSCL, we are committed to achieving sustainable growth by reducing our environmental impact while enhancing operational efficiency through innovation. Our environmental management efforts focus on six key areas:

- **Air Quality**  
We actively monitor air emissions and implement advanced filtration systems to control pollutants and meet air quality standards. Additionally, we encourage our suppliers to adopt practices that help reduce emissions.
- **Energy Management**  
Our energy efficiency initiatives focus on reducing consumption through automation, energy audits, and renewable energy sourcing. We set clear reduction targets, track performance data, and continuously strive for improvement.
- **Water Consumption**  
Water conservation is a core aspect of our sustainability strategy. By utilising water-efficient technologies and promoting reuse initiatives, we aim to minimise water usage. Regular monitoring and collaboration with suppliers further support responsible water management.
- **Waste Management**  
We prioritize waste reduction through strict recycling, reuse, and disposal practices, working toward lower waste-to-landfill rates. Circular practices are integrated into our operations and encouraged across our supply chain, promoting sustainable resource management.
- **Carbon Emission**  
To reduce our carbon footprint, we plan to monitor scope 1, 2, and 3 emissions and have established clear reduction targets. Regular reviews of carbon emission data ensure transparency and demonstrate our ongoing efforts and progress.
- **Circularity**  
We apply circular economy principles across our supply chain by focusing on product lifecycle management, resource recovery, and reusability. These strategies enhance material efficiency, reduce reliance on virgin resources, and promote a sustainable product ecosystem.

# Social Responsibility and Employee Well-Being



At YSCL, our people and partners are the cornerstone of our success. Our social initiatives are designed to cultivate a healthy, safe, inclusive, and supportive environment for employees, suppliers, and customers

- **Employee Health and Safety**  
We prioritize workplace safety through robust health and safety policies, employee training, and regular audits. Our aim is to foster a zero-incident culture, with continuous monitoring and transparent reporting on health and safety metrics.
- **Diversity, Equity & Inclusion (DEI)**  
We are dedicated to building an inclusive workplace by implementing diversity policies that promote equal opportunities and prevent discrimination. Our efforts focus on creating a culture where everyone feels valued, supported by specific hiring goals to enhance workforce diversity.
- **Human Capital Training & Development**  
We recognise the importance of employee growth and provide continuous learning opportunities, career development programs, and skills training. Engagement and development metrics are regularly tracked to demonstrate our commitment to empowering our workforce.
- **Working Conditions**  
We uphold fair labor practices across all operations, ensuring a supportive work environment with fair wages, reasonable working hours, and compliance with labor laws.
- **Human Rights & Labor Practices**  
Yash Speciality Chemical strictly adheres to international labor standards and safeguards workers' rights throughout our operations and supply chain. Our Supplier Code of Conduct enforces these practices, reflecting our commitment to social responsibility.
- **Customer Health and Safety**  
Ensuring customer safety is paramount. We comply with stringent product safety standards to deliver automated solutions that meet the highest quality benchmarks, fostering trust and long-term relationships with our customers.
- **Employee Engagement**  
Regular engagement surveys and feedback mechanisms help us understand employee needs and concerns. By promoting open communication, we create a motivated workforce aligned with our mission.
- **Supply Chain Sustainability**  
Suppliers play a vital role in our sustainability goals. Through assessments, audits, and training, we collaborate to improve their sustainability performance. This report highlights the outcomes of our supplier assessments, reinforcing our dedication to a transparent and sustainable supply chain.

# Governance & Ethical Conduct



YSCL is committed to upholding the highest standards of governance and ethical conduct. We follow a rigorous framework that ensures compliance with all applicable laws and industry regulations. Our governance approach includes strong board oversight on ESG matters, proactive risk management, and adherence to global chemical safety regulations. We regularly monitor and report on key performance indicators related to ethical behaviour, including compliance rates, staff training, and the resolution of ethical issues. Continuous improvements are made based on regular audits and feedback, ensuring alignment with our core values of integrity, transparency, and accountability. We safeguard intellectual property, ensure responsible sourcing, and uphold fair governance structures. Through these efforts, we maintain the trust of our stakeholders and foster a culture of ethical responsibility.

## Key Governance & Ethics KPI

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- **Board Oversight & Ethical Governance**  
Ensuring strong governance structures and ethical leadership.
- **Regulatory Compliance & Risk Management**  
Identifying and mitigating ESG risks while adhering to global chemical safety regulations.
- **Ethical Business Practices and Anti - Corruption**  
Implementing strict compliance mechanisms to prevent unethical practices.
- **Continuous Monitoring & Staff Training**  
Tracking compliance rates and ensuring regular ethics training for employees.
- **Transparency & ESG Disclosures**  
Aligning reporting practices with GRI, SASB, TCFD, and CDP frameworks.
- **Intellectual Property & Data Protection**  
Strengthening cybersecurity measures to safeguard proprietary data.
- **Responsible Supply Chain Management**  
Establishing ESG expectations for suppliers and enforcing compliance.
- **Fair Governance & Executive Accountability**  
Ensuring board diversity, performance-linked compensation, and ethical decision-making.
- **Whistleblower Protection & Grievance Resolution**  
Encouraging employees and stakeholders to report ethical concerns safely.
- **Stakeholder Engagement & Industry Advocacy**  
Promoting responsible lobbying and sustainable industry practices.

# Our Sustainability 2024 Highlights



**YASH**<sup>®</sup>  
In Our Element

This report presents Yash Speciality Chemical LLP's key achievements and data metrics from the past year, reflecting our commitment to Environmental, Social, and Governance (ESG) goals. The following highlights represent our progress across critical sustainability areas.

## Environment



### Penalties

₹ 0 of Penalties in accordance with **environment regulations outlined in the bylaws.**

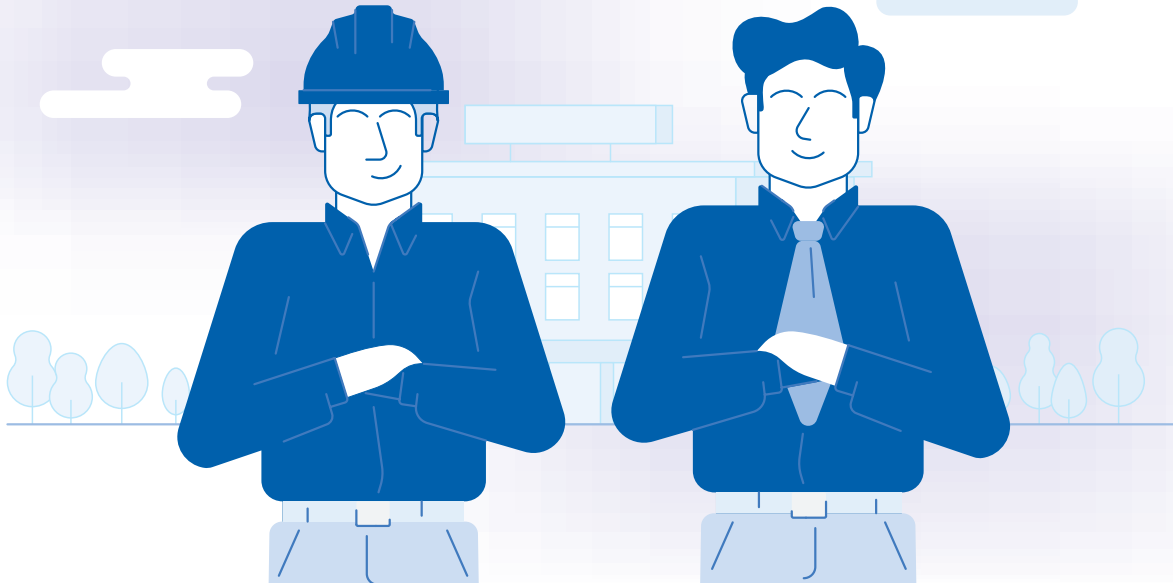
### Air Quality

	NOx Emissions (PPM)	SOx Emissions (PPM)	PM (mg/NM3)
Boiler (Stack 1)	10.833	3.083	5
DG Set (Stack 2)	23.0833	16.166	72.33

**Volatile Organic Compounds (VOCs) were BDL (Below Detectable Limit)**

## Governance

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0

Reported cases of Whistleblower, Corruption & Bribery

100%

Supply Chain Sustainability - buyers trained on sustainability

48%

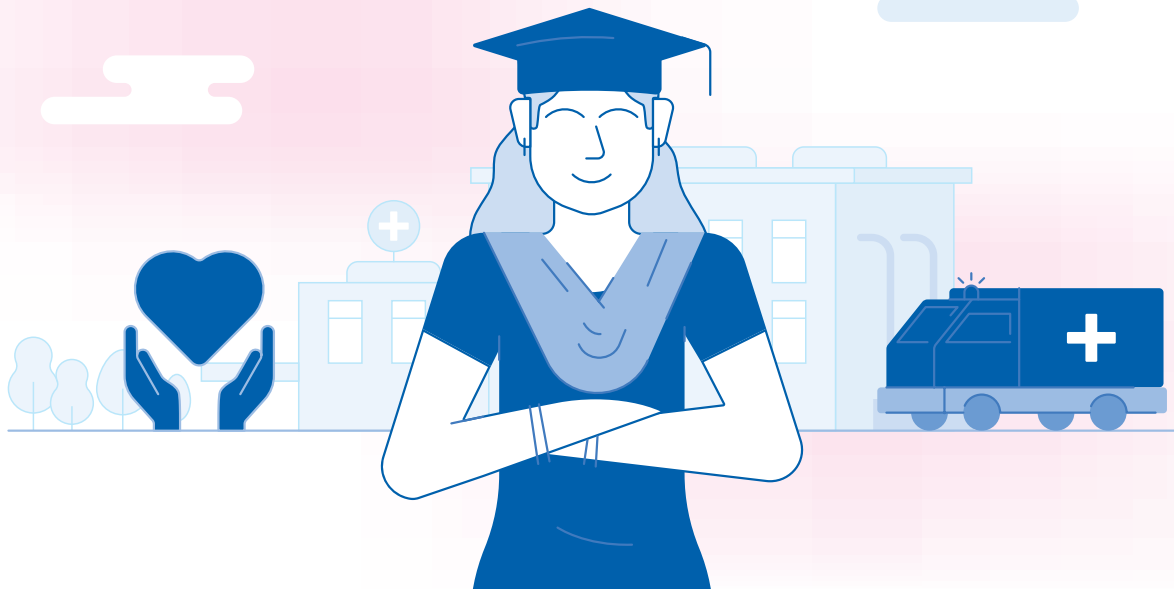
Local Procurement

### **Employee Benefits**

Life Insurance, Health Care, Disability Coverage, Parental Leave, Retirement Provisions provided

## Social

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**22**

In FY2024, the new hire stands at

**0**

Reported workplace accidents or fatalities

**Male**

**17.6 hrs**

Avg. training per employee

**142%**

Increase in health & safety training participation

**Female**

**14.25 hrs**

Avg. training per employee

**102%**

Ratio of basic salary and remuneration of women to men

**0**

No. of discrimination case

# SDG Progress Reporting



At YSCL, our sustainability efforts are strategically aligned with the United Nations Sustainable Development Goals (SDGs). This alignment enables us to address global challenges effectively while driving our corporate sustainability vision forward. Below is an overview of our progress toward the SDGs most relevant to our operations and values

## SDG

## Actions



1. Providing social safety nets (policies and programs that help individuals and families manage risk and volatility)
2. Promoting access to economic opportunities: Employment is a key factor in economic opportunity and is often the main source of income that provides a family with food, childcare, educational opportunity, and medical care.
3. Supporting local economies



1. Supporting local communities through employment generation
2. Providing skills training for workers
3. Engaging in corporate social responsibility (CSR) projects



1. Supporting sustainable agriculture by producing agrochemicals
2. Supporting pharma industries by producing intermediate chemicals
3. Ensuring ethical supply chain practices



1. Partnering with educational institutions to provide training and internships
2. Offering scholarships for educations



1. Promoting women in leadership roles in chemical manufacturing
2. Ensuring equal pay and opportunities in the workforce
3. Creating a gender-inclusive workplace



1. Reducing water usage in manufacturing processes
2. Treating and recycling water used in production
3. Ensuring proper chemical waste disposal to prevent water contamination



1. Investing in renewable energy for manufacturing plants
2. Reducing energy consumption through process optimization
3. Promoting clean energy solutions like solar for energy needs



1. Providing fair wages and benefits
2. Ensuring safe working conditions in chemical plants
3. Supporting skill development and growth opportunities for employees



1. Upgrading infrastructure for energy efficiency
2. Innovating in chemical production techniques to reduce environmental impact



1. Promoting diversity and inclusion in hiring
2. Ensuring equitable access to career development



Reducing industrial pollution in urban areas



1. Encouraging sustainable production by minimizing waste
2. Supporting recycling and reusability of chemicals



1. Reducing greenhouse gas emissions from chemical manufacturing
2. Implementing energy-efficient processes to mitigate climate change



1. Reducing chemical runoff into water bodies
2. Implementing eco-friendly disposal practices



1. Promoting sustainable agricultural chemicals
2. Reducing deforestation by offering eco-friendly alternatives



1. Ensuring compliance with environmental and safety regulations
2. Supporting transparency and ethical practices in chemical manufacturing
3. Strengthening partnerships with government and NGOs for better regulations



1. Collaborating with government bodies, NGOs, and industries for manufacturing
2. Sharing knowledge and best practices with global partners
3. Participating in industry-wide sustainability initiatives



# Sustainability Initiatives for FY24



At YSCL, sustainability is at the core of our operations. In FY 2024, we are accelerating our efforts across environmental, social, and governance (ESG) domains to create long-term value for our stakeholders. Our initiatives focus on reducing our environmental footprint, fostering inclusive growth, and ensuring ethical business practices. Through these actions, we aim to reinforce our leadership in sustainable specialty chemicals manufacturing while aligning with global ESG standards and regulatory requirements.

## Environmental Initiatives

### 1. Climate Action & Energy Efficiency (SDG 7, 13)

- Investing in renewable energy solutions such as **solar and wind** energy to power manufacturing units.
- Enhancing process efficiency to reduce **energy consumption and carbon footprint**.

### 2. Water Stewardship & Responsible Chemical Use (SDG 6, 14)

- Implementing advanced **wastewater treatment and water recycling** technologies.
- Ensuring proper **chemical waste disposal** to prevent contamination of natural water bodies.

### 3. Sustainable Production & Circular Economy (SDG 9, 12, 15)

- Innovating in **green chemistry** to develop **eco-friendly and biodegradable products**.
- Promoting **recycling, material recovery, and waste reduction strategies** to achieve zero waste to landfill.

### 4. Biodiversity & Land Protection (SDG 14, 15)

- Reducing deforestation by offering **sustainable and environmentally friendly alternatives** to hazardous chemicals.
- Ensuring **minimal chemical runoff into soil and water bodies** to protect marine and terrestrial ecosystems.

## Aligned SDGs



## Social Initiatives

- 1. Workforce Well-Being & Safety (SDG 3, 8)**
  - Ensuring **safe and ethical working conditions** in all chemical plants.
  - Providing **comprehensive health and safety training** for employees and contractors.
- 2. Employment Generation & Economic Inclusion (SDG 1, 2, 8, 10)**
  - Creating **local employment opportunities** and supporting economic development.
  - Offering **skills training and career development** programs to empower workers.
- 3. Gender Equality & Inclusive Workplace (SDG 5, 10)**
  - Creating opportunities for women in roles across our operations.
  - Implementing **equal pay policies and diversity hiring** programs.
- 4. Community Engagement & CSR (SDG 4, 11)**
  - Partnering with educational institutions for **training, internships, and scholarships**.
  - Supporting local communities through **healthcare, education, and infrastructure development projects**.

## Aligned SDGs



## Governance Initiatives

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### 1. Corporate Governance & Ethical Business Conduct (SDG 16, 17)

- Strengthening board oversight on ESG matters and ensuring compliance with global regulatory frameworks.
- Implementing anti-corruption policies and whistleblower protection mechanisms to uphold business integrity.

### 2. Transparency & ESG Reporting (SDG 16, 17)

- Aligning sustainability disclosures with GRI, SASB, TCFD, and CDP frameworks.
- Engaging with stakeholders through transparent ESG reporting.

### 3. Cybersecurity & Data Privacy (SDG16)

- Enhancing data protection measures to safeguard intellectual property and customer data.
- Conducting regular cyber risk assessments to mitigate security threats.

### 4. Industry Collaboration & Policy Advocacy (SDG 17)

- Collaborating with government bodies, NGOs, and industry associations to advance sustainability initiatives.
- Supporting research and innovation in sustainable chemical manufacturing.

## Aligned SDGs



# 2024 Performance Summary



## Our Sustainability Goals and Targets

At YSCL, we are committed to building a responsible, resilient, and future-focused organization. Our ambitious targets and commitments reflect our dedication to sustainability, ensuring positive impacts on our people, planet, and stakeholders. This section serves as a benchmark for future reporting, enabling transparency, accountability, and continuous progress on our sustainability journey.

Goal			Target	T. Year
Environment	Carbon Emissions	We optimize manufacturing processes and enhance renewable energy use to drive substantial reductions in our carbon footprint across operations and supply chains, minimizing Scope 1, 2, and 3 emissions.	Achieve 20% reduction in Scope 1 and 2 emissions (baseline year: 2025)	2030
			Expand carbon measurement to include Scope 3 emissions, with a 5% reduction target for Scope 3. (baseline year: 2025)	2030
	Energy Management	We strive to enhance energy efficiency by investing in solar and wind energy while optimizing energy-saving technologies in our plants.	Increase renewable energy usage to 30% of total energy consumption.	2030
	Water and Water Waste	We aim to reduce water consumption through recycling, rainwater harvesting, and efficient wastewater treatment. Additionally, we are committed to promoting a circular economy by minimizing hazardous waste and enhancing recycling, reuse, and waste reduction efforts.	Reduce water withdrawal by 25% per ton of production	2030
			Achieve zero waste to landfill	2035
Social	Human Capital Development	We invest in training, upskilling, and leadership programs to empower our workforce for long term success.	Ensure 100% of our workforce receives training in sustainability and safety.	2027
			Develop targeted career progression pathways	Ongoing
	Diversity and Inclusion	We are committed to fostering a diverse and inclusive workplace by promoting equal opportunities and roles for women in chemical manufacturing.	Increase representation of women in our operations to 15%, fostering a more diverse and inclusive workplace.	2030
	Working Condition	We uphold fair wages, safe working conditions, and ethical labor practices to ensure a respectful and equitable work environment.	Ensure equal pay for equal work across all roles	2027
			Ensure 100% compliance with global labor laws and best practices	2027

	<b>Supply Chain Sustainability</b>	We collaborate with suppliers to drive ESG initiatives, ensuring ethical and responsible sourcing while maintaining compliance with sustainability standards.	Ensure 80% of key suppliers are assessed for sustainability compliance.	2029
			Ensure 80% training to suppliers and buyers on sustainable procurement	2029
	<b>Employee Health and Safety</b>	We prioritize a zero-incident workplace by implementing robust safety training, ensuring PPE compliance, and conducting regular health check-ups.	Ensure a 0 (zero)-incident workplace by preventing injuries and fatalities.	2025
			Ensure 100% of employees receive safety training.	2025
			Expand mental health and wellness programs, targeting 80% employee participation	2028
	<b>Governance</b>	<b>Information Security</b>	We safeguard sensitive information by strengthening cybersecurity measures and enhancing compliance with data protection policies.	Achieve ISO 27001 certification, ensuring full compliance with information security standards.
Conduct bi-annual cybersecurity audits				2026
<b>Anti-Corruption</b>		We enforce strict anti-bribery policies and promote ethical practices through comprehensive ethics training.	Ensure 100% of employees are trained in anti-corruption and ethical practices.	2025
			Achieve a zero-tolerance rate for ethical violations	Ongoing

# 2024 Sustainability Performance Data



## Our Performance

General	Unit	2023	2024	GRI Indicator
<b>Total Revenue</b>	Million INR	995.8	1150	201-1
<b>Defined Benefit Plan obligations and Other retirement Plans</b>	Million INR	Please note: As this is a newly established unit, no employees have reached retirement age in the past four years.		201-1
<b>CSR Investments</b>	Million INR	Not Applicable (CER investment: ₹ 2,05,705)	Not Applicable (CER investment: ₹ 5,00,000)	201-1

CER: Corporate Environmental Responsibility

Environment		Unit	2023	2024	GRI Indicator
<b>Carbon Emissions</b>	<b>Scope 1 Emissions</b>	tCO2e	—	In Plan	305-1 (2016)
	<b>Scope 2 Emissions</b>	tCO2e	1318.32	1708.44	305-2 (2016)
	<b>Scope 3 Emissions</b>	tCO2e	—	In Plan	305
	<b>GHG Intensity</b>	tCO2e / INR revenue	—	In Plan	305-4 (2016)
	<b>Net Zero Target</b>	Year	—	In Plan	305-5 (2016)
<b>Energy Consumption</b>	<b>Renewable Electricity</b>	%	0	0	302-1 (2016)
	<b>Direct Consumption Energy</b>	kWh	1,813,368	2,349,980	302-1 (2016)
	<b>Energy Intensity</b>	kWh / INR revenue	0.001821	0.002043	302-1 (2016)
<b>Water</b>	<b>Water Used</b>	KL	16,485	18,034	303-4 (2018)
	<b>Rain Water Harvested</b>	KL	—	In Plan	303-4 (2018)

Environment		Unit	2023	2024	GRI Indicator
Waste	<b>Total Waste</b>	tonne	351.78	536.85	306-3 (2020)
	Non-hazardous Waste: Landfill	tonne	—	—	306-3 (2020)
	Non-hazardous Waste: Incinerated	tonne	0	0	306-3 (2020)
	Hazardous Waste	tonne	351.78	536.85	306-3 (2020)
Air Quality	<b>Nitrous Oxides (NOX)</b>	PPM	10.21	17.92	305-7 (2016)
	<b>Volatile Organic Compounds (VOCS)</b>	Kg	BDL (Below Detectable Limit)	BDL (Below Detectable Limit)	305-7 (2016)
	<b>Particulate Matter (PM)</b>	mg/NM3	39.625	39	305-7 (2016)
	<b>Sulfur Oxides</b>	PPM	10.21	11.17	305-7 (2016)
Circularity	<b>Material Sourcing (Recyclable)</b>	%	0	0	301-2 (2016)
	<b>Material Sourcing (Non-Recyclable)</b>	%	0	0	301-2 (2016)

Social			Unit	2023	2024	GRI Indicator
Employee Data by Gender	<b>Total Employees</b>	Male	Nos.	126	123	2-7 (2021)
		Female	Nos.	5	6	2-7 (2021)
	<b>New Hires</b>	Male	Nos.	34	21	401-1 (2016)
		Female	Nos.	1	1	401-1 (2016)
	<b>Employee Turnover</b>	Male	Nos.	25.19	10	401-1 (2016)
		Female	Nos.	0	0	401-1 (2016)
	<b>Top Management</b>	Female	%	0	0	405-1 (2016)
	<b>Middle Management</b>	Female	%	0	0	405-1 (2016)
<b>Staff</b>	Female	%	3.96	4.88	405-1 (2016)	

Social			Unit	2023	2024	GRI Indicator
Employee Data by Age	Total Employees	<30	Nos.	76	71	405-1 (2016)
		30-50	Nos.	45	48	405-1 (2016)
		50+	Nos.	10	10	405-1 (2016)
	New Hires	<30	Nos.	26	15	401-1 (2016)
		30-50	Nos.	9	7	401-1 (2016)
		50+	Nos.	0	0	401-1 (2016)
	Employee Turnover	<30	Nos.	22	12	401-1 (2016)
		30-50	Nos.	11	5	401-1 (2016)
		50+	Nos.	2	2	401-1 (2016)
Board of Directors	Gender	Male	Nos.	3	3	2-9 (2021)
		Female	Nos.	0	0	2-9 (2021)
Parental Leave	Employee Entitled to Parental Leave		Persons	1	7	401-2, 401-3(2016)
	Total Employee that Took Parental Leave		Persons	1	7	401-2, 401-3(2016)
	Total Employee Who Returned to Work After Parental Leave		Persons	1	7	401-2, 401-3(2016)
	Employee Returning to Work Retention Rate		%	100	100	401-2, 401-3(2016)
Training and Development	Average Training Hours Per Employee, By Gender	Male	hrs	19.43	17.60	404-1 (2016)
		Female	hrs	22.50	14.25	404-1 (2016)
	Total Number of Training Hours Provided to Employees		hrs	2574	2272	404-1 (2016)
	Average Training Hours Provided to Top Management		hrs	48	72	404-1 (2016)
	Average Training Hours Provided to Middle Management		hrs	25.71	15.06	404-1 (2016)
	Average Training Hours Provided to Staff		hrs	18.77	17.4	404-1 (2016)

Social			Unit	2023	2024	GRI Indicator
Employee Awareness and Training	Environmental Issues		%	10	10	307-1
	Health and Safety		%	42	142	403-9
	Working Condition		%	35	35	403
	Sustainable Procurement		%	7	22	308-1, 308-2
	Data Management		%	0	0	418 (2016)
	Corruption		%	35	22	205
	Ethics/Code of Conduct		%	186	228	102-16
Regular Performance and Career Development	Total Top Management Who Received Regular Performance and Career Development, By Gender	Male	Nos.	0	0	404-3 (2016)
		Female	Nos.	0	0	404-3 (2016)
	Total Middle Management Who Received Regular Performance and Career Development, By Gender	Male	Nos.	12	11	404-3 (2016)
		Female	Nos.	0	0	404-3 (2016)
	Total Staff Who Received Regular Performance and Career Development, By Gender	Male	Nos.	86	87	404-3 (2016)
		Female	Nos.	4	5	404-3 (2016)
CEO Pay Ratio	The Ratio of The Annual Total Compensation for the Organisation's Highest-Paid Individual to the Median Annual Total Compensation for All Employees (Excluding the Highest-Paid Individual)		Ratio	0.21	0.33	405-2 (2016)

Social		Unit	2023	2024	GRI Indicator
Employee Benefits	Life Insurance	Yes/No	Yes	Yes	401-2
	Health Care	Yes/No	Yes	Yes	401-2
	Disability and Accidental Coverage	Yes/No	Yes	Yes	401-2
	Parental Leave	Yes/No	Yes	Yes	401-3
	Retirement Provision	Yes/No	Yes	Yes	401-2
	ESOP (Stock Ownership)	Yes/No	No	No	401-2
Health and Safety	Employee				
	Fatalities as a Result of Work-Related Injuries	Nos.	0	0	403-8, 403-9 (2018)
	High-Consequence Work-Related Injuries	Nos.	0	0	403-8, 403-9 (2018)
	Recordable Work-Related Injuries	Nos.	0	0	403-8, 403-9 (2018)
	Occupational Diseases	Nos.	0	0	403-8, 403-9 (2018)
	Contractor				
	Fatalities as a Result of Work-Related Injuries	Nos.	0	0	403-8, 403-9 (2018)
	High-Consequence Work-Related Injuries	Nos.	0	0	403-8, 403-9 (2018)
	Recordable Work-Related Injuries	Nos.	0	0	403-8, 403-9 (2018)
	Occupational Diseases	Nos.	0	0	403-8, 403-9 (2018)
Hours Worked	Total Number of Hours Worked	hrs.	7920	7920	405-2 (2016)
Ratio Salary	Ration of Basic Salary and Remuneration of Women to Men	Ratio	1.10	1.02	405-2 (2016)

Social			Unit	2023	2024	GRI Indicator
Supply Chain Sustainability	Total Number of Suppliers	Direct	Nos.	62	60	405-2 (2016)
		Indirect	Nos.	5	6	405-2 (2016)
	Suppliers Risk Categorization	High	Nos.	30	30	308-1 (2016)
		Medium	Nos.	0	0	308-1 (2016)
		Low	Nos.	72	72	308-1 (2016)
	Percentage of Supplier Who Have Signed the Supplier Code of Conduct		%	14	14	308-1 (2016)
	Suppliers Assessed		Nos.	19	19	308-1 (2016)
	Suppliers Trained on Supply Chain Sustainability		Nos.	0	0	308-1 (2016)
	Buyers Trained on Supply Chain Sustainability		%	0	100%	308-1 (2016)
	On-site Audit Conducted		Nos.	3	1	308-1 (2016)
	Virtual Audit Conducted		Nos.	19	19	308-1 (2016)
	Corrective Action Plan Document Provided		%	100%	100%	308-1 (2016)
	Local Vendors		%	48	48	308-1 (2016)
	Total Orders Issued to Local Vendors		%	40	40	308-1 (2016)
	Total MSME Vendors		%	39	39	308-1 (2016)
	Total Orders Issued to MSME Vendors		%	1	1	308-1 (2016)
	Vendors Enterprises Owned by Women		%	1	1	308-1 (2016)
	Total Orders Issued to Vendors Enterprises Owned by Women		%	1	1	308-1 (2016)
	Vendors Enterprises Representing Minority Group		%	1	1	308-1 (2016)
	Total Orders Issued to Vendors Enterprises Representing Minority Group		%	1	1	308-1 (2016)

Governance		Unit	2023	2024	GRI Indicator
<b>Grievance/ Cases / Incident Reported</b>	<b>Number of Incidents of Gender Discrimination During the Reporting Period</b>	Nos.	0	0	205-3 (2016)
	<b>Number of Whistle-Blower Case</b>	Nos.	0	0	206-1 (2016)
	<b>Number of Grievance / Cases / Incident Reported</b>	Nos.	0	0	406-1 (2016)
	<b>Number of Fraud/Corruption Cases Reported</b>	Nos.	0	0	205-3 (2016)
	<b>Number of IT Breaches Reported</b>	Nos.	0	0	418-1
	<b>POSH Related Incidents</b>	Nos.	0	0	406-1 (2016)
	<b>Customer Health and Safety Complaints</b>	Nos.	0	0	416-2

# Conclusion and Commitment to a Sustainable Future



## Reflecting on Our Achievements

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At YSCL, we take pride in the progress we have made toward building a more sustainable and responsible business. Over the past year, we have strengthened our ESG governance, enhanced compliance measures, and advanced innovations in specialty chemicals to minimise environmental impact. Our investments in energy-efficient manufacturing, waste reduction initiatives, and sustainable product development have positioned us as an industry leader in responsible chemical production. By fostering a culture of integrity, transparency, and accountability, we have reinforced stakeholder trust and demonstrated our unwavering commitment to sustainability.

## Looking Forward

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As we look ahead, we recognise that sustainability is an evolving journey that requires continuous improvement and innovation. We remain dedicated to accounting for our emissions, enhancing circular economy principles, improving resource efficiency, and investing in green chemistry solutions that reduce emissions and environmental footprint. Strengthening our ESG risk management framework, embedding sustainability deeper into our supply chain, and leveraging technological advancements will be key priorities. In collaboration with industry partners, policymakers, and stakeholders, we aim to lead the transition toward a low-carbon, resilient, and responsible future.

## Our Promise to Stakeholders

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Yash Specialty Chemicals is committed to driving meaningful change through responsible business practices. We will continue to uphold the highest standards of governance, prioritize ethical business conduct, and maintain transparent ESG disclosures to keep our stakeholders informed and engaged. Our sustainability efforts will remain deeply embedded in our corporate strategy, ensuring that we deliver long term value while safeguarding the environment, empowering communities, and promoting a culture of innovation. Together, with the support of our employees, partners, and customers, we are shaping a sustainable future—one where business success and environmental stewardship go hand in hand.

## Our Thanks to Stakeholders

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We sincerely thank our employees, partners, suppliers, and customers for their continued support and commitment to YSCL's sustainability journey. Your collaboration and commitment have been instrumental in reaching the milestones highlighted in this report. Together, we are shaping a future where innovation and sustainability go hand-in-hand to tackle global challenges.

## A Shared Vision for Tomorrow

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Looking ahead, YSCL is eager to strengthen its impact in building a sustainable world, developing technological solutions that create a positive legacy. Every step we take is driven by our vision, purpose, and steadfast commitment to responsible growth. In partnership with our stakeholders, we are excited to make a lasting impact on our planet, our people, and our collective future. Together, we are designing a future where technology and sustainability work in harmony, with Yash Speciality Chemical standing as a responsible, reliable, and innovative partner for a brighter tomorrow.



