



expanding horizons





EXPANDING HORIZONS

“Unfurl your sails, fill them with the winds of enterprise, and boldly venture across an ocean of opportunities to conquer new horizons.”

These words, that to us are like a clarion call, infuse us with a sense of adventure and a vibrant spirit of exploration. We at Dorf Ketel are a global enterprise, where our corporate chemistry of growth never ceases to find new ways to explore, evolve and leave the imprint of our solutions on shores far and beyond.

Restless, but moving with a sense of direction. Impatient, but tinged with an urge to achieve measurable results. Confident, but tempered with a dose of reality. The driving force behind our journey is the pursuit of progress: to keep moving forward, breaking boundaries, and exploring new frontiers.

Driven by the spirit of discovery, our in-depth research and development efforts fuel our journey of innovation. Our thirst for continuous improvement propels us to deliver cutting-edge solutions that transcend borders, enabling us to proudly plant our flag in continents around the globe.

Each day marks a new chapter in our journey, as we navigate uncharted waters and embrace the unknown with a bold spirit. Now, as we set sail toward new horizons, we invite you to join us on this transformative journey of enterprise. Guided by the winds of progress and fortified by our dedication to excellence, together, let's forge ahead on a mission of expanding horizons.





TABLE OF CONTENTS

1	Message from the Chairman	▶ 05
2	Message from the Founder and Director - Business & Operations	▶ 06
3	About The Report	▶ 07
4	About Us	▶ 09
5	Innovation and Product Stewardship	▶ 23
6	Our People – The Silent Force that Drives our Ideas and Innovation Ahead	▶ 37
7	The Benchmark of Value-Driven Progress	▶ 50
8	Empowering a Safe and Sustainable Future	▶ 54
9	Enriching Lives and Empowering Communities	▶ 72
10	GRI Index	▶ 87





Message from the Chairman

As I present you with our Corporate Sustainability Report for fiscal year 2022-2023, I do so with a profound sense of purpose. The year was filled with significant milestones in our Company's journey. It was the culmination of meticulously planned and diligently executed efforts that made us deeply aware that we are not simply stakeholders, but conscious custodians of our planet's future.

As a global economic leader and thoughtful corporate citizen, our goal was to drive economic advancement and sustainable environmental prosperity through unwavering innovation. Our central theme for the year was "Expanding Horizons," and accordingly, we made strategic acquisitions that not only aligned with our sustainability goals, but also fundamentally transformed our company's landscape. Notable milestones include our acquisition of Clariant's North American (NORAM) land oil business, a pivotal move that allowed us to establish a strong foothold in the lucrative North American energy market and bring additional strategic assets and innovative technology to Dorf Ketal. The tactical acquisition of Khyati Chemicals, renowned for its world-class portfolio of optical brighteners, has opened new avenues for diversifying our revenue streams and marked our foray into the promising performance chemicals business. Our acquisition of Fluid Energy Group's revolutionary patented product line of modified and synthetic acids represents our dedication to cutting-edge sustainability practices. This addition to our portfolio enhances and further improves our environmental, social and governance (ESG) focus. As a leading player in the specialty chemical industry, we have a unique opportunity to drive positive change and be the flag bearers of a sustainable future.



It is my privilege to present to you our sustainability report for the fiscal year 2022-2023. With a central theme of **"Expanding Horizons,"** we embarked on strategic acquisitions that not only aligned with our sustainability goals but also fundamentally transformed our company's landscape.

We therefore take immense pride in weaving eco-conscious practices across all our operations and transparent sustainability reporting into the very fabric of Dorf Ketal's corporate identity. Our roadmap includes energy - efficient tech, responsible water management, recycling initiatives, smart supply chain solutions and cutting-edge waste-to-energy projects. We're also committed to reducing emissions in alignment with COP26 Summit goals.

Our workspaces comply with best-in-class health and safety protocols, providing employees with a safe and nurturing environment to realize their full potential. Our focus on diversity and inclusion fosters an empowering workplace, driving consistent, result-oriented performances.

I am especially proud of our community interventions, which serve as true catalysts, fostering partnerships with communities and individuals, empowering them to become self-sufficient and financially independent. In this way, across vertical markets like education, traditional art, skill-building and afforestation, we continue to deliver remarkable transformations. Ultimately, the integration of growth, business acquisitions, innovation and sustainability are not only feasible, but imperative for our future success.

I invite you to join me on this exciting journey. Let's harness the power of sustainability to propel our Company to new heights.

Sudhir Menon
Chairman





Message from the

Founder and Director – Business & Operations

At Dorf Ketal, our inherent curiosity and commitment to constant evolution within the challenging specialty chemicals industry has propelled us to pioneer innovations that deliver unparalleled value to our clients. We recognize the fact that we function in an extremely sensitive and competitive business vertical, but that has only motivated us to be proactive in fulfilling our responsibility to all of our stakeholders: individuals, society, communities and the environment.

This Corporate Sustainability Report showcases our carefully crafted, long-term approach to responsible corporate citizenship. It simplifies and presents the journey of how our well-structured strategy, implementation partnerships and meticulous on-the-ground monitoring have coalesced to yield tangible and measurable outcomes. At Dorf Ketal, we have struck an optimum balance between ESG and social compliances responsibility. Reflecting on our past initiatives and the ones being carried forward today, I can say with confidence that we met our desired objectives for fiscal year 2022-2023. In some cases, we even surpassed them. I would like make special mention of our teams' efforts to

track and streamline product life cycle, the renewed focus on sustainable packaging, enhanced safety protocols, controlled logistics management and also the continuing emphasis on employee well-being.

As a prominent global entity within the specialty chemicals sector, our operations span key strategic locations and encompass high-value, capital-intensive assets. In this regard, we are acutely aware of the importance of securing the finest human resources to manage these operations effectively. At the same time, we bear the weighty responsibility of safeguarding our invaluable assets and, most importantly, the well-being of our workforce.

Reflecting on our past initiatives and the ones being carried forward, I can say with a good measure of confidence that we met our desired objectives and, in some cases, even surpassed them.



This dual commitment underscores our unwavering dedication to excellence and safety in all facets of our business. For example, two of our manufacturing sites have also achieved the BSC Five-Star Rating and the Sword of Honour Award for excellence in health and safety risk management. Equally important, our individual- and community-driven sustainability initiatives are driving change across remote tribal communities and rural areas in the spheres of education, water conservation, sports and more.

Our growing engagement with stakeholders across the board is also proving to be game changer. By listening, analyzing, and rapidly responding to emerging needs and queries, we have established a robust foundation of trust, collaboration, and shared vision with all our valued partners.

As a global organization, we are more attuned and prepared to take a holistic look at the impact our actions are having on life and society. We are dedicated to creating a better world, and we look forward to your continued support.

Together we will explore novel technologies, renewable resources, and innovative approaches to achieve sustainable outcomes that benefit both our business and the environment.

Subodh Menon
Founder and Director – Business & Operations





“ABOUT THE REPORT”

Welcome to our third Corporate Sustainability Report, covering the fiscal year 2022-23.





The theme "**Expanding Horizons**" encapsulates our pursuit of holistic progress and encompasses business expansion, societal advancement, sustainability, and elevating quality of life. This Corporate Sustainability Report focuses on the Environmental, Social and Governance (ESG) indicators and performance of Dorf Ketal Chemicals India Pvt. Ltd., for the reporting period between April 1, 2022 and March 31, 2023. It provides a comprehensive overview of our commitment to responsible business practices and our efforts to contribute positively to the communities and environments in which we operate.



REPORTING GUIDELINES AND BOUNDARY

- At Dorf Ketal, our sustainability strategy and reporting are the result of proactive and transparent engagement with our key stakeholders. Central to this approach is our robust materiality process, which serves as the bedrock for information acquisition, analysis and disclosure.
- Striking a balance between high due diligence standards, stakeholder expectations and business priorities, we report on important topics that wield substantial influence over stakeholder perceptions and value enhancement. Our intent through this report is to establish a transparent communication channel that conveys our sustainability objectives and performance to our stakeholders, empowering them to make informed evaluations of our overall performance.
- Our compliance with GRI Universal Standards 2021 has shaped the context and content of this report. Accordingly, it has served as a structured guideline for effectively communicating the impacts of our business and actions, while at the same time highlighting our commitment to reporting transparency and adherence to global best practices. We have also harmonized our report with the United Nations Sustainable Development Goals.

This report covers our global operating locations. To refer to our previous year's Corporate Sustainability Report, please visit:

<https://www.dorfketal.com/about-dorf-ketal/sustainability/sustainability-report>.

For any queries, feedback or comments related to this Corporate Sustainability Report, please write to us at sustainability@dorfketal.com

Forward-Looking Statement

This report discloses information on the Company's performance based on various indicators. The company's performance includes a set of forward-looking statements based on certain future assumptions and management plans. In this report, these statements have been identified by words such as 'intend', 'anticipate', 'believe', 'expect', 'project', 'plan', and other expressions that indicate future events and trends. Our actual future results, including the achievement of our targets, goals or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties and factors.





“ABOUT US”

Dorf Ketal's business essence centers on crafting inventive chemical solutions that partner the refining, fuel retailing and petrochemical industries to successfully navigate a maze of intricate manufacturing and maintenance challenges.





DORF KETAL - New Challenges Demand Innovative New Chemistries

Dorf Ketal's business essence centers on crafting inventive chemical solutions that partner the refining, fuel retailing and petrochemical industries to successfully navigate a maze of intricate manufacturing and maintenance challenges. As a global specialty chemical powerhouse, we're deeply committed to formulating and promoting a portfolio of research-intensive, industry-tailored additive chemistries that transcend industry standards and customer expectations.

Our hallmark is the agility with which we respond to emerging demands, providing transformative chemical processes that yield exceptional value while maintaining cost efficiency.


Today, Dorf Ketal continues to earn its reputation as a leading global supplier of process chemicals and additives. Our process chemicals division plays a central role in refining more than a third of the oil processed by the world's 20 largest refineries. Our specialty catalyst business domain is the largest manufacturer and distributor of the organometallic catalysts globally.

Since our inception in 1992, we've consistently held a prominent global leadership position across a spectrum of domains, including Specialty Catalysts, Lubricants Additive Components, Fuel Terminal and Cargo Treatments, Pulp and Paper, and Custom Manufacturing.





Global Technology Centers

-  Houston, TX, USA
-  Taloja, India
-  Croatia, Europe
-  Porto Alegre, Brazil
-  Singapore



THE DORF KETAL VISION – AN ALL-ENCOMPASSING GLOBAL PURPOSE

Our vision is to emerge as the global specialty

Company, powered by our technology, innovation, customer centricity and exemplary levels of service to maximize the incremental financial, social and environmental benefits to our customers, our team, our vendors, communities we operate in and other stakeholders.



THE DORF KETAL MISSION – INNOVATION MATCHED WITH SUSTAINABILITY

To leverage chemistry for a safer, cleaner world by developing sustainable solutions and creating value for customers through innovation.



CORPORATE VALUES

As a global corporate entity, we are a unique amalgam of diverse nationalities, thoughts, perceptions and beliefs. Yet, what unites us all as one - and makes us perform in synergy and harmony across locations - is the power of our corporate values. These four guiding principles encapsulate the essence of our organization, subtly underscoring our identity as conscientious business entity that places values above mere profits.

OUR CORPORATE VALUES



Safety



Innovation



Care



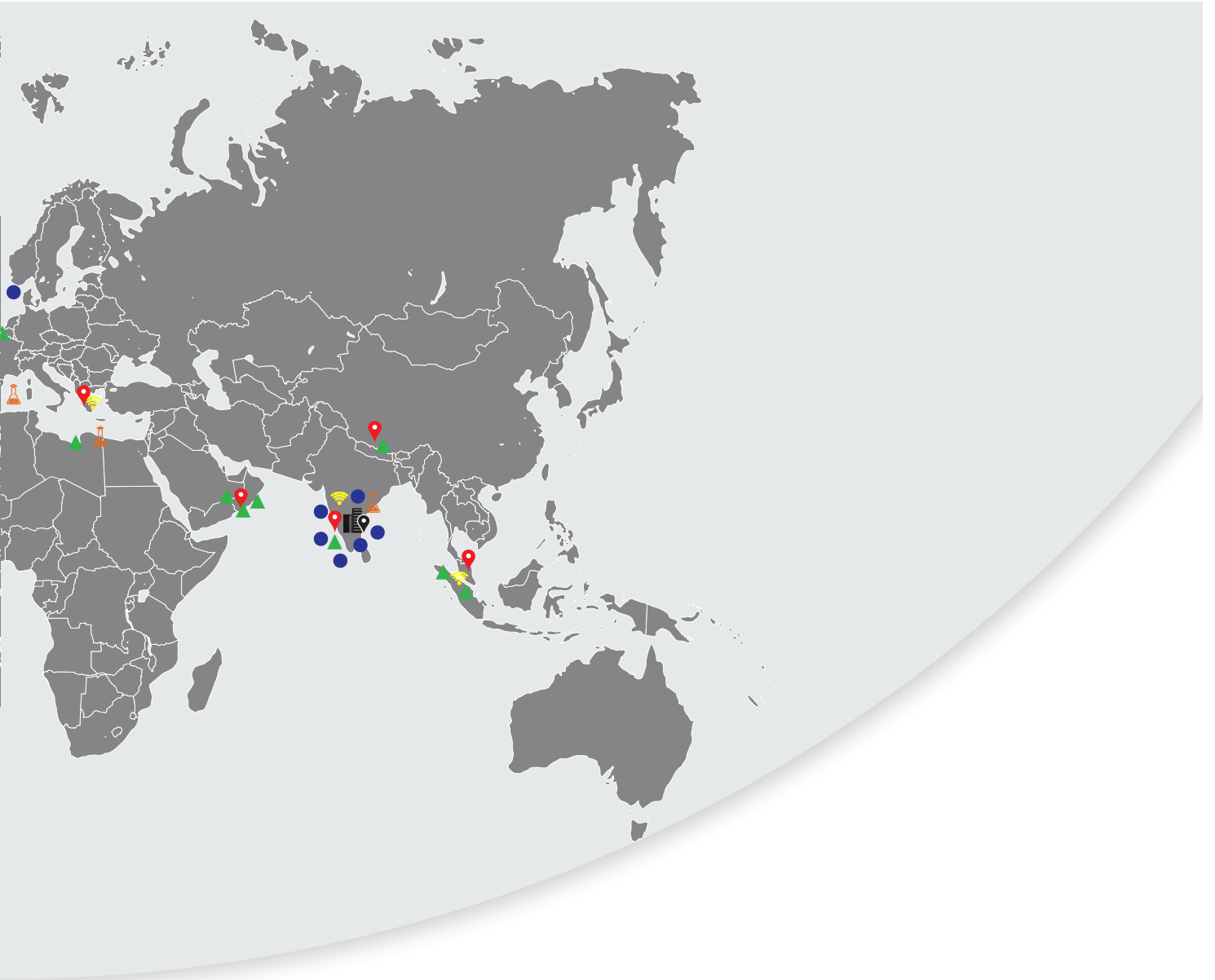
Empowerment





GLOBAL SUPPLIER OF PROCESS CHEMICALS AND ADDITIVES	 DKC HQ	 DKC REGIONAL HQ	 MARKETING	
	<ul style="list-style-type: none"> ▶ Mumbai, India 	<ul style="list-style-type: none"> ▶ Porto Alegre, Brazil ▶ Houston, TX, USA ▶ Mumbai, India ▶ Singapore ▶ Shanghai, China ▶ Eindhoven, Netherlands ▶ Rome, Italy ▶ Dubai, UAE 	<ul style="list-style-type: none"> ▶ Porto Alegre, Brazil ▶ Houston, TX, USA ▶ Mumbai, India ▶ Singapore ▶ Rome, Italy 	





 SALES & SERVICES	 LABORATORIES	 MANUFACTURING	
<ul style="list-style-type: none"> ▶ Porto Alegre, Brazil ▶ Manama, Bahrain ▶ Houston, TX, USA ▶ Fujairah, UAE ▶ Mumbai, India ▶ Dubai, UAE ▶ Kuala Lumpur, Malaysia ▶ Singapore ▶ Shanghai, China ▶ Rome, Italy ▶ Eindhoven, Netherlands 	<ul style="list-style-type: none"> ▶ Porto Alegre, Brazil ▶ Houston, TX, USA ▶ Singapore ▶ Taloja, India ▶ Rome, Italy ▶ Zagreb, Croatia 	<ul style="list-style-type: none"> ▶ Mundra, India ▶ Dadra, India ▶ Dahej, India ▶ Lote, India ▶ Taloja, India ▶ Ahmedabad, India ▶ Ambarnath, India ▶ Porto Alegre, Brazil ▶ Macae, Brazil ▶ Pleasanton, CA, USA ▶ Bakersfield, CA, USA 	<ul style="list-style-type: none"> ▶ Black Hills, TX, USA ▶ Midland, TX, USA ▶ Dammam, Saudi Arabia ▶ Rayong, Thailand ▶ Tolling operations in France, Italy, Belgium, India and Netherlands





DORF KETAL - FORMULATION-BASED SPECIALTY CHEMICALS BUSINESS



Recognized as a prominent and highly preferred manufacturer, we stand as a leader in India's formulation-driven specialty chemicals sector. Our intelligently crafted formulations yield tangible and reliable outcomes when applied to refining, retail fuel, petrochemical installations, and related facilities. Our influence extends across a broad spectrum of regions, including Asia, Far East Asia, Europe, South America, North America and the Middle East.

We have the coveted distinction of being the world's largest producers of ecologically responsible titanates and zirconates. Our global leadership role in developing, manufacturing, and distributing organic titanates and organic zirconates is also acknowledged by key players. The products have multiple applications, including coatings, silicone sealants, plasticizers, oil field exploration, corrosion control, polymer manufacturing, ink additives and more.



DORF KETAL - SPECIALTY CATALYSTS BUSINESS



Sustainability is Smart Business

We believe that sustainability creates economic value and contributes to healthy ecosystems and strong communities. Dorf Ketal's QHSSE (quality, health, safety, security and environmental) systems are purposely designed to maintain corporate and community resilience in every country where we operate.

At Dorf Ketal, Our sustainability principles guide us in all functions of our business:

- ▶ **Commercial Partners :**
Managing and coordinating with commercial partners to ensure sustainability principles are met throughout the product and service life cycle.
- ▶ **Corporate Social Responsibility :**
Supporting local community health, safety and educational development.
- ▶ **Distribution :**
Providing superior QHSSE processes throughout our supply chain.
- ▶ **Emergency Response :**
Mitigation and response to natural and operational accidents and incidents.
- ▶ **Environmental :**
Protecting the air, water and land associated with our operations and product.
- ▶ **Health and Safety :**
Ensuring the health and safety of employees, customers, commercial partners and the communities in which we operate.
- ▶ **Organizational Culture :**
Demanding a QHSSE culture of continual improvement through effective training, competence building, employee empowerment and customer feedback.
- ▶ **Quality :**
Providing stringent and consistent product and service standards that support customers' sustainability.
- ▶ **Product Stewardship :**
Ensuring the safe creation, use, impact and disposal of our products.
- ▶ **Responsible Care® :**
Adhering to Responsible Care®, a voluntary initiative to improve QHSSE performance throughout the industry.
- ▶ **Security :**
Ensuring product information and processes are protected from unauthorized access.





BUSINESS DIVISIONS



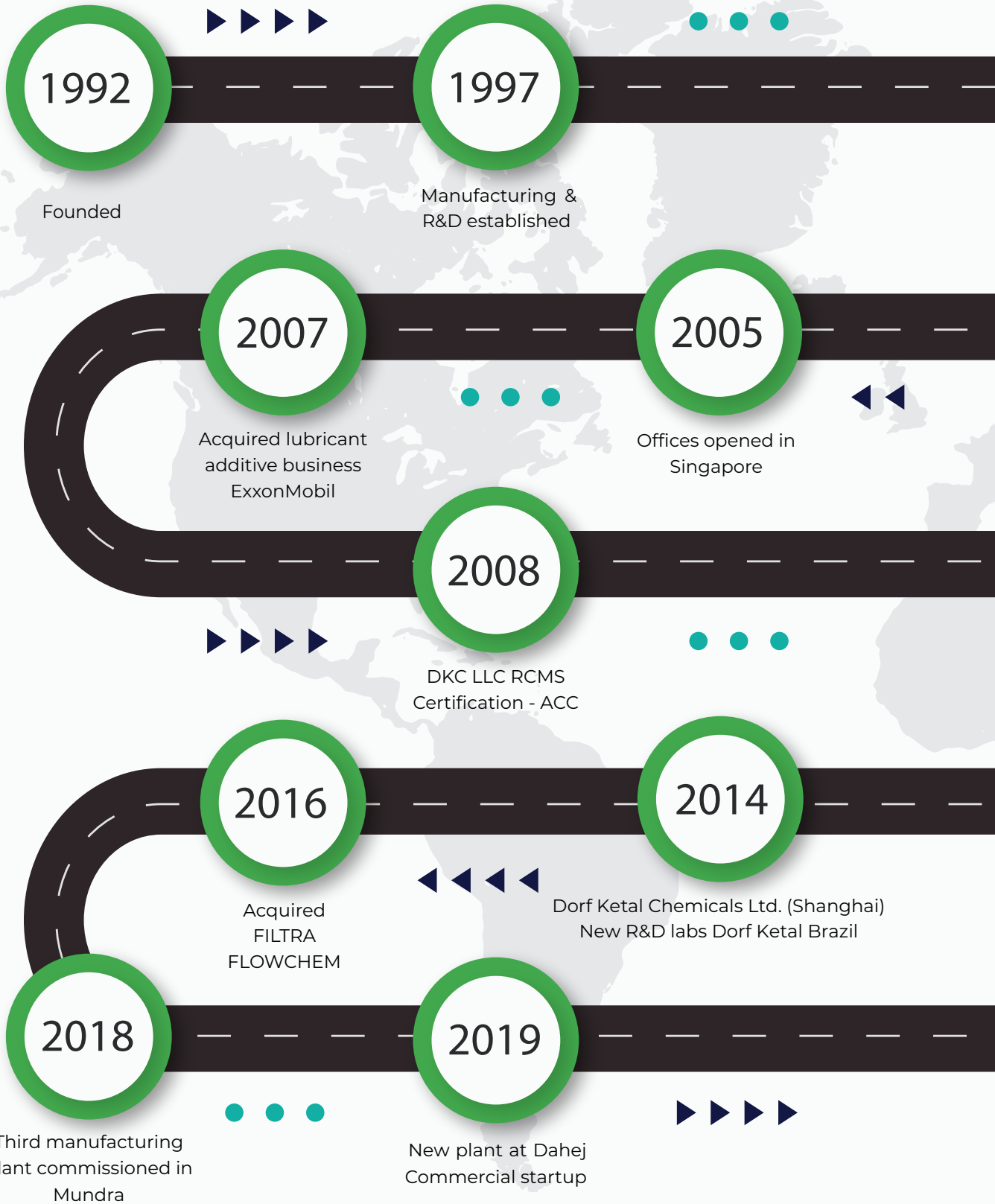
GROWTH - Defined by Time. Shaped by Ambition.

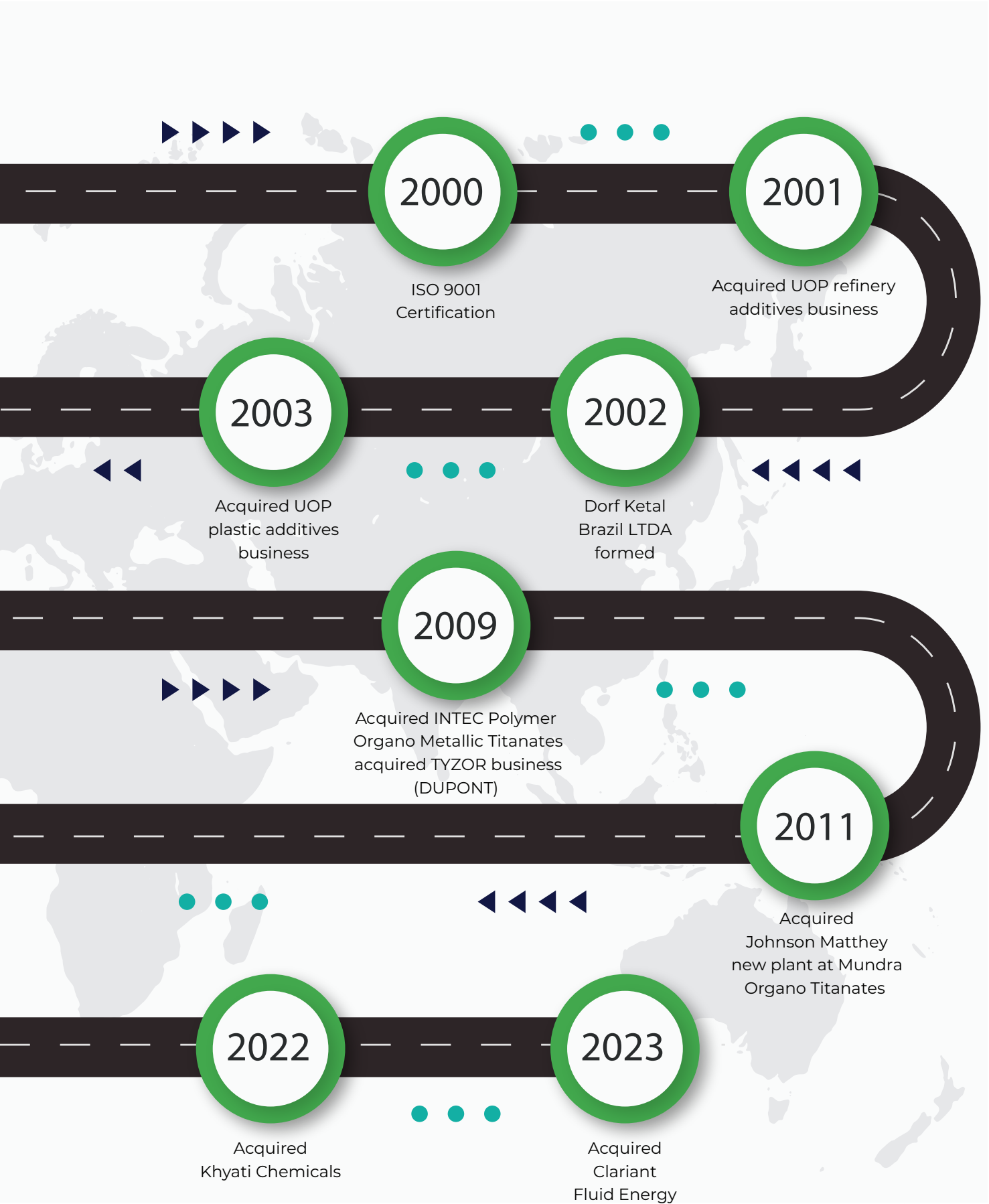
At Dorf Ketal, we are constantly pursuing new chemistries to deliver solutions to the industries we serve and, accordingly, we have cultivated a proud legacy of remarkable growth. In 1992 we emerged with a far-reaching vision and unwavering passion for innovation, and we continue today - as global leaders - to pioneer ground-breaking resolutions for our clients and make strategic acquisitions that substantially enrich our portfolio.





Our Journey So Far....







30 Year Milestones



We treat 30% of the world's large refineries, demonstrating our extensive reach and industry expertise.

20% of global ethylene plants use our process chemical solutions.

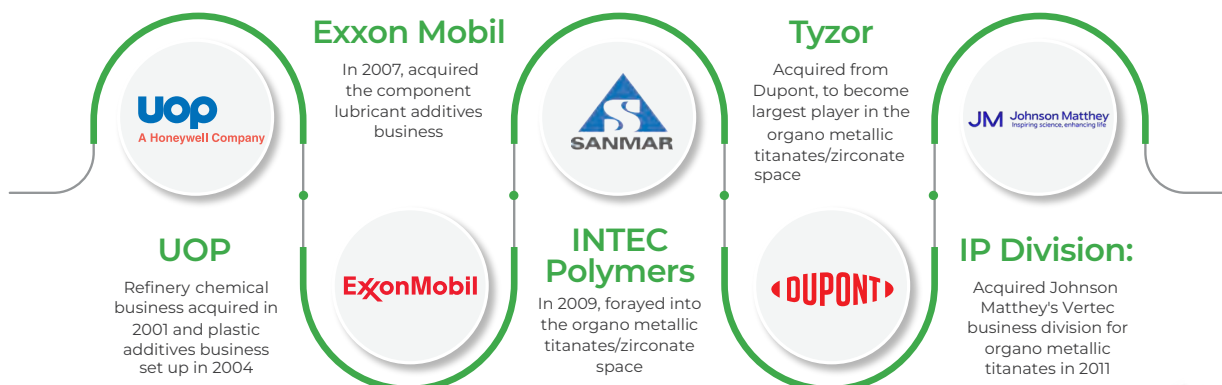
We are the largest manufacturer of organometallic titanates and zirconates.

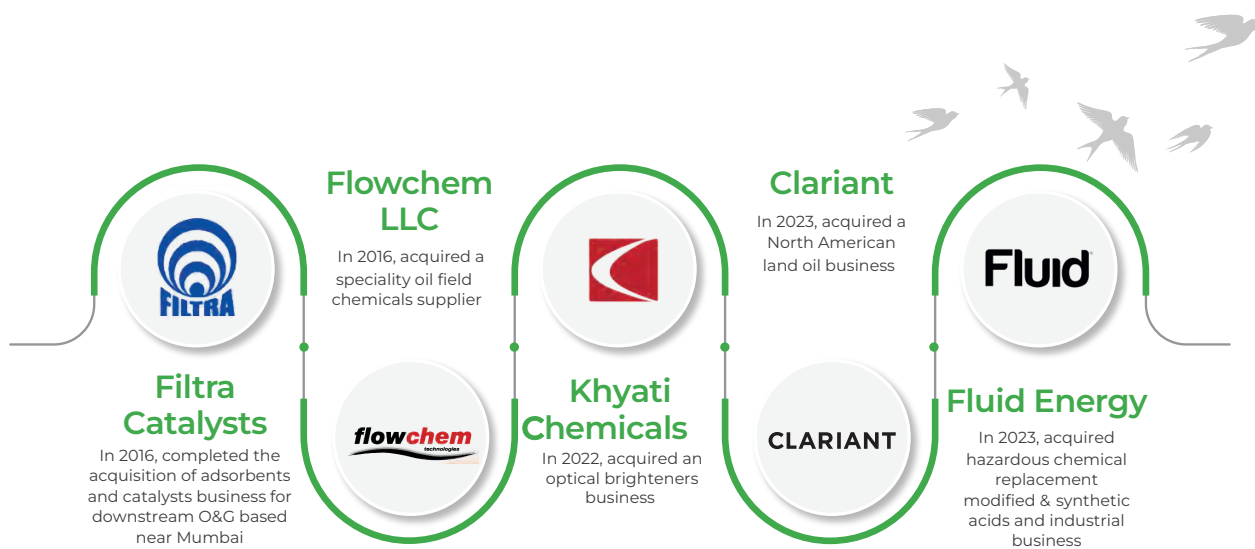
We are the leader in fuel additives, power and industrial plant additives, full stack UAV solutions, cargo treatment business, AI-based process control system, and digital marketing.

STRATEGIC ACQUISITIONS - Complementing our Strengths

As a global player in the specialty chemicals space, we possess inherent strengths in research and development and the ability to craft cutting-edge, top-tier solutions. We actively explore ways to fortify our resource pool through joint strategic acquisitions.

A Look at Acquisitions Over the Years





AWARDS AND ACCOLADES

- 1 The Responsible Manufacturer Award- Silver Medallion from Hansej, 2022
- 2 Five-Star grade and Sword of Honour in British Safety Council (BSC Occupational Health and Safety Audit, 2022
- 3 EcoVadis Sustainability Rating Gold – 2022
- 4 “Best Petrobras Suppliers (5th Edition)” Award in the CHEMICALS & CATALYSTS Category, 2022
- 5 HSE Appreciation Award from Petronas, 2022
- 6 “Shramik Ratna” Award to Mr. Harikesh Gound (Mundra Site) for outstanding performance on extensive and timely support toward industrial safety by Government of Gujarat, Ministry of Labour & Employment, Dept. of DISH, 2022
- 7 Best Technical Paper Award at the 9th Latin American CCPS Process Safety Conference, 2022
- 8 Great Place to Work, Brazil, 2023



ASSOCIATION MEMBERSHIPS

- Indian Chemical Council (ICC)
- American Institute of Chemical Engineering (AIChE)
- National Safety Council (NSC)
- National Association of Corrosion Engineers (NACE)
- American Chemistry Council (ACC)
- CHEMTREC
- Centre for Chemical Process Safety (CCPS)
- Bombay Chamber of Commerce & Industry
- Nicer Globe

CERTIFICATIONS AND STANDARDS

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- Responsible Care® from ICC

















CORPORATE GOVERNANCE

As a responsible corporate citizen, we work to meet existing standards and strive to set new performance benchmarks in Environmental, Social and Governance (ESG) practices. Our unwavering focus on ethical conduct and principled actions extends across our global operations, prioritizing accountability to our stakeholders.

Our sustainable governance model follows a top-down approach, spearheaded by our Dorf Ketel top management. This approach integrates ESG values deeply into our core values, vision and mission. Our senior leadership actively engages with stakeholders, playing an integral role in shaping strategies, managing risks, overseeing performance, and aligning resource planning. These engagements also serve as a platform for setting and supervising our sustainability agenda.

Guided by our senior leadership, our top management periodically reviews our organization's sustainability performance. This assessment includes evaluating our own performance with a fair and systematic lens. We maintain a stringent focus on preventing conflicts of interest and ensuring strict compliance. Furthermore, we do not offer or give company funds or resources to any political party, candidate or for any particular political campaign.

KEY STRENGTHS

	Agility in innovation and commercialization		Expertise in converting batch processes to continuous processes
	Strong and well-equipped R&D to back up the operations		Rapid response to customers
	Well established global supply chain network		On-time deliveries
	Flexible manufacturing		Best-in-class quality systems
	Experience in variety of chemistries and technologies		Developing new technology from scratch
	Dedicated teams for scale - up and optimization of processes		Inventing new chemistry

CODE OF BUSINESS CONDUCT AND BUSINESS ETHICS

Integrity is a cornerstone of our business ethos, and we hold ourselves to the highest ethical benchmarks. We, in turn, extend these expectations to our customers, suppliers and employees, and urge their adherence to our Code of Business Conduct. This comprehensive guide defines principles that form the foundation of our business interactions, with an unwavering focus on the following: safeguarding human rights, ensuring equitable working hours, curbing child labor, countering modern slavery, combating fraudulent and corrupt practices and circumventing conflicts of interest.

We expect ethical behavior, not just from our employees, but from everyone with whom we do business. Anyone experiencing less is encouraged to contact us directly by selecting Business Ethics in the Contact Us form on our website. Our senior leadership will address their concerns quickly and confidentially, and without fear of retaliation.

During the reporting period, no incidents of corruption or anti-competitive behavior were reported, nor have we encountered any instances of non-compliance with our Code of Conduct by our personnel.





DORF KETAL CORPORATE LEADERSHIP

Sr. No.	Name of the Director	Designation	DIN
1	Sudhir Menon	Chairman	02487658
2	Subodh Menon	Director	00972842
3	Perumangode Ramaswamy	Director	02480775
4	Vijayaraghava Aniparambil Menon	Director	00019770
5	Padmaja Menon	Director	02501009
6	Mahesh Subramaniyam	Director	02507158
7	Pramod Menon	Director	02529703
8	Yogesh Ranade	Director	09115559

VIGIL MECHANISM POLICY



Dorf Ketal has a well-structured and active vigilance mechanism policy in place, which provides an open avenue for stakeholders to raise issues and voice their concerns regarding unethical conduct, suspected fraud or violations of the Company's Code of Conduct or policies. This designated channel is overseen by the Company Secretary, who in case of any issue, promptly escalates these matters to the senior management.

HEALTH, SAFETY & ENVIRONMENT POLICY

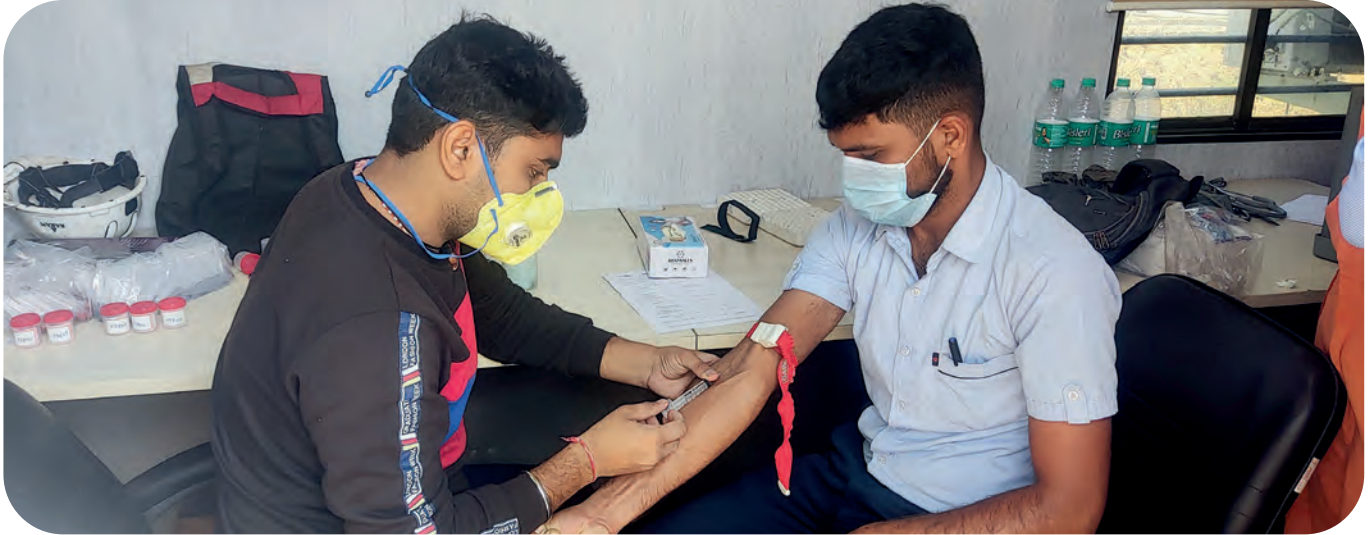
At Dorf Ketal we hold the well-being of our employees, vendors, customers and the local community in high regard. We have therefore implemented a Responsible Care® initiative. Our steadfast commitment to cultivating a strong Health, Safety and Environment (HSE) culture extends across all facets of our operation, encompassing manufacturing facilities, offices, research laboratories, and various workspaces. Our clearly defined HSE policy and the experienced personnel work toward fulfilling a dual purpose: driving sustainable business expansion while upholding our environmental stewardship.

Given the fact that we operate in the specialized chemical manufacturing vertical, we have strategically installed cutting-edge technologies to ensure continuous, real-time vigilance across our facilities. Augmenting this vigilance, We have meticulously formulated comprehensive emergency response plans geared to swiftly manage and mitigate any potential incident.





The HSE department reporting directly to our top management works to improve proactive control of risk and create a step change in behavior. Each month, comprehensive review sessions are conducted, meticulously evaluating the performance of every department against a comprehensive spectrum of parameters. Delving deeply into every issue, we ensure a thorough understanding before promptly communicating identified concerns to both management and the relevant stakeholders. This seamless communication ensures that necessary actions are expedited to maintain a proactive and responsive approach.



ORGANIZATIONAL RISK

As a leading player in the specialty engineered chemistries vertical, Dorf Ketal encounters existing and emerging risks. To navigate these complexities, we've instituted a resilient risk governance framework. The framework includes the comprehensive evaluation and management of event-based, climate-related and other ESG risks, as well as the evaluation of potential opportunities that arise during periodic risk assessments.

Our Risk Management Committee consists of senior management team members and department heads, and plays a critical role in identifying risks and proactively reviewing mitigation plans. A dashboard and mitigation plans are provided to top management in every quarter. During the year, the Company identified risks and opportunities in the following areas, for which we undertook necessary risk mitigation and control measures.





“INNOVATION AND PRODUCT STEWARDSHIP ”

Given the nature of the business we are in and the solutions our customers have come to expect from us, innovation serves as our compass, guiding us to reimagine possibilities.





Our sustainability framework serves as the foundation of our ESG commitment, built upon five essential pillars: Innovation, Product Stewardship, Customer Centricity, Climate Resilience, and Stakeholders' Trust. Within this framework, we've harmonized our values, goals, policies, and overarching strategy with the most rigorous national and global ESG standards.

This framework is an amalgamation of best practices drawn from various influential sources, including the National CSR Policy, Guidelines for Social, Environmental and Economic Responsibilities of Businesses, GRI Standards, UNGC Principles, UNEP recommendations, and the UN 2030 Agenda for Sustainable Development (UN SDGs). These guidelines are the building blocks of our holistic approach to ESG integration.

Furthermore, this comprehensive framework is propelled by five fundamental principles:



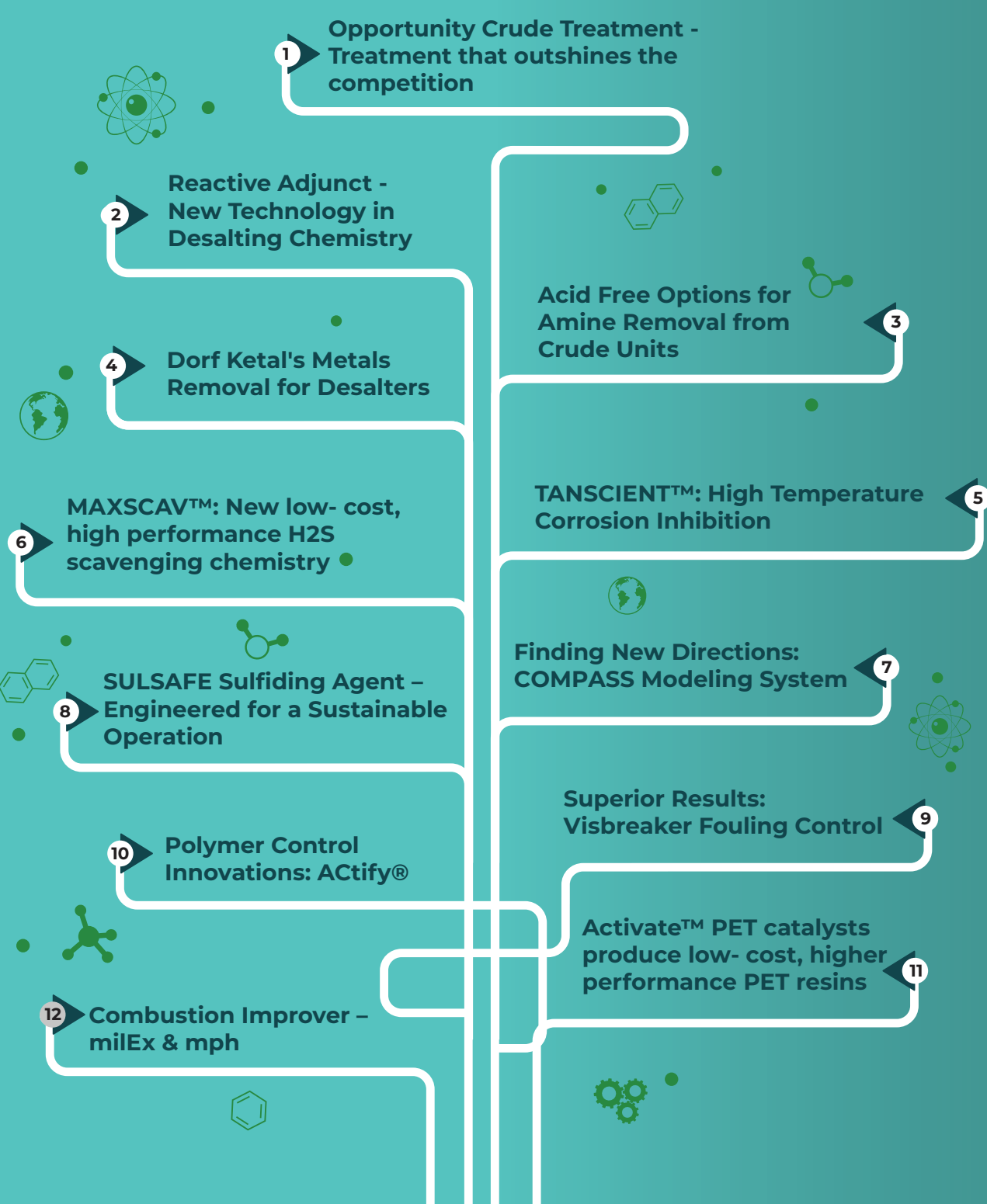


This integrated ESG framework reflects our unwavering dedication to ESG principles, embodying our pledge to corporate responsibility and societal advancement.

It fuels our ability to proactively respond to changing business scenarios, ensuring we remain at the forefront of customer needs, while at the same time making global strides in the trajectory of our growth.

Driven by our cutting-edge R&D hub in Talaja, India, and complemented by parallel initiatives at key sites across the globe, our worldwide research network continues to consistently deliver path-breaking proprietary innovations for over three decades.





Some of our innovative proprietary solutions that are first of its kind in the world





- ◆ Keeping pace with our innovation is our comprehensive product stewardship strategy that guides our program. This program adopts a holistic product lifecycle approach, seamlessly weaving together activities across multiple functions like research, manufacturing, packaging, transportation, application and disposal. This integration ensures responsible practices throughout our product portfolio, driving sustainability at every juncture. A key facet of our approach also involves proactively training our employees in the Responsible Care® and management of our products.
- ◆ Our multi-disciplinary product stewardship program aligns with our HSE policies and our global commitment to Responsible Care® Guiding Principles and Codes of Practice. Our customers are fully informed about the properties of our products and their conditions of use. For specific products, the delivery containers have been designed to reuse 12 times.
- ◆ Our objective is to arrive at an optimum balance between emphasizing environmental preservation while ensuring business profitability, and creating an elevated quality of life for stakeholders and the communities with whom we engage.

Our product stewardship guidelines apply throughout the product lifecycle:



CUSTOMER CENTRICITY

At Dorf Ketal, customer-centricity is not just a concept – it's our way of life. We view our customers as partners in a shared journey, valuing their unique needs and aspirations.

While our global presence enables us to offer critical solutions, our customer-first approach drives us to adapt locally, ensuring tailor-made responses to their requirements.

Listening actively to their insights, we engage in continuous dialogue to enhance our offerings. This goes beyond mere customization; it extends to embracing eco-conscious demands and fostering sustainable practices.

At Dorf Ketal, our ultimate ambition is to cultivate enduring relationships based on unwavering trust, mutual value and collective growth.



CLIMATE RESILIENCE

As our world stands on the brink of addressing the potentially far-reaching consequences of impending climate change, a fresh perspective on sustainable development becomes imperative. Furthermore, this approach must holistically consider the intricate interplay between climate, social dynamics, and ecological systems.

Standing at the forefront of the specialty chemicals sector and the industries we serve, we at Dorf Ketal fully grasp the gravity of potential disruptions due to climate change. These disruptions can reverberate through our business operations, value chains, and market dynamics, yielding prolonged economic setbacks.

In light of this awareness, building climate resilience emerges as a pivotal pillar within our sustainability strategy. We recognize the significance of pre-empting shifts and enacting measures now, to curtail future economic and social vulnerabilities. This realization has prompted us to initiate climate-smart planning,





aimed at mitigating the impacts of both acute and chronic events that could potentially influence our global operations and innovative solutions.



STAKEHOLDERS' TRUST

Nurturing stakeholder trust is a cornerstone of our long-term, multi-pronged sustainable endeavor and we are well aware of the pivotal role they play in our organization's ecosystem. We realize that when trust is built, stakeholders across domains are more likely to engage actively, advocate for the Company, and contribute to its growth.

At Dorf Ketal, our commitment to cultivating and upholding stakeholder trust is unwavering. We achieve this through consistent and transparent dialogues, ensuring prompt resolution of concerns, furnishing timely access to crucial financial and performance data, and staunchly safeguarding their rights. This commitment is driven by our understanding that a bedrock of stakeholder trust imparts stability, resilience, and the agility to navigate challenges with fortitude.



STAKEHOLDERS IDENTIFICATION

Within our enterprise, due to the day-to-day dealings, it is relatively easy to define who the main stakeholders are and their respective roles in the business. But in a larger social and environmental context, as the footprint and the impact of our business expands, it can get a bit tricky to identify stakeholders both minor and major, and measure their importance in the value chain we offer. Identifying a stakeholder is important and engaging with them meaningfully is equally critical.





STAKEHOLDER ENGAGEMENT GOALS

Stakeholder engagement today has assumed a larger role in the context of the competitive nature of our business and the global dimensions that it has assumed. We have formulated a professional, thoughtfully structured and easily accessible approach to facilitate smooth collaboration and value-added

engagement with our stakeholders. This has helped us in building trust, confidence, and gain support for key initiatives. Effective engagement also has in a big way served to minimize potential risks and conflicts, such as uncertainty, dissatisfaction, misalignment, and resistance to change.

► POLICY, GOVERNANCE AND ACCOUNTABILITY

These are crucial areas where we seek to proactively engage with our stakeholders. We achieve this through well-structured endeavors like internal engagements, timely reviews and meetings. These platforms enable us to gather valuable insights on policy formulation, execution, and subsequent actions. Stakeholders are thus empowered to infuse more accountability into our organization's systems through enhanced coordination, cooperation, and partnerships across every area of our operation.

► KNOWLEDGE EXCHANGE AND COLLECTIVE ACTION

In a dynamic corporate landscape, knowledge and its timely exchange hold transformative potential.

At Dorf Ketal, we acknowledge the intrinsic value of this corporate asset, fostering mechanisms that stimulate a vibrant knowledge interchange among stakeholders. This approach functions as an ongoing enrichment journey, amplifying the potential to enhance the value of our products and services for customers.

Internally, it offers stakeholders a platform to gather insights, cultivate fresh perspectives, and actively contribute to innovative solutions. This collaborative approach not only fuels continuous improvement but also magnifies the collective impact of knowledge on our shared successes.

► NETWORKING AND ADVOCACY

Internationally, our engagement thrives on a robust network that links us with stakeholders via business associations, trade partnerships and more. Within our operational countries, we proactively connect with peer companies, trade bodies, and NGOs. Through these interactions, we cultivate impactful cross-sector collaborations that empower us to adeptly tackle significant socio-economic and environmental challenges.





STAKEHOLDER ENGAGEMENT GOALS

STAKEHOLDER GROUP	ENGAGEMENT METHOD	FREQUENCY	KEY EXPECTATIONS
Customers	Phone, Emails, Video Conferencing, One-on-one Meetings	Regular/ Need based	<ul style="list-style-type: none"> • Business Continuity Plan • Cost Competitiveness
Employees	Group Meetings, One-on-one Interactions, Team Video Conferencing, Town Halls, Phone Calls	Regular/ Need based	<ul style="list-style-type: none"> • Welfare Activities & Events • Team Workshops & Trainings
Communities	Meetings, Interactions during CSR Engagement Activities	Quarterly/ Need based	<ul style="list-style-type: none"> • Development Initiatives
Government Agencies	Online/Written Compliances & Submissions, Representations	Regular	<ul style="list-style-type: none"> • Compliances
Vendors/ Suppliers	Contract Negotiations, Audits/Performance Reviews	Quarterly/ Need based	<ul style="list-style-type: none"> • Volume Contracts, Knowledge Sharing
NGOs/ Civic Bodies	Meetings, Interactions during various CSR Programmes	Regular/ Need based	<ul style="list-style-type: none"> • Partnership Programs for Community Development
Trade Associations	Phones, Emails, Meetings, Events	Quarterly/ Need based	<ul style="list-style-type: none"> • Sharing of Best Practices and Knowledge



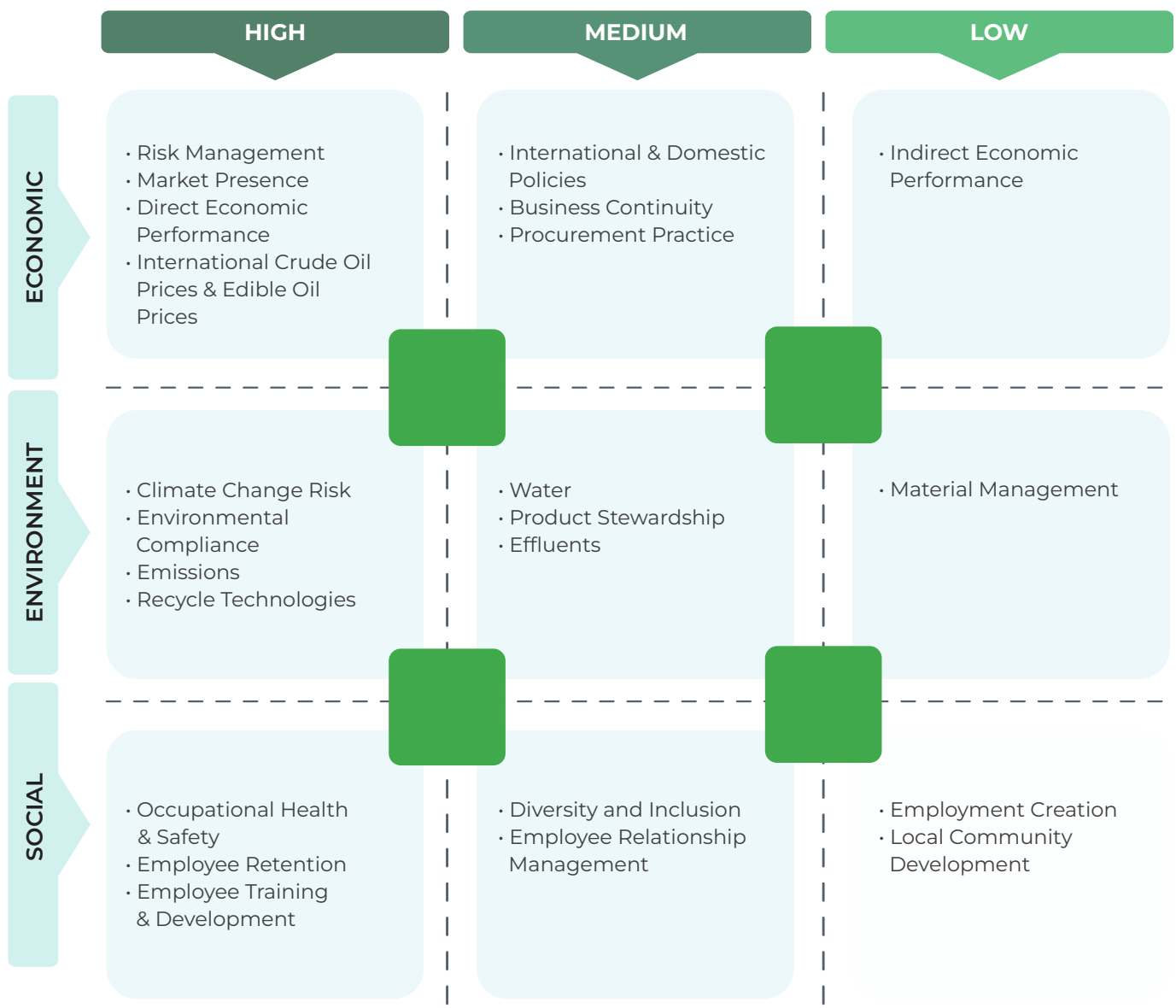


MATERIALITY ASSESSMENT

Materiality assessment plays a significant role in shaping the flow and outcome of our ESG journey. In fact, it has a big say in shoring up our capacity to deliver value to stakeholders. Hence, at Dorf Ketal we are committed to comprehending and addressing critical material issues that influence our operations. This commitment drives us toward sustainable success. We use a comprehensive approach to identify materiality issues, guided by global standards, mega trends and stakeholder

insights. These issues are aligned with our objectives and carefully prioritized, considering internal and external stakeholder viewpoints. After thorough validation by our senior management, we refine these issues and integrate them into our sustainability strategy and risk management process. This ensures informed decision-making and responsible actions across our operations.

MATERIAL TOPICS





RESEARCH & DEVELOPMENT

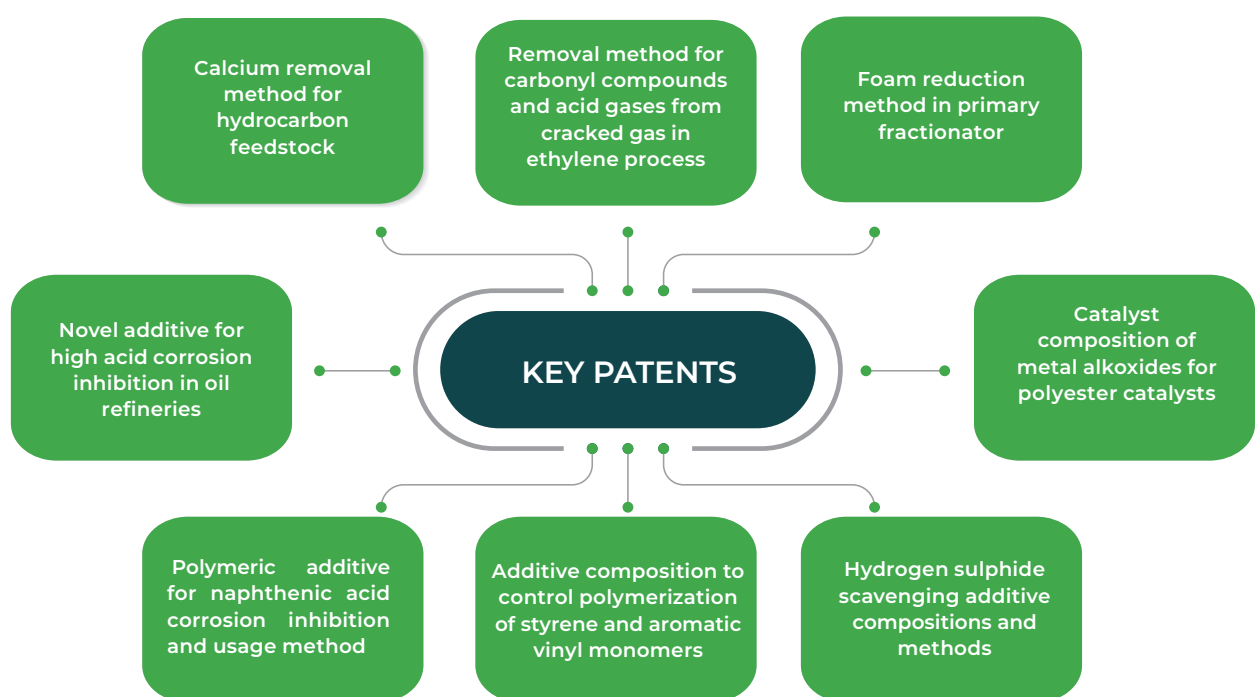
At the heart of our Company's drive to explore new horizons and maintain a competitive edge lies our unwavering pursuit of excellence.

Our emphasis on research and development (R&D) is central to our success. We firmly believe that our R&D centers, located in strategic hubs like Houston, TX, USA; Porto Alegre, Brazil; Taloja, India; and Singapore, house our brightest minds. These cutting-edge R&D hubs consistently generate patent-worthy and transformative solutions that redefine our customers' operational landscapes. In fact, we reinvest 10% of our gross revenues every year in forward-looking research programs. This commitment not only propels our Company ahead of the curve, but also fuels the innovation that takes our customers to new heights.



KEY PATENTS WE HOLD

With every patent secured, we reaffirm our pioneering position in the industry, creating a fresh trajectory of advancement and new benchmarks of unparalleled excellence.





CASE STUDY

GREEN CHEMISTRY TO REDUCE ENVIRONMENT FOOTPRINT

Challenge :

In the earlier phases of our operations, our clients relied on conventional approaches to manage fouling issues within a styrene plant. Unfortunately, these traditional methods proved to be inadequate in effectively controlling the formation of polymers. Consequently, this inefficiency led to a notable increase in the loss of styrene monomer, primarily in the form of polymer by-products. Additionally, the system experienced a surge in the demand for steam to heat the equivalent volume of styrene, further underscoring the limitations of the previously employed conventional approaches in addressing these intricate challenges.

Solution :

We have introduced our innovative Actify technology to our customers. Actify technology has a fast reaction rate compared to conventional technology, and as a result it helps to reduce polymer formation in the system while at the same time reducing steam consumption.

Impact :

1. Decrease in polymer content led to a decrease in tar flow, which helped to reduce waste generation.
2. Decrease in polymer caused an increase in SM yield.
3. Reduction in steam requirement.
4. Actify technology reduces NOx generation.





CASE STUDY

REDEFINING FUEL ECONOMY - milEx & mph

A customer-centric approach combined with sustainable thinking and innovation drives product responsibility at Dorf Ketal. Product stewardship ensures that our products (1) are created, manufactured, stored, distributed, used and disposed of in a safe and environmentally responsible manner, and (2) add value to our customer's business. It helps us gain a competitive advantage in terms of fuel economy, as our products are critical to the efficient production and use of energy, as well as in the efficient creation of many products. Further, our careful product life cycle analysis enables customers to achieve better regulatory compliance and use our products in sustainable applications. Our multidisciplinary product stewardship program aligns with our HSE policies and global commitment to Responsible Care® Guiding Principles and Codes of Practice. Our customers are fully informed about the properties of our products and conditions of use.

We play an active part in ensuring product safety throughout the entire lifecycle – from the acquisition of raw materials to disposal – to minimize potential adverse impacts on people and the environment as mandated by our QHSSE policy.



Challenge :

Global economic growth has increased fuel consumption exponentially. Accordingly, we face the persistent risks of faster depletion of fuel reserves, adverse climate impact due to increased emissions, and increasing fuel prices due to demand-supply disparities and geopolitical economics. Because of this, performance measures like fuel economy and consistent engine efficiency have become necessary.

Solution :

Dorf Ketal offers a solution to these challenges with our milEx and mph performance fuel additive technology, using detergent additives. This new technology considers extra functionalities in addition to standard detergency performance, and allows us to design and customize offerings that consider local fuel quality and conditions. While we still offer standard detergent chemistries, these novel chemistries go beyond detergents to deliver instant and significant fuel economy and performance benefits.





Impact :

MilEx and mph are multi-functional performance additives that are designed to control injector deposits in direct and indirect injection engines and improve combustion of fuel. These products have been formulated with a patented combination of novel synthetic and patented, non-metallic combustion improvers/friction reducers. At the recommended treat rates, these additives offer the following performance benefits:

- Controls and removes injector deposits to improve engine driveability, increase fuel economy, prevent and restore power loss, and reduce exhaust emissions.
- Promotes better combustion of diesel, leading to instantaneous improvements in fuel efficiency, engine power and acceleration, thus leading to lower emissions.

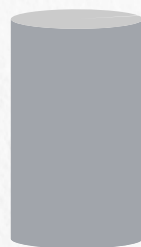
Both technologies have been tested using a combination of proprietary in-house tests, industry approved standard engine and vehicle tests conducted by reputable and independent engine laboratories and through independent fleet trials.

In recent years, milEx and mph fuel additives have significantly reduced CO₂ (carbon dioxide) emissions for our customers.

The following graph provides details of the total CO₂ emissions reduced over the course of last three years.

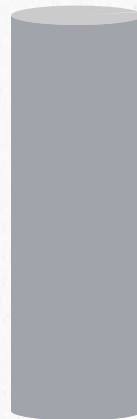
REDUCED CO₂
EMISSION BY
25.81%
SINCE FY22

1.53



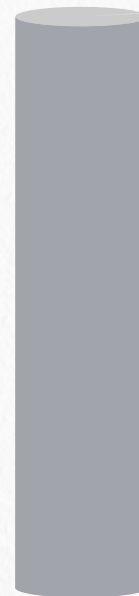
FY 2021

2.44



FY 2022

3.07



FY 2023

Total CO₂ emission reduced (MMT)





CASE STUDY

SMARTER AND SAFER SULPHUR FOR REFINERY AND PETROCHEMICAL PLANTS WITH SULSAFE

Challenge :

Dorf Ketal recognized the need in the industry to find a safer alternative to dimethyl disulphide (DMDS), a hazardous chemical commonly used by refiners and petrochemical operators. The challenge extended to ethylene producers who sought to improve their ethylene yield and eliminate a troublesome impurity, CS_2 , introduced during the thermal decomposition of DMDS.

Solution :

To address these concerns, Dorf Ketal developed a green polymeric sulphiding agent named SULSAFE under the 'Make in India' initiative. This initiative aimed to overcome the safety issues, domestic availability limitations, and efficiency problems associated with DMDS. SULSAFE was created as a sustainable replacement for DMDS, catering to various applications within the industry, including ethylene production and hydrotreater catalyst sulphidation.

Impact :

The pilot study results for SULSAFE were promising. In the context of ethylene production, SULSAFE demonstrated quantifiable improvements in ethylene yield and reduction of CS_2 . This green technology, implemented globally in ethylene furnaces, also proved its potential to replace DMDS in hydrotreater catalyst sulphidation applications, as validated through a pilot-scale hydrotreater.

Benefits observed in petrochemical furnaces included up to a 2% increase in C_4 yield, extended furnace run length, efficient carbon monoxide (CO) control with less sulphur addition compared to DMDS, reduced coke formation, and nil CS_2 generation. SULSAFE offered a sustainable and safer replacement for DMDS, with lower toxicity levels, no odour issues, and simpler handling and verification of injection rates.

Furthermore, Dorf Ketal introduced the SA 400 Series for catalyst in-situ sulphidation, addressing exothermic reactions and minimizing the risk of irreversible catalyst reduction. The solution also helped decrease SO_x emissions through reduced or eliminated flaring of recycle gas and offered uniform sulphur distribution.

The DA 2600 series, designed for furnace sulphidation, led to similar CO formation and slightly lower coke production. Notably, the technology brought about a roughly 2% increase in ethylene yield and decreased SO generation, resulting in a reduced acid load to downstream units.

Dorf Ketal's innovative solutions effectively tackled the industry's safety concerns, enhanced efficiency, and demonstrated a greener approach to various processes, ultimately promoting safer and more sustainable practices in the petrochemical sector.





“OUR PEOPLE ”

At Dorf Ketal, we are immensely proud of our teams. Every level of our global organization is staffed with talented and committed professionals, focused on creating solutions that matter and make a measurable difference to the functioning of diverse industries we serve.

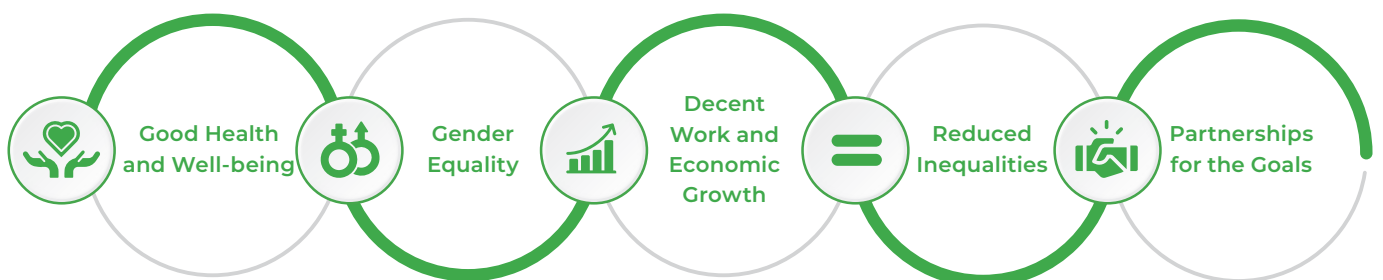




HUMAN RESOURCES DASHBOARD

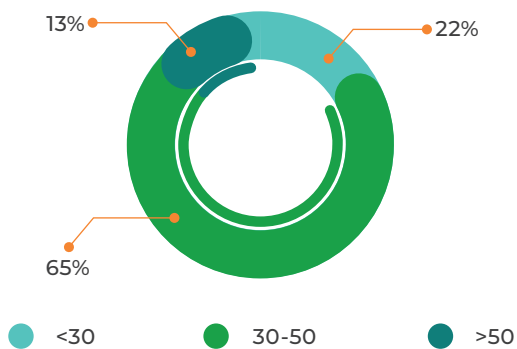


We formulated our Corporate Human Resources (HR) Strategy by benchmarking with global best practices, and our values wholly align with our Sustainable Development Goals (SDGs). The Company believes in best employment practices and allows collective bargaining. Our HR policies emphasize gender non-discrimination and do not differentiate its treatment of wages or human rights based on gender.

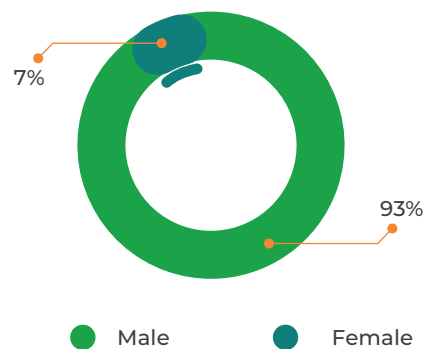




Total Workforce Categorization by Age

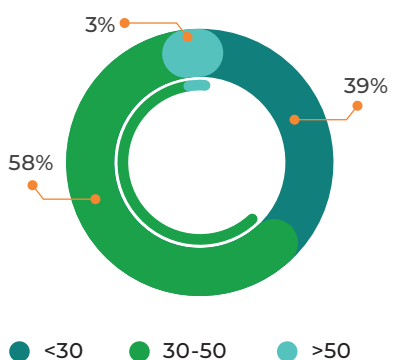


Gender-wise Categorization of the Workforce

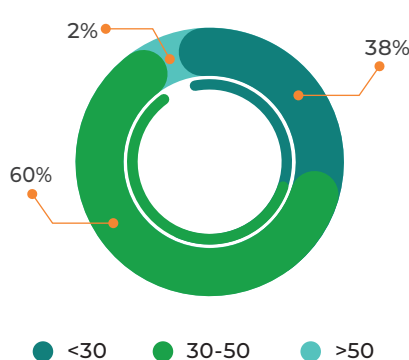




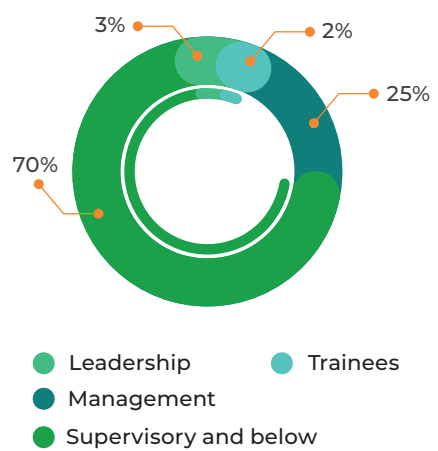
Total Employee Turnover: Categorization by Age



Total New Employee Hires: Categorization by Age

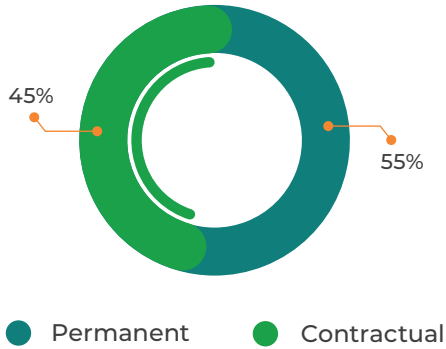


Total Workforce Categorization by Employee Category

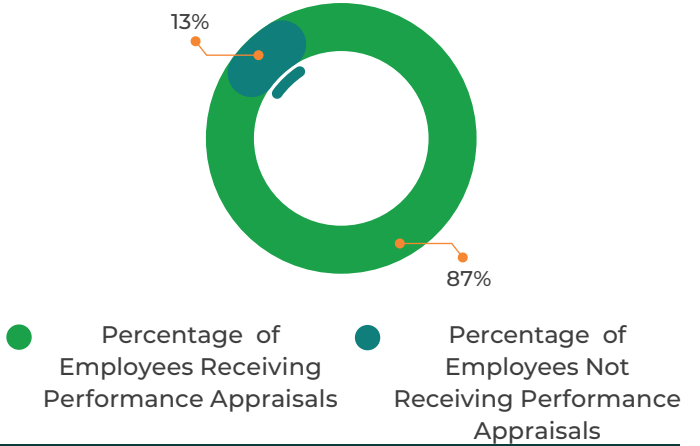




Total Workforce Categorization by Employee Contract

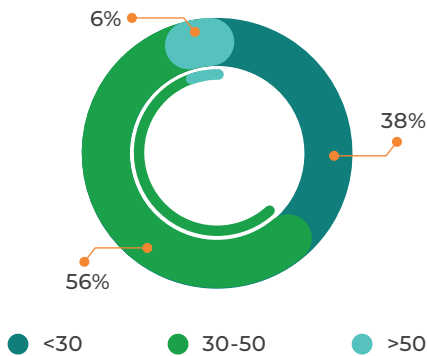


Performance Appraisals

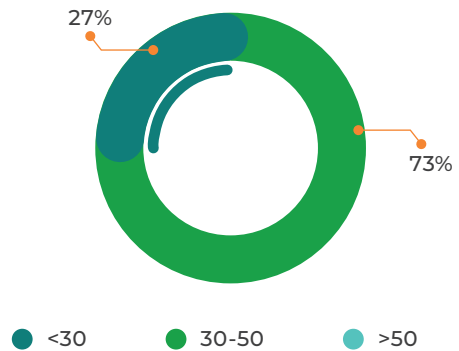


KHYATI OPERATIONS

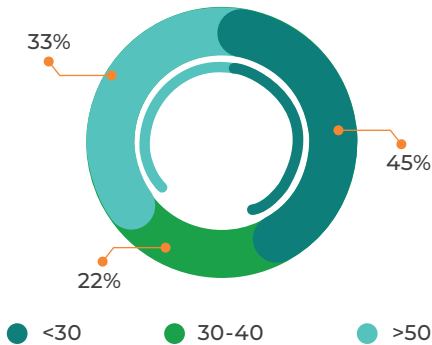
Total Workforce Categorization by Age



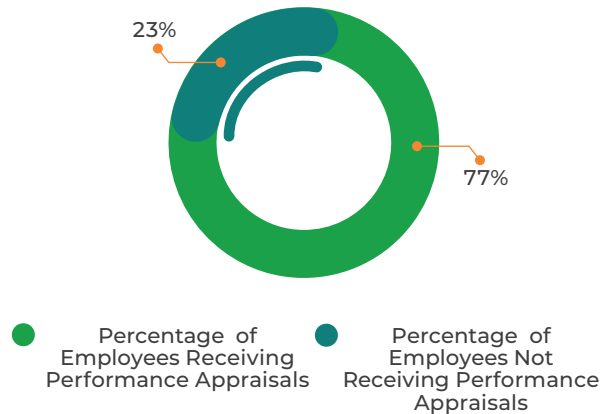
Total New Employee Hires: Categorization by Age



Total Employee Turnover: Categorization by Age



Performance Appraisals

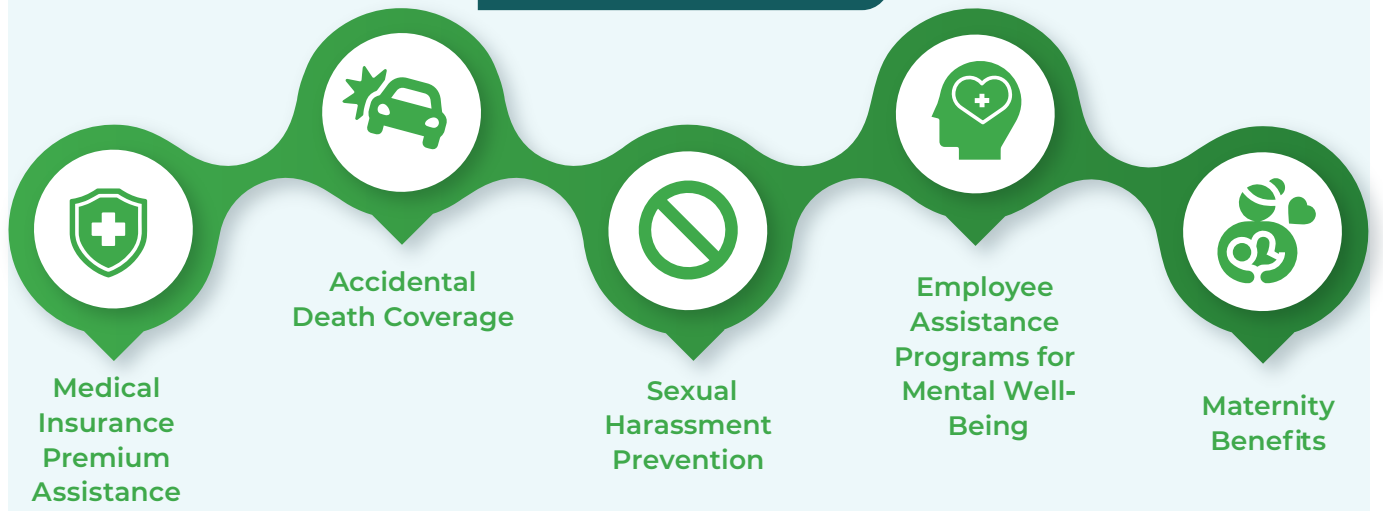




At Dorf Ketal, we firmly believe that our employees are our most valuable asset. We recognize the importance of promoting a positive work culture that not only focuses on productivity and professional growth but also prioritizes the overall well-being of our workforce.

To achieve this, we have implemented a range of comprehensive employee benefits policies and programs.

Employee Benefits



These initiatives reflect our commitment to a healthy, safe and supportive environment for all our employees.

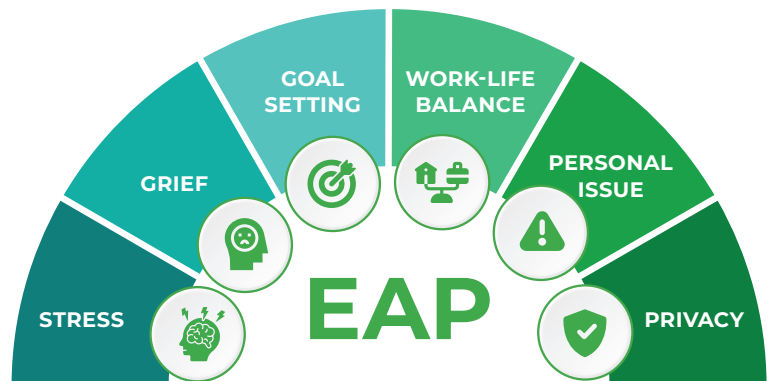




Building upon our commitment to employee well-being and engagement, we have introduced forward-looking policies that align with modern HR practices and cater to the evolving needs of our workforce.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

We prioritize our employees' mental well-being and offer an Employee Assistance Program (EAP) that provides professional counseling services. To disseminate this program, we engaged with a Global EAP service provider **“WORKPLACE OPTIONS.”** Our EAP, through a team of external life coaches and experts, supports employees and their immediate family members, helping them navigate challenges.



Privacy is strictly maintained, allowing employees to seek support without any concerns about their confidentiality being compromised.

DIVERSITY AND INCLUSION

Our diverse HR culture fosters innovation, inclusivity and belonging. We actively seek talent from various backgrounds, creating a workplace where every individual feels valued, heard and empowered. Our diverse and inclusive workforce drives innovation and superior performance. We promote underrepresented groups and ensure bias-free recruitment. In addition, our comprehensive training and development programs focus on inclusive leadership and productive collaborations. We also have a Prevention of Sexual Harassment (PoSH) policy and no cases of violations of the policy were reported during the most recent reporting period.

LGBTQ

At Dorf Ketal, we are committed to fostering an inclusive and supportive environment that respects and values the rights and dignity of all individuals, regardless of sexual orientation, gender identity or gender expression. We believe in creating a workplace that is free from discrimination, prejudice and harassment. ***This policy outlines our commitment to Lesbian, Gay, Bisexual, Transgender, Queer, Intersex or Asexual (LGBTQIA) inclusion and establishes guidelines to ensure equal treatment and opportunities for all LGBTQIA individuals.***

BENEFITS FOR FEMALE EMPLOYEES

In today's dynamic world, women play pivotal roles in both the workplace and as family caretakers. Balancing work and family are often challenging. Extended work hours intensify these demands, making it hard to meet personal and professional commitments. ***Dorf Ketal is firmly committed to an inclusive workplace and supports women by offering comprehensive health check-ups, health and financial awareness programs, and reduced working hours.***

PATERNITY LEAVE

Dorf Ketal offers a progressive Paternity Leave policy, providing male employees with seven days of leave to support their family responsibilities. This policy reflects our dedication to creating a balanced and inclusive work environment.

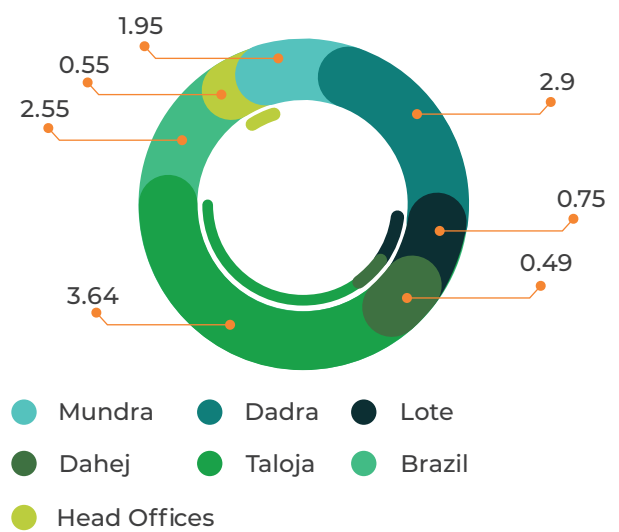




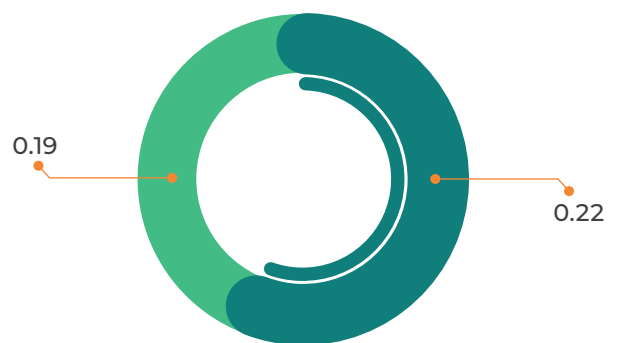
At Dorf Ketal, we foster a culture of continuous learning and development. It is critical that we equip our teams with the right competencies, skills and knowledge they need to adapt to changing business needs and contribute to sustainable practices. Accordingly, we prioritize comprehensive learning interventions. Our goal is to create a dynamic learning environment that maximizes financial, social and environmental benefits for our stakeholders. It includes the following elements:

HSE TRAINING

HSE Training	
Region	No. of Man-days/Employee
Mundra	1.95
Dadra	2.9
Lote	0.75
Dahej	0.49
Taloja	3.64
Brazil	2.55
Head Offices	0.55



General Training	
Gender	No. of man-days/ Employees
Male	0.22
Female	0.19



HSE





TALENT MANAGEMENT

Nurturing a workforce in sync with the future

Aiming to cultivate a workforce that embodies excellence, innovation and empowerment, Dorf Ketal is committed to developing a robust talent management strategy that is in complete alignment with its core values and sustainable goals. A well-structured and tested approach to talent identification is vital for quality human resource development, consistent learning and smooth succession planning. Here are a few key strategic imperatives that represent our talent management philosophy:



Talent Identification: Nurturing Future Leaders

We implement a rigorous talent management process to identify high-potential employees who exemplify the company's values. Through internal assessments and performance evaluations, we identify individuals with exceptional talent and potential as catalysts for innovation, and provide them with growth opportunities to drive the Company forward.



Fostering Growth and Leadership

Through tailored interventions, including learning and development programs, mentorship, coaching, and counseling support, we prioritize the development of our rising leaders' skills, knowledge and leadership capabilities. This investment empowers employees to assume leadership roles and contribute to strategic immediate and long-term decision-making.



Competency Framework

Aligning Skills with Culture and Values - We have set in place a comprehensive competency framework to align employee skills with our unique culture, values and leadership requirements. This framework, supported by global assessment experts, guides employee development by identifying key competencies, assessing capability gaps and initiating timely action to bridge these gaps.



Skill Matrix

Promoting Versatility and Adaptability - At Dorf Ketal, we drive versatility and adaptability through a well-mapped and strategic skill matrix built upon an elaborate training plan for junior staff. Cross-training and multidisciplinary projects enable our employees to acquire diverse skills, enhancing operational efficiency and facilitating thought-rich and result-oriented collaboration across teams.





▶ LEARNING AND DEVELOPMENT

Learning Need Assessment: Identifying Learning Gaps

Thorough learning need assessment forms the crux of our efforts to align our training objectives with individual development. By utilizing top-notch psychometric assessment tools and a comprehensive competency-based 360-degree feedback mechanism, we gain valuable insights into our employees' strengths, development areas and areas for growth. This holistic approach allows us to pinpoint specific learning gaps and customize training programs accordingly.



10%

The 10-20-70 Approach - A Comprehensive Learning Journey

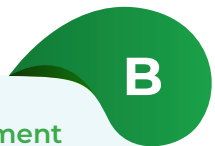
At Dorf Ketal, the 10-20-70 approach plays a central role in nurturing and delivering a holistic learning and development experience. This methodology recognizes that learning occurs through an optimum combination of formal, social and experiential methods. We allocate 10% of our training to formal learning interventions, which include workshops, seminars, online courses and structured programs. Helping employees gain theoretical understanding, learn best practices and effectively integrate them into their respective fields is a critical first step.

The next 20% is assigned to social learning, emphasizing the key elements of collaboration, mentoring and peer-to-peer interactions. Our up-to-date, in-house Learning Management System (LMS) serves as a portal for learners to seamlessly access training materials, exchange insights, and engage in quality discussions. This approach leads to the creation of a supportive learning community within the organization.

20%

70%

The remaining 70% of our program emphasizes experiential learning, enabling employees to gain practical, on-the-job experience. Through challenging assignments, stretch projects and job rotations, individuals can apply their knowledge in real-world scenarios. This hands-on approach fosters deeper learning, skill development and professional growth.



Measuring Learning Impact - Assessment and Needle Movement

Assessing the comprehensive impact of our training initiatives is the root of our drive toward learning excellence. We employ tested post-training assessments, performance metrics and supervisor feedback to measure effectiveness. Our diligent and periodic evaluation process, aligning with Kirkpatrick Level 3, tracks observable and needle-movement changes in behavior and performance. By monitoring training impact, we make data-driven decisions, refine strategies and maximize our return on investment in employee development.





C

THREE-TIER PERFORMANCE ENHANCEMENT

At Dorf Ketal, our training initiatives focus on overall performance enhancement through three critical aspects: behavioral, technical and functional. Acknowledging the fact that employee effectiveness extends beyond mere technical knowledge, we consciously emphasize soft skills and behavioral skills.

This approach has translated into a talent pool of mature and informed professionals adaptable to diverse work environments. Additionally, our role-specific technical training translates into domain excellence. Our functional programs develop industry-specific knowledge and competencies. This ensures our teams possess task-specific skills crucial to expediting and delivering exceptional results.





Dorf Ketal launched a two-phase Leadership Development Program (LDP). This comprehensive initiative comprises LDP-I and LDP-II, collectively aimed at elevating leadership capabilities, fostering continuous improvement, and addressing critical leadership challenges. Both phases, guided by an expert facilitator, significantly impacted Leadership Excellence, Execution Excellence and Team Engagement. Participants established action plans for ongoing growth, reinforcing our commitment to continuous improvement.

Building on the success of our Leadership Development Program (LDP), we plan to introduce a Management Development Program (MDP) tailored for our second-tier leaders. This program aims to equip these leaders with the skills and insights necessary to excel in their roles and contribute effectively to our organization's growth. With the foundation laid by LDP, we are confident that MDP will further strengthen our leadership pipeline, fostering a culture of continuous development and success.

As we forge ahead, our unwavering commitment is to provide innovative learning opportunities that inspire, engage and empower our workforce. By fostering a thriving learning culture, in turn, we propel our organization forward. Strategically identifying, attracting and securing top-tier talent in today's dynamic job market is the cornerstone of our global talent acquisition strategy.

Our talent acquisition process encompasses critical Human Resource (HR) functions and meticulous work protocols, harnessing the power of modern HR practices. We have embraced cutting-edge technology through an Applicant Tracking System (ATS) that streamlines our recruitment process. This leverages Artificial Intelligence (AI) to enhance efficiency and effectiveness.

Our systematic process begins with comprehensive job profiles that delineate objectives, responsibilities, prerequisites, and competencies essential for each role. Competency criteria are determined based on education, experience, professional qualifications and relevant proficiencies. In recruitment, we meticulously forecast our manpower requirements, prioritizing internal referrals while collaborating with placement agencies as necessary. Recruitment for specific locations is managed primarily by local HR teams, while the corporate HR department oversees senior-level placements.

Throughout the recruitment process, we prioritize rigorous assessment, short-listing, and interviews conducted by HR teams, functional leaders and cross-functional panels. We employ aptitude evaluations as needed to gauge specific skill sets.

Once a candidate is chosen, we ensure a seamless onboarding experience within a stipulated time frame.

In periods of expansion or diversification, our recruitment process remains consistent, with an emphasis on internal talent from our talent pool.

Our talent acquisition practices, fortified by modern technology like ATS and AI, foster sustainable HR operations by attracting qualified professionals, nurturing employee engagement, and facilitating professional development. Through this commitment to consistency and efficiency, we establish a robust foundation for organizational prosperity and personal advancement.





CASE STUDY

THE MENOR APRENDIZ PROGRAM

Dorf Ketal is proud to be an active member of the Menor Aprendiz Program, an apprenticeship program in Brazil. The program's objective is to connect young people with local organizations and businesses who find opportunities for these students to work and learn in their first professional placement. Whether their placements are with programs that focus on citizenship training, or with a large company like Dorf Ketal, these students learn skills that will prepare them for success in the workplace and in their communities. Each year we welcome up to 10 apprentices from underprivileged communities in the metropolitan region of Porto Alegre, Brazil.



DORF KETAL BRAZIL IS A GREAT PLACE TO WORK

We love our work in Brazil, and we are proud to occupy the leading position in the main industry segments in which we operate. We are also proud to have a great working relationship in Brazil for the second consecutive year with Great Place to Work! Great Place to Work is a renowned global consultancy that helps organizations to achieve excellent results through a culture of trust, high performance and innovation. Listening to employees through a reliable tool -- with the possibility of advancing in various resources and improvements for our internal customers -- is a premise for Dorf Ketal. We value dialogue and innovative thinking as a means to grow in a sustainable way.

25%
YEARS

Present for 25 years in Brazil, it has already impacted more than 12 million people through more than 10,000 companies that have submitted to its process.





**“THE BENCHMARK
OF VALUE-DRIVEN
PROGRESS”**

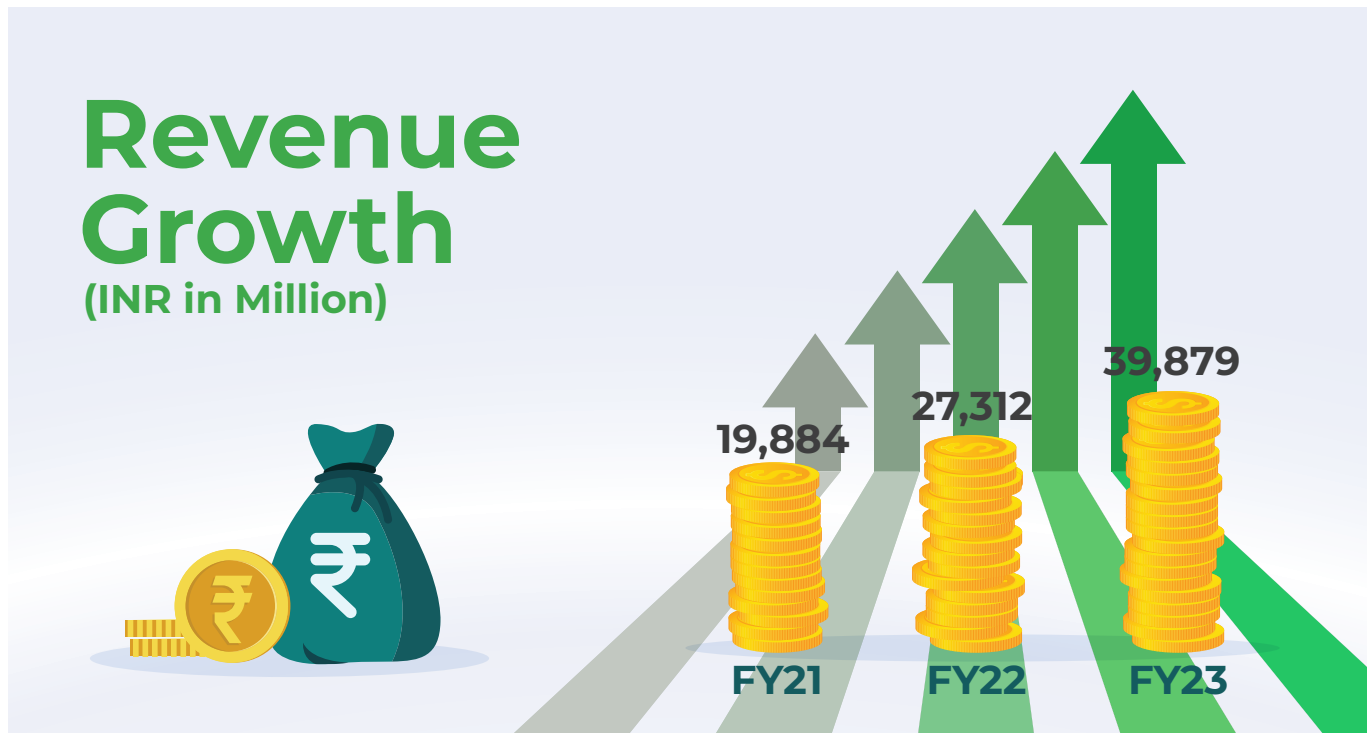
India is rapidly gaining prominence as a favored manufacturing hub for specialty chemicals in both domestic and international markets.





Dorf Ketal is a significant player in this particular business segment. As a global leader, we excel in delivering transformative solutions to the crude oil refining and petrochemical sectors. Through our global operations, we consistently generate value for a diverse range of stakeholders, including employees, communities, shareholders, investors and governments. Our strategic allocation of financial resources from shareholders and the financial markets fuels value creation, bolstering growth while maintaining a robust balance sheet.

20% This sector constitutes approximately 20% of India's total chemicals market, exerting a significant influence on the overall growth trajectory of the chemical industry.



DIRECT AND INDIRECT ECONOMIC PERFORMANCE



In the dynamic landscape of modern business, our foundation rests on fiscal prudence and astute financial management. This stance gives us the freedom to navigate the complexities of the industry with confidence and move with a clear purpose to deliver expected results. At Dorf Ketal, our financial practices are fine tuned to be in sync with our strategic vision and regulatory compliances, resulting in a robust framework that fuels sustainable growth, upholds integrity, and satisfies stakeholders. Our top-tier management is dedicated to overseeing the allocation of resources across projects and operations. By aligning financial allocations with strategic objectives, we optimize the utilization of resources, delivering impactful outcomes while maintaining fiscal prudence. A robust system of record-keeping is instrumental in our financial journey. By maintaining meticulous and accurate financial records, we not only meet external audit requirements but also cultivate a culture of transparency, ethics, and accountability. Central to our financial ethos is our commitment to generating enduring value. Decisions are guided by this principle, benefiting shareholders, investors, employees, and our extended community. During the fiscal year 2022-23, we generated revenue of INR 39,879 million.



SUPPLY CHAIN PERFORMANCE

For us in the specialty chemicals business, safe, compliant and timely delivery is critical, which makes the nurturing of an efficient and resilient supply chain paramount. Working closely with our supply chain partners locally and globally, we have created a relationship of mutual understanding where both parties consciously take responsibility for mitigating risks. This ensures full compliance with environment, safety and health regulations and equal contributions to the seamless flow of raw materials, intermediate products and finished goods.

OUR SUSTAINABLE SUPPLY CHAIN—MAPPED TO DELIVER ON TIME WHILE COMPLYING WITH REGULATIONS

In the face of potentially unforeseen disruptions, Dorf Ketal is acutely aware of the rising importance of a resilient supply chain. Our strategic partnerships with suppliers, smart risk-management strategies and well-crafted contingency plans collectively serve to secure the Company against unexpected challenges, be they natural or man-made.



As ardent advocates of Responsible Care®, we not only uphold the benchmarks set by our customers but also diligently enforce compliance across our entire supply chain. Through supplier audits that evaluate suppliers, products, equipment, plants, and quality processes are conducted to ensure alignment with our formal Supply Chain Management (SCM) Policy. This policy – prominently displayed at all Dorf Ketal facilities and on our website. Dorf Ketal also maintains a formal Supplier Code of Conduct, and with every purchase order, our vendors receive an automatic link to the Code displayed on our website. By prioritizing suppliers who align with our sustainability goals, we foster a moral cycle of positive impact. This proactive approach curbs the risk of supply chain disruptions, embodying our commitment to unhindered operations. If at any point a stakeholder has a concern with the supply chain process, they may send an email to our Grievance Redressal Committee at grievance@dorketal.com.

We underscore the significance of cargo tracking, safety training, emergency preparedness, and stringent criteria for loading/unloading, cleaning and disposal. Our comprehensive approach to supply chain management seamlessly integrates responsible sourcing, waste reduction and carbon footprint reduction, demonstrating our broader dedication to sustainable practices.



Global supply chain of 750+ raw materials



6500+ SKUs and 1516 molecules



Digitized supply chain



Sustainability focused - reusable packaging



Globally 29 warehouses

Dorf Ketal has identified local sourcing as a focus area. A post-covid surge in demand has further accelerated our adoption of this concept globally. Today, all of our sites around the world source local products locally, and all imported raw materials are sourced centrally in order to leverage globally aggregate demand.





CASE STUDY

TRANSPORTERS AND LOGISTICS MEET



Purpose:

The purpose of Transporters and Logistics Meet was to provide an opportunity for the Dorf Ketal team members and stakeholders to come together to discuss various aspects related to transport and distribution safety. Additionally, it served as a platform to introduce Dorf Ketal's HSE management systems and recognize outstanding achievements.

Knowledge sharing and awareness:

The event facilitated the exchange of knowledge and best practices among participants. By sharing experiences and insights, attendees gained a deeper understanding of the importance of safety measures and the latest industry trends.



Strengthened team collaboration:

Through the introduction of the Dorf Ketal team members, the event fostered a sense of unity and collaboration among participants. It provided an opportunity for individuals from different departments to connect, interact, and build relationships, further enhancing teamwork and communication within the organization.

Enhanced understanding of Dorf Ketal Group:

The event allowed participants to gain a comprehensive understanding of the organization's values, goals and achievements. As a result, it strengthened the participants' commitment to maintaining high standards in transport and distribution safety.



Award session:

The award session recognized outstanding achievements in transport and distribution safety. By acknowledging individuals or teams who demonstrated exemplary performance in implementing safety measures, the event encouraged a culture of excellence and motivated participants to prioritize safety in their day-to-day activities.

Benefits:

- Improvement in HSE performance
- Learning about the company's safety and compliance programs
- Networking with other transportation professionals
- Getting updates on new products and services
- Recognition for outstanding performance





**“EMPOWERING A
SAFE AND
SUSTAINABLE FUTURE”**

We are fully committed to promoting a culture of Health, Safety and Environmental excellence.





SAFE AND SUSTAINABLE DORF KETAL

Our journey toward creating a safe and sustainable environment is reflected in our ISO 45001 and ISO 14001 certifications, as well as our adherence to the Responsible Care® Management System (RCMS) standards.

By adhering to the rigorous standards of ISO 45001, we prioritize the well-being of our employees and stakeholders alike. We consistently strive to provide a work environment that fosters physical and mental health. Through comprehensive environmental management, we not only meet regulatory requirements but exceed them, ensuring that our operations are a testament to our dedication to the planet's preservation.

Adhering whole-heartedly to the Responsible Care® initiative, we actively engage in continuous improvement. Our management system is designed to identify, assess and mitigate risks related to HSE, setting benchmarks that go beyond industry norms.

Along those lines, we actively engage with our employees, communities and stakeholders to drive awareness, action and positive change. Our responsibilities extend to society at large, and we are determined to contribute positively to the global effort to build a safer, healthier and greener world.

ISO 14001

Our ISO 14001 certification highlights our commitment to minimize our ecological footprint.





SUSTAINABILITY

AN INNOVATION-DRIVEN APPROACH



WATER-NEUTRAL THROUGH
BEYOND-THE-FENCE WATER
CONSERVATION INITIATIVES



10% REDUCTION IN
LIQUID EFFLUENT
DISPOSAL



5% REDUCTION IN SPECIFIC
ENERGY CONSUMPTION



25% REDUCTION IN
TOTAL RECORDABLE
INJURY RATE (TRIR)

Proposed targets will be achieved
by 2025





**5% ELECTRICAL ENERGY
TO BE MET THROUGH
RENEWABLE ENERGY**



**CARRY OUT ESG
ASSESSMENT OF TOP
TWENTY SUPPLIERS
BY VOLUME**



**10% REDUCTION IN
FRESH WATER
CONSUMPTION**



**10% REDUCTION IN
WASTE DISPOSAL
TO TSDF**



**10% REDUCTION
IN CO₂ INTENSITY**



**Proposed targets will be achieved
by 2025**





Sustainability roadmap: Key achievements in the year 2022 – 2023



Energy and Emission

- Realized a 16.83% reduction in specific energy consumption.
- Achieved a 13.15% reduction in CO2 emissions intensity.



Water

- Implemented water-neutral initiatives beyond the fence through water conservation efforts.
- Accomplished a 15.83% reduction in specific fresh water consumption.



Health and Safety

- Attained a 72.67% reduction in Total Recordable Injury Rate (TRIR).
- Implemented the ESG assessment of suppliers.

HSE Culture

To develop a positive HSE culture in Dorf Ketal based on committed managers and employees with high awareness.

To improve and protect physical, mental and social health of employees in the workplace through the improvement and maintenance of working conditions.

Ensure that every individual at every level in the organization takes personal accountability for the safety of each other and our stakeholders.

To reduce the use of natural resources and minimize negative impacts due to our business.

To ensure that measures are in place to prevent unwanted release of energy or hazardous chemicals that could expose employees and others to serious harm.

SAFETY RISK MANAGEMENT

Our commitment to environmental responsibility spans all of our sites, both manufacturing and non-manufacturing. Our corporate HSE Management System Policy emphasizes collaborative efforts between businesses and HSE experts to effectively manage potential hazards and risks tied to operational activities. Additionally, we have formal joint management-worker health and safety committees, where 50% of our employees are represented. These committees play a crucial role in ensuring that safety concerns are addressed comprehensively. Thus, our well-documented and implemented HSE management system and processes, with valuable input from these committees, help the appropriate personnel within our organization identify, evaluate, and respond professionally to on-site or off-site hazards and risks associated with every stage of our operations. We also rely extensively on trusted feedback channels from all touch points both within and outside the Company to understand safety concerns and initiate

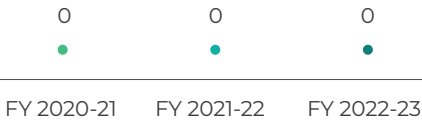


suitable responses. Each location meticulously maintains environmental data, which undergoes comprehensive reviews at both facility and global levels before being consolidated for corporate reporting. Our incidents classification, investigation, and reporting policy add an extra layer of safety assurance. With dedicated procedures and trained personnel in place, sites, businesses, and functions are equipped to report, classify and investigate HSE incidents, including near misses. The insights gleaned from these experiences are widely shared, contributing to collective learning and continuous improvement, which are vital aspects of our safety journey.

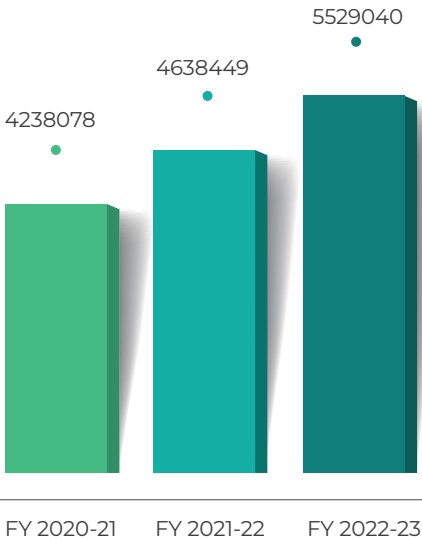


FATALITIES

**IMPECCABLE
RECORD OF
0
FATALITIES**



TOTAL NUMBERS OF HOURS WORKED





TOTAL RECORDABLE INJURY RATE

REDUCED TOTAL RECORDABLE INJURY RATE BY **72.67%** SINCE FY22



Dorf Ketal Operations

FY 2022-23

Number of fatalities	0
Man hours worked (employee + contractor)	55,29,040
Total recordable injury frequency rate	0.47

CONTRACTOR SAFETY

We have established a comprehensive, seven-step process for managing contractor safety, which covers the entire journey from contractor selection to demobilization. These contractors play a vital role in executing a wide range of tasks on our behalf, both at our sites and externally. These tasks encompass diverse activities such as construction, repairs, transportation, and other essential functions that support our business operations and products.

To ensure the safety and competence of our contractors, we meticulously screen and pre-qualify prospective contractor companies.

This involves a thorough assessment of their HSE performance indicators.

We review their HSE management programs, track record of injuries and illnesses, and demonstrated commitment to regulatory compliance.

Additionally, we ensure they possess the necessary skills through specialized training.

By adhering to this rigorous process, we uphold our commitment to maintaining a secure and efficient work environment while delivering high-quality products and services.





AUDITS AND INSPECTIONS

We operate a robust auditing system comprising first-party, second-party, and third-party audits. These audits are regularly carried out to assess our key operations, including health, safety and environmental performance, as well as compliance with Dorf Ketal standards. Third-party audits are an integral part of our certification process, verifying the alignment of our HSE management systems with ISO 14001, ISO 45001, and RCMS standards as mandated by regulations.

At each site, scheduled first-party audits take place while our corporate team leads second-party audits for these sites. To ensure continuous improvement, periodic HSE management review meetings occur at both the corporate and site levels. The outcomes of these meetings drive enhancements within the system where relevant.

PROCESS SAFETY MANAGEMENT

We emphasize the crucial role of process safety management systems in safeguarding our personnel, plants and neighboring surroundings. Process safety entails systematic identification, understanding, and control of potential hazards within our manufacturing sites to prevent accidents, injuries and the release of hazardous substances or energies. Over the past year, we have proactively advanced our Process Safety Management (PSM) program. This has involved strengthening change management, ensuring mechanical integrity, optimizing alarm systems and enhancing operational discipline. Our efforts have led to the establishment of vital leading and lagging indicators, along with a comprehensive metrics system tailored to process safety assessment.



In the 2022-23 period, Dorf Ketal has maintained an exemplary process safety record, marked by the absence of significant incidents. This underscores our unwavering dedication to upholding a secure operational landscape.



MAJOR INITIATIVES/ ACHIEVEMENTS

01

BSC Five-Star Rating and Sword of Honour Award for Mundra and Dadra site

02

EcoVadis Gold Rating for Sustainability

03

Launched HSE performance incentive scheme

04

Journey Risk Assessment and Management Plan to improve travel safety

05

Introduction of HSE KPIs for all employees in annual performance appraisal

06

Implementation of Personal Safety Action Plan (PSAP) for Leadership

07

Implementation of Employees Assistance Program (EAP)

08

Concept of Safety Stand Down implemented across all the manufacturing sites

09

External HSE audits for improving performance

10

Strengthening and upgrading of emergency preparedness infrastructure

11

Development of in-house capability for Life Cycle Assessment Study

12

Certified training courses for HSE professionals i.e., NEBOSH and LCA

13

Life Saving Rules and HSE Accountability Process

14

Execution of Energy Efficiency Projects

15

Replacement of FO fuel with cleaner fuel LDO in Thermic Fluid Heater (TFH)

16

Water audit for improving water consumption

17

Qualitative Industrial Hygiene survey from external agency at manufacturing sites



CASE STUDY

OCCUPATIONAL HYGIENE SURVEY FOR BETTERING THE WORKPLACE

Purpose :

We are committed to observing stringent and consistent HSE norms across our sphere of operations and influence. This naturally translates into providing safe working conditions to our entire workforce. To further our efforts, we have recently undertaken an occupational Hygiene Survey Initiative.

The purpose of an occupational hygiene-related protocol is to provide guidance on anticipating, recognizing, evaluating and controlling occupational health hazards at the upstream facilities, with the goal of protecting employee and worker health. Occupational health hazards can be chemical, physical, biological and ergonomic

The occupational hygiene program aims to achieve the following:

- Identify and characterize potential occupational health hazards;
- Eliminate or control occupational health hazards;
- Provide input for risk-based medical surveillance program;
- Ensure compliance with applicable regulations; and
- Provide guidance on conducting industrial hygiene monitoring.



Impact :



Improved health of the employees.



Reduced absenteeism due to illness.



Improved job satisfaction.



Improved productivity.



Improved workers' attitude toward management.





CASE STUDY

FIVE-STAR RATING AND SWORD OF HONOUR IN BRITISH SAFETY COUNCIL

Challenge :

Dorf Ketal faced the challenge of ensuring that our approach to health and safety management was consistent and effective across all units, which varied in nature and location. This required us to enhance our health and safety systems to align with the most current and widely accepted best practices and standards in the field.

Solution :

To address this challenge, Dorf Ketal underwent a comprehensive Five-Star Occupational Health and Safety Audit conducted by the British Safety Council. This audit was designed to quantitatively assess the effectiveness of the company's OHS policies, processes, and practices. The audit involved an in-depth review of documentation, interviews with senior management, employees and stakeholders, and the evaluation of operational activities. This evaluation methodically measured performance against key indicators of OHS best practices, analyzing more than 60 individual components.

Impact :

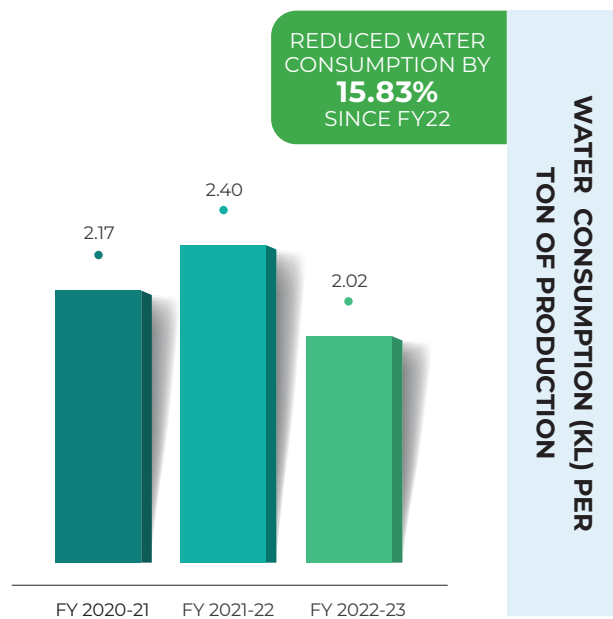
Following the audit, Dorf Ketal achieved a five-star rating, signifying its alignment with best practice standards in OHS management. This showcased Dorf Ketal's commitment to the ongoing enhancement of health and safety systems. Furthermore, the company's five-star rating made it eligible to participate in the British Safety Council Sword of Honour Awards, an accolade that recognizes excellence in health and safety management. Out of 32 organizations worldwide, Dorf Ketal was one of the select few to earn the prestigious Sword of Honour Award, underscoring the company's exceptional proficiency in managing health and safety risks in the workplace. This accomplishment not only demonstrated Dorf Ketal's dedication to employee well-being but also positioned the Company as a global exemplar in OHS management practices.

WATER MANAGEMENT:

Championing Water Management for a Sustainable Future

We understand how water management holds paramount significance, because it impacts both business operations and the environment. Our commitment to water conservation not only optimizes efficiency, but also underscores our forward-looking approach, aligning with Responsible Care® principles and SDG Goal 6-Clean Water and Sanitation.

At Dorf Ketal, water is more than a resource; it's a responsibility. We approach its utilization carefully, with special attention to use of surface water from local authorities or industrial bodies across our manufacturing sites. Even in cases where groundwater is used, we ensure its mindful consumption, in line with our commitment to minimizing our ecological footprint.





Our journey extends beyond responsible sourcing; it's about pioneering innovative conservation strategies. We embrace sustainability through practices like reusing wash water for gasoline detergent intermediates; harnessing primary treated effluents for decanter washing, employing high-pressure jet systems for efficient reactor cleaning; and recycling condensate and flash steam to boiler feed water.

Through our sustainable water management practices, we hope to inspire positive change, raise industry standards and leave a lasting legacy of responsible and ethical business practices.





CASE STUDY

An E&P company operating in the DJ Basin was performing a multistage cross-link plug-and-perf completion project on a multi-well pad in the Niobrara formation. The goal was to increase operational efficiency by pumping Enviro-Syn® HCR-7000-WL® with the wireline tool as it was running in hole to compete perforation operations. The ultra-low corrosion and superior HSE properties of HCR-7000-WL® enabled the crew to safely reduce pumping time by an average of 8 minutes per stage.

Challenge :

The operator had drilled 8 wells on two pads in the Niobrara formation and each well was completed with 83 stages for a total of 664 stages. The wells were stimulated in zipper groups, swapping wireline and frac operations between stages. The operator wanted to reduce the time to displace the acid spearhead to the perforations after wireline had exited the wellbore.

Solution :

15%

Enviro-Syn® HCR-7000-WL® was selected as a replacement for 15% HCl and was pumped on approximately half of the total stages to compare the operational efficiency.

33%

Concentrated HCR-7000-WL® was diluted to 33% concentration with produced water and displaced to just above the perforations while the pump down crew was pumping the wireline perforating guns to depth.

HCR-7000-WL®

Ball-in-place plugs were used to isolate the HCR-7000-WL® stages.

HCR-7000-WL®

Is a strong modified acid specifically designed to efficiently spot acid on the perforations with wireline tools in hole.

HCR-7000-WL®

also reduces precipitation issues prevalent with HCl, minimizing formation damage that can occur when used as a spearhead acid.

Enviro-Syn® HCR-7000-WL®

Modified Acid™ system saves pumping time and mitigates HSE risk compared to HCl DJ Basin, Niobrara Formation, Colorado.





Impact :

By pumping HCR-7000-WL® while completing perforation operations, the operator achieved substantial cost savings and was able to bring production on line faster than previous pads. **The benefits realized include:**

- Reduced pump time by an average 8 minutes per stage, allowing two additional stages to be completed per day.
- Increased efficiency leading to overall cost savings of ~20% on frac ticket due to day rate pricing structure.
- Reduced time to get to designed frac rate.
- Reduced water consumption by an average of 250 bbl per stage because no ball is dropped from surface and the acid is already at perforations.
- Eliminated need for fresh water due to product compatibility with produced water.
- Reduced acid cartage by ~65% for HCR-7000-WL®.
- Reduced HSE exposure compared to 15% HCl.

WASTE GENERATION:

Striving to Leave a Minimal Footprint on the Planet

In an effort to minimize hazardous waste generation, we have tweaked our processes by using cutting-edge recycling technologies. By recycling treated water for non-critical tasks, we've mastered the art of resource efficiency. We have also found means to actively divert waste to other industries as an innovative source of raw material, promoting a circular economy.

Process optimization at our operations helps to significantly curtail waste generation. Furthermore, we are recovering and recycling the solvents to reduce the waste generation and fresh solvents consumption.

Our on-site, 24x7 monitored modern effluent treatment plants work efficiently, and we manage hazardous waste disposal responsibly through licensed vendors, adhering to legal mandates and ethical standards.



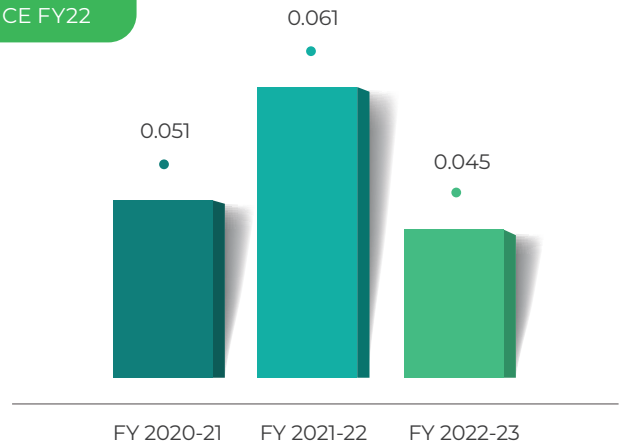


As a Responsible Care® company, our patented recycling technologies transcend our operations, extending to our clients too. We empower them to repurpose waste, even plastic waste, and significantly reduce their environmental footprint.



WASTE GENERATED (MT) PER TON OF PRODUCTION

REDUCED HAZARDOUS WASTE GENERATION BY **26.23%** SINCE FY22



CASE STUDY PHENOLIC EFFLUENT MANAGEMENT

Challenge :

Phenolic effluent ~35 KL/month is generated from the process plant of our Mundra Unit. Since phenol is toxic to aquatic life and could not be treated directly in the Effluent Treatment Plant (ETP), the phenolic effluent was segregated and collected in IBCs and disposed in the Common Incineration facility. In addition, there were handling risks as the effluent contained phenol, which is highly corrosive.

Solution :

We performed a treatability study of phenolic effluent at the on-site ETP after primary treatment. After primary chemical treatment trials and advance oxidation process trials, we observed that the advance oxidation process gives good phenol reduction compared to chemical treatment, and the effluent can be further treated with Biological Process (Activated Sludge Process). We installed the advance oxidation process at our ETP for treatment of phenolic effluent.

Impact :

- The treatment of phenolic effluent at on-site Effluent Treatment Plant is not only cost effective; it is safe and sustainable.
- Reduced the quantity of waste disposal to common incineration facility.
- Eliminated the risk of handling of effluent containing phenol.

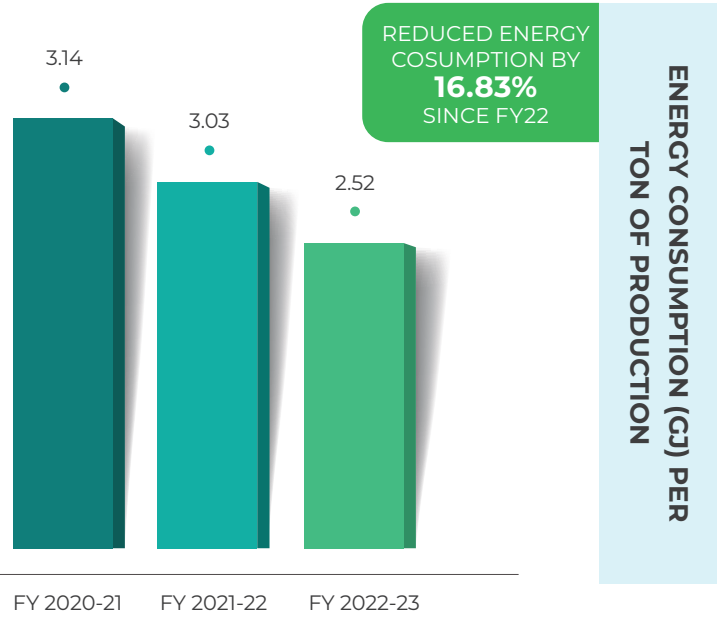
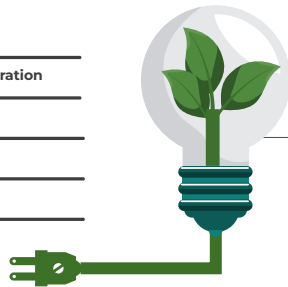




ENERGY MANAGEMENT

Energy is valuable, and we support and prioritize worldwide efforts to save energy. We get our electricity from local industrial authorities or companies authorized by local governments. Our plants operate efficiently by maintaining a power factor under 0.99, reusing steam condensate, optimizing energy-intensive equipment like HVAC and pumps, and using variable frequency drives (VFDs) to manage energy use. We're always looking for ways to innovate and use less energy in our processes. We're also exploring alternative energy sources for our manufacturing sites.

Year	Solar Power Generation
FY 20-21	9067 kWh
FY 21-22	159520 kWh
FY 22-23	89270 kWh



2% energy of total consumption is met through renewable sources by onsite solar power generation and purchasing of renewable energy.



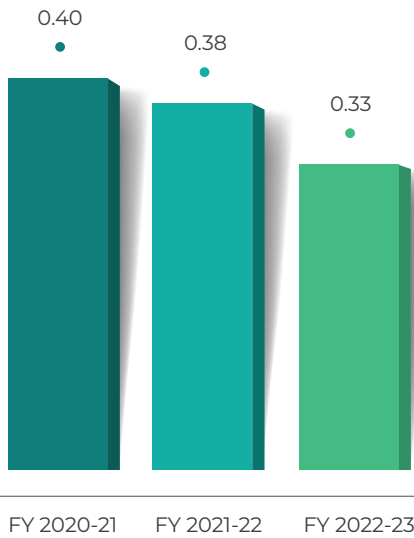


EMISSION MANAGEMENT

India pledged to cut emissions at the Glasgow COP26 summit, aiming for net zero emissions by 2070 and reducing Greenhouse Gas (GHG) emissions by 1 billion MT by 2030. This commitment will bring long-term benefits through innovations in energy efficiency, carbon reduction and green fuels. As a global entity, we're mindful of our responsibility and have taken innovative steps to lower emissions. Consequently, we're witnessing a decline in carbon dioxide emissions from our operations.

REDUCED CO₂
EMISSION BY
13.15%
SINCE FY22

CO₂ EMISSION (MT) PER
TON OF PRODUCTION



YEAR	NO ₂ EMISSION (KG) PER TON OF PRODUCTION
FY21	0.1
FY22	0.1
FY23	0.12

YEAR	SO ₂ EMISSION (KG) PER TON OF PRODUCTION
FY21	0.19
FY22	0.16
FY23	0.18





KHYATI OPERATIONS

Specific per MT of Production: Khyati Operations FY 2022-23

Water Consumption (KL)	33.96
Hazardous Waste Generated (MT)	1.96
Energy Consumption (GJ)	148.31
SO ₂ Emissions (kg)	33.82
CO ₂ Emissions (MT)	15.93
NO ₂ Emissions (kg)	26.05





**“ENRICHING LIVES,
EMPOWERING
COMMUNITIES”**

This is the very essence of our Corporate Social Responsibility (CSR) objectives. We are steadfast in our dedication to effecting profound, lasting change within the most vulnerable segments of our society.



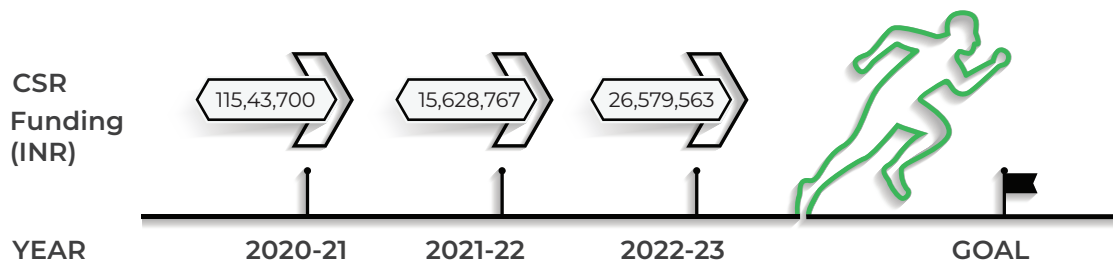


As a responsible, global corporate citizen, we proactively nurture relationships that connect us to underprivileged communities and the economically disadvantaged.

Our outreach rests on a time-tested framework of programs and activities, designed to empower and transform people's lives. Genuine care for Mother Earth, advocating thoughtful life practices and preservation of precious natural resources are integral to sustaining the planet.

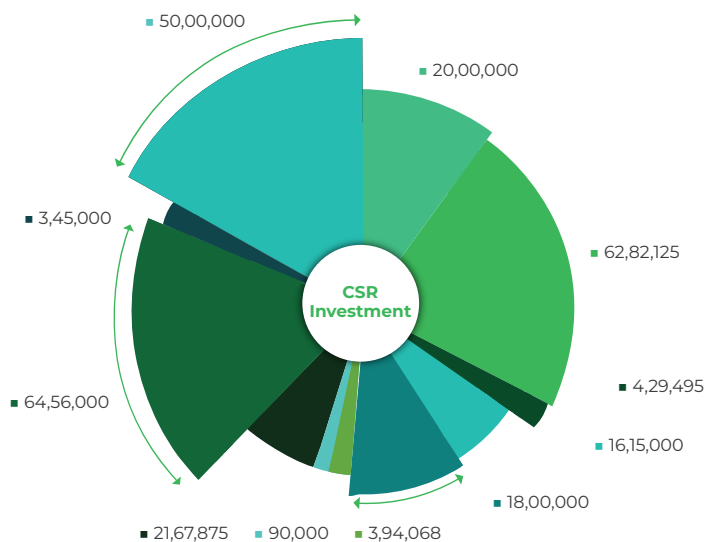
We act as a portal through which timely and adequate financial and material resources can flow. At the same time, we empower communities and people to become self-sustaining and financially independent. We have carefully chosen communities and regions, developed relationships and built shared goals, and finally, supported them as they achieve and exceed them.

Our Sustainable Development Goals (SDG) are thus focused on our serving as catalysts for change, moving lives from a state of being vulnerable to a higher state of being enabled.



**FY 2022-23
CSR Investment**

- Revival of lesser known art
- Educational development program for rural and tribal students
- Support to cognitively challenged children
- Skills and livelihood development
- Reconnect-Responsible use of internet
- Medical aid
- Afforestation program
- Rainwater harvesting
- Sports development
- Water pond project at Tigaon, Sangamner
- Livelihood development and plantation of fruit trees to multiply farmer's income





THOUGHTFUL INTERVENTIONS TRANSLATED INTO LONG-TERM SOLUTIONS





FACILITATING A PATH TO EQUALITY AND PROGRESS IN RURAL AND TRIBAL COMMUNITIES

Dorf Ketal's Educational Development Initiative encapsulates our commitment to reach the farthest corners, where the light of education has been dimmed. In these remote areas, often overlooked by mainstream initiatives, we have embarked on a mission of transformation. We bring quality education to tribal children, breaking down barriers of distance and access. We are dedicated to providing these young minds with the tools to excel, nurturing their potential and paving the way for a brighter, more promising future.

The remarkable achievements of the students at the tribal Ashramshala are truly gratifying. Each year, a significant number of these students successfully pass the Maharashtra State MSCIT exams, a feat that surpasses mere certification, instilling in them a profound sense of achievement and confidence. Their success vividly illustrates their determination. These tribal students, empowered by education, not only shape brighter individual futures; they uplift their entire communities.

Activity Zone:

Government Ashramshala located in Village Dabheri, Jawahar Tehsil, District Palghar in Maharashtra state

Core Purpose:

Academic Performance Improvement

Support Provided:

- E- Learning
- Library
- Computer Lab
- Nutrition
- Safe Drinking Water
- Sanitation
- Yoga and Sports
- Value Education
- Cultural Activities

Educational Development Program for Rural and Tribal students

Number of Lives Impacted : 1,290 students

BECAUSE DISTANCE SHOULD NEVER BE A REASON TO DEPRIVE A CHILD OF EDUCATION:

We were motivated to make Village Dabheri a focus of our educational initiative for tribal students by a host of crucial factors. One was the remote location of the village and the others were the serious absence of basic learning, nutrition, health and sanitation infrastructure for boys and girls. In addition, the village had more than 850 students across age groups who could benefit, along with a pool of teachers who could be trained. The challenges of the remote location notwithstanding, we successfully created a knowledge-conducive environment, which is helping students learn and perform to the best of their abilities.





OUR INTERVENTION IMPACT

- ◆ Noticeable rise in education standards due to access to quality educational resources
- ◆ Ashramshala upgraded to Level B from Level C
- ◆ Increase in students' critical thinking skills
- ◆ Government teachers, due to ongoing training and better teaching facilities, now have enhanced teaching skills
- ◆ Visible drop in absenteeism due to illness
- ◆ Participation in sports has resulted in medals in various disciplines

Encouraged by the consistent track record of almost 100% success of the tenth-grade students in the program, we are now taking a step to further enhance the knowledge gathering process. We're investing resources to introduce computer education to our tribal students, commencing as early as the first grade. This initiative transcends mere technology education; it's a holistic approach aimed at honing their logical thinking skills. Our biggest goal is to spark their creativity and help them explore endless possibilities through the exciting world of online learning.

BEYOND BRICKS AND MORTAR: WHY SCHOOL INFRASTRUCTURE MATTERS

Adopting a school and wholeheartedly engaging in the development of its educational infrastructure signals our deep commitment to meaningful change. By strengthening educational fundamentals, we equip students with the essential tools to embark on their journeys of discovery and success. This effort transcends a sense of mere obligation; it exemplifies our steadfast dedication to nurturing a lasting heritage of education, opportunities, and empowerment whose impact will echo far into the future.



Activity Zone:

*Sumitra Public School, Makhan Nagar,
District: Narmadapuram, M.P.*

Core Purpose:

School infrastructure development to fulfil CBSE norms and foster comprehensive development, encompassing both sports and academic excellence at the school.

Support Provided:

- *Advanced computer lab, science lab and library set up.*
- *Experienced teachers appointed.*
- *Holistic education as per NCF and SQAA standard and guidelines introduced.*





BECAUSE MEANINGFUL INFRASTRUCTURE AND SKILLED TEACHERS ARE THE FOUNDATION OF QUALITY EDUCATION:

Sumitra Public School (SPS) is the sole Central Board of Secondary Education (CBSE)-affiliated coeducation, English medium, senior secondary school in the Babai area, 22 kms from the Tehsil-Narmadapuram. It caters to about 45 villages, providing education to more than 450 children of underprivileged farmers. Financial constraints prevented the local school management from maintaining certain critical CBSE affiliation criteria, affecting its quality of education. We adopted SPS and invested in a new, high-quality education infrastructure. This ensured that students got access to quality learning aids and resources.

OUR INTERVENTION IMPACT

- ◆ Significant progress in academic development of students
- ◆ Increase in enrollments and noticeable decrease in dropouts and absentees
- ◆ Rise in participation in competitions like Science Olympiad
- ◆ Encouraging response and participation in sporting events

SUPPORTING EDUCATION OF COGNITIVELY CHALLENGED CHILDREN

Consciously addressing the education needs of cognitively challenged children in education is pivotal in ensuring equal access to quality learning opportunities. By doing this, we are creating a more inclusive educational environment where such students can thrive. It's not just about providing support; it's about acknowledging the diverse ways in which individuals learn. We tailor our approach to accommodate these differences and making the process easier as well as rewarding for all learners.

BECAUSE EVERYONE DESERVES ACCESS TO QUALITY EDUCATION SYSTEMS:

In partnership with Centres of "Bring A Smile"- School of SAPREM NGO and Inclusive Centre of Education (ICF) we are helping them run special schools at Dombivli, Andheri and Thane. Under the caring supervision of trained teachers, cognitively challenged children access a holistic learning experience and learn important life skills.

Activity Zone:

ICF schools Mumbai and Thane.

Support Provided:

- Substantial financial support.
- Repairs and modernization of school building and classrooms.
- Bus service.
- Payment of teachers' salaries.

Support to cognitively challenged children

Number of children impacted - 80

OUR INTERVENTION IMPACT

- ◆ Rehabilitative and therapeutic services
- ◆ Educational development program – for rural and tribal students
- ◆ 80 cognitively challenged students benefited
- ◆ Number of lives impacted each year: 1,290 students





SKILL ENHANCEMENT – LIVELIHOOD ENHANCEMENT – KEY TO A BRIGHTER FUTURE

Skill enhancement is the transformative force that empowers educated, underprivileged women, providing them with the means to progress toward a sustainable livelihood. These women often grapple with unique barriers while accessing economic opportunities, but by equipping them with the means to elevate their skills, we open the door to new possibilities. This transformation not only benefits the individual women but also strengthens their families and communities and, in turn, society as a whole.

Activity Zone:

Mumbai.

Core Purpose:

Provide skills and a sustainable livelihood to educated, underprivileged women.

Support Provided:

- Early Childhood Development (ECD) Teachers Training Program.

BECAUSE SKILLS ARE THE BRIDGE TO BETTER LIVELIHOODS:

The issue of livelihood skill gap and the paucity of appropriate training resources for youth are situations that demand immediate and long-term interventions. To address this, we partnered with Muktangan Education Trust, Mumbai. Our support to their Early Childhood Development (ECD) Teachers Training Program has facilitated the intensive training of a group of 30 women since 2014-15. After successful completion of their training, these women are employed by Muktangan as teachers or placed in nearby English medium schools.

Early Childhood Development (ECD) Teachers Training Program for educated women of underprivileged sections

Number of teachers trained - 30



OUR INTERVENTION IMPACT

- ◆ Out of 260 teacher trainees, 220 trainees were employed as teachers
- ◆ 117 employed and economically empowered in Muktangan School
- ◆ In fiscal year 2022-23 we supported the training of 30 more trainees





Activity Zone:

Hingoli, Maharashtra.

Core Purpose:

Change farming practices and planting high-yield fruit trees.

Support Provided:

Mass plantation of fruit trees.

CREATING SMART ANSWERS TO TRANSFORM TRADITIONAL FARMING PRACTICES INTO PROFITABLE CULTIVATION

Transitioning to modern farming practices that emphasize planting high-yield, drought-tolerant crops has a significant impact on farmers. In the face of climate change, these resilient crops and fruit bearing plants become a valuable asset, reducing the risks associated with water scarcity and unpredictable weather patterns. Farmers can expect increased yields, which in turn improve their income and financial stability. By adopting these innovative techniques, farmers not only bolster food security but also create a sustainable future for agriculture, safeguarding their livelihoods and ensuring a consistent source of nourishment for their communities.

BECAUSE CHALLENGING SITUATIONS DEMAND SMART ANSWERS:

Farmers in Hingoli district of Maharashtra were tackling low-crop yield, intermittent rain and water supply, and consequently, low income from farming. With a team of agriculture experts, we counseled them to switch from 'low yield - low income' cotton and soya bean crops, to 'high yield - high income' fruit tree plantation. In partnership with Global Vikas Trust (GVT) we distributed two Lakhs fruits trees, like Banana, Lemon, Mango and Coconut in 2022-23. GVT also gave every farmer Climate Resilient Farming Training to mitigate the impact of climate change.

Livelihood development and plantation of fruit trees to multiply farmers' income

Number of lives impacted - 645 Persons, 2,00,000 Fruit Trees

OUR INTERVENTION IMPACT

- ◆ 118 families got high quality fruit saplings
- ◆ 527 households across 73 villages will benefit indirectly
- ◆ Marginal farmers' income up from 30K per acre to 2.00 lacks per acre
- ◆ Rise in carbon sequestration





DORF KETAL JUNGLE CUP

Amidst the formidable challenges of climate change, water scarcity, and unpredictable weather, farmers are actively seeking immediate solutions that can guarantee long-term sustainability. In response, we've adopted a strategic approach that promotes community accountability and innovation as well.

Introducing a unique competitive element, we initiated the Dorf Ketal Jungle Cup, a program geared toward educating village communities about the merits of Miyawaki Forests. These compact, human-made dense, forest clusters, spanning approximately 1000-1200 square feet in each village. This program not only raises awareness about biodiversity, it also offer hands-on learning experiences for all participants.

To amplify the incentive, we've incorporated enticing cash prizes into the program, making the journey toward sustainability both educational and rewarding.

Activity Zone:

Sangamner Block,
District-Ahmednagar,
Maharashtra State.

Core Purpose:

Maintain biodiversity
and address climate
change issues.

Support Provided:

- 300 saplings of 40 species of two-year-old indigenous trees.
- JCB for six to eight hours for excavation of soil.

**Miyawaki Afforestation
implemented in partnership with
NAVDRUSHTI and SAPREM**

**in 50 Villages, 15,300 indegenious
trees to make 50 Miyawaki forests**

BECAUSE HEALTHY COMPETITION CAN TRIGGER A FOREST OF REVOLUTION:

The Dorf Ketal Jungle Cup is a first- in- the- world, inter-village competition. It is an on-ground environment protection movement supported by people seeking to counter negative climate change's negative impact.

Initiated in the fiscal year 2022-23, the Dorf Ketal Jungle Cup competition was implemented in partnership with NAVDRUSHTI and SAPREM in the Sangamner, District-Ahmednagar. Dorf Ketal provided training in Miyawaki Afforestation Technique to gram panchayat members, volunteers and gram sevaks.

A total of 50 village gram panchayats participated in this competition. We provided a JCB for soil excavation. Teams from participating villages are expected to make their own arrangement for care taking, watering and managing the site for three years.

What made this competition truly exceptional and drove its remarkable success on the ground was the wholehearted and results-driven commitment of the village communities. Their unwavering trust, willingness to allow their land to be included in the program, and tireless dedication to nurturing the fruit-bearing trees have





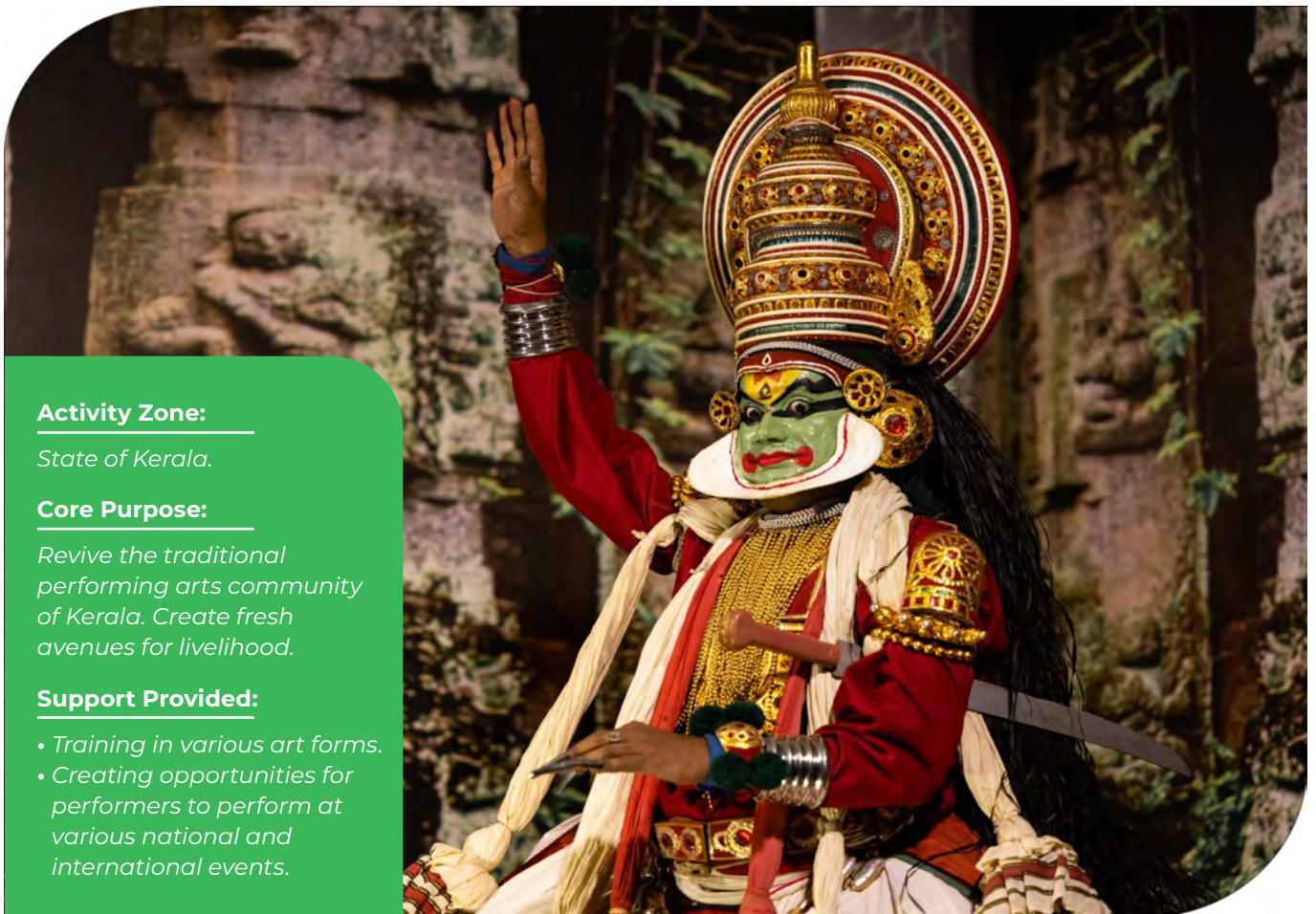
undeniably produced outstanding outcomes. Additionally, a noteworthy aspect of this initiative was the selfless "shramdaan" (voluntary labor) contributed by individuals from diverse backgrounds, further enhancing its impact.

Results of the Dorf Ketel Jungle Cup will be announced at the end of fiscal year 2023-24 on the basis of set parameters. Our long-term vision is to take the Jungle Cup Competition to different states and then to the national level in a phased manner, creating a noticeable environmental impact.

OUR INTERVENTION IMPACT

- ◆ 50 Miyawaki forests created at 50 villages
- ◆ Wholehearted participation by more than 5,000 environment enthusiasts
- ◆ Indigenous trees will offer food and shelter to local wildlife
- ◆ Fast-growing species provide dense forest cover
- ◆ Increase in carbon capture
- ◆ Enhanced ground water quality and level
- ◆ Helps lower temperatures

PRESERVING CULTURAL HERITAGE AND CREATING NEW LIVELIHOOD AVENUES THROUGH REVIVAL OF TRADITIONAL PERFORMING ARTS



Activity Zone:

State of Kerala.

Core Purpose:

Revive the traditional performing arts community of Kerala. Create fresh avenues for livelihood.

Support Provided:

- Training in various art forms.
- Creating opportunities for performers to perform at various national and international events.





Reviving and preserving Kerala's cultural performing arts and supporting its artisans carries deep cultural and economic significance. These artistic traditions not only capture the state's heritage, but are also the living embodiment of centuries of artistry and craftsmanship passed down through generations. This endeavor is more than heritage preservation; it's the conservation of intangible cultural stories, rituals, and traditions that anchor individuals to their roots, nurturing a strong sense of belonging. Furthermore, the revival of these cultural performing arts presents a promising avenue for creating fresh opportunities for artisans, empowering them to continue their craft and achieve economic stability.

Revival of lesser known performing arts

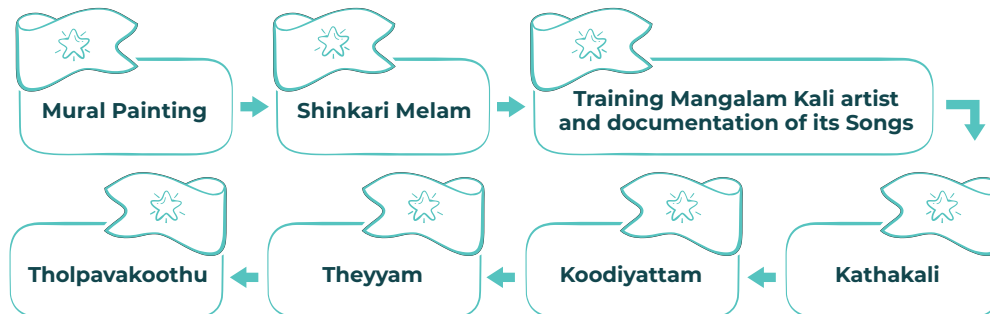
Number of lives impacted - 1,960

BECAUSE HERITAGE MATTERS AND EMPOWERING ARTISANS SUSTAINS CULTURAL LEGACY:

Creating awareness about a state's rich cultural heritage, especially among the youth, is a significant step toward conserving and protecting it. Dorf Ketal, in partnership with Folkland-International Center for Folklore and Culture, a UNESCO-accredited NGO- and ICCN-member organization, is committed to support the lesser-known performing arts of Kerala. Our ongoing financial commitment of more than INR 1 crore, is helping to nurture cultural sensitivity in society at large and, at the same time, create an active group of cultural ambassadors.

In the year 2022-23 we provided intensive training to 321 persons in folksongs, dances and other performing art forms.

INTENSIVE TRAINING



The 15 mural painting centers and 17 Shinkari Melam training centers have benefited more than 3,000 women who have started receiving orders and earning for themselves.

OUR INTERVENTION IMPACT

- ◆ Trained 35,000+ artists
- ◆ 2 crores+ public outreach
- ◆ Cultural tourism got a boost
- ◆ Direct benefit to traditional art performers, assuring economic stability and sustainability





INVESTING IN TOMORROW'S SPORTING HEROES TODAY

Sports is a powerful catalyst for personal development, fostering discipline, teamwork and resilience -- all qualities that translate seamlessly into the corporate world. When Dorf Ketal adopts a sport and an athlete, it is a harmonious partnership. The athlete gains the encouragement to live up to their potential and we, as a corporation, find fulfilment in motivating them on their inspiring journey. This expanding intervention fosters resilient communities and enriches entire societies.

BECAUSE PROMISING PERFORMANCES NEED MORE THAN JUST APPLAUSE:

Due to lack of financial assistance, scientific training and proper planning, promising Indian athletes often miss the opportunity to perform on the big stage. To counter this gap, we initiated a sportsperson adoption project. Our goal is to identify promising athletes across various individual disciplines and give them financial and other support to help them compete and succeed on the national and international levels. We adopted 65 wrestlers from the Murgud Village Akhada, Kolhapur and 5 power lifters from the Kurundwad Village, Kolhapur. We fully sponsored 15 national and international sports athletes.



Activity Zone:

Maharashtra.

Core Purpose:

Identify and adopt high potential athletes from economically weaker sections.

Support Provided:

- Monthly stipend
- Qualified coach
- Sports counseling
- Progress monitoring
- Nutrition
- Equipment

Sports Development

Number of lives impacted - 72

OUR INTERVENTION IMPACT

- ◆ Our PAST sponsored athlete, Mr. Pravin Jadhav, was part of the Indian Archery Team at the Tokyo Olympics 2020
- ◆ In fiscal year 2022-23 our wrestlers won 13 Gold, 10 Silver and 12 Bronze Medals in various State and National level wrestling competitions
- ◆ Ms. Amruta Pujari stood 2nd in the first ever Maharashtra Kesari Women Wrestling Competition





Activity Zone:

All India.

Core Purpose:

Nurture sensibilities toward creating a healthy screen relationship.

Support Provided:

- 18 thoughtful modules created for parents, teachers and young students.

RECONNECT- RESPONSIBLE USE OF INTERNET AND SCREEN TIME

Internet etiquette for young children is a critical foundation for their digital journeys. It's about instilling the values of kindness, respect and responsible behavior in their online interactions. Teaching them to navigate the web safely, avoid cyberbullying and protect their personal information is not just about internet safety; it's about equipping them with the skills they need to thrive in a connected world. By fostering good digital manners from an early age, we empower them to be responsible, empathetic and confident digital citizens.

BECAUSE EVERY "NETIZEN" NEEDS TO BE A RESPONSIBLE CITIZEN:

The proliferation of mobile phones and the accompanying challenges of addiction and cyber-crime require an urgent focus on responsible internet and gadget use. With this perspective in mind we have partnered with PH, Thane. Together we have created a project for seventh- and eighth-grade students, their teachers and parents. A total of 18 modules have been developed for trainers, covering topics ranging from gaming pros and cons, cyber safety, pornography, app usage, active-passive viewing and more.

**Number of lives impacted for 2022-23 –
5,000 students have been benefited**

OUR INTERVENTION IMPACT

- ◆ 5,000 students have benefited from this program so far
- ◆ In the fiscal year 2022-23 we worked with the 10 schools
- ◆ The modules were shared with 2,017 students and 32 teachers





ENVIRONMENT AWARENESS

Schools function as lively hubs where children not only learn, but can also become ambassadors for water conservation. When kids discover the importance of saving water, they bring that knowledge back home and share it with their families and communities. It's not just about turning off taps; it's about instilling habits that will protect our planet's precious water resources for years to come. And as they learn, they also start thinking about the bigger picture, understanding the global challenges related to water scarcity and pollution. This awareness sparks their inner drive to be part of the solution, to make the world a better place.

Activity Zone:

Nuh District, Haryana.

Core Purpose:

Impart Water Literacy education to students.

Support Provided:

Creation of residential camps for secondary school students.

BECAUSE THE FUTURE OF WATER NEEDS CARING FROM YOUNG MINDS:

In partnership with Tarun Bharat Sangh we created 11 residential Water Literacy Mission Camps, where 44 teachers and 366 young students -- the majority of them girls -- from Nuh District, Haryana.

OUR INTERVENTION IMPACT

- ◆ 71 trainees learned water leadership skills for taking concrete action in their areas to rejuvenate rivers and to save soil and water





Activity Zone:

Nuh, Mewat, State: Haryana, and Tigaon, Maharashtra India.

Core Purpose:

Address and remedy the prevalent water crisis.

Support Provided:

- *Creation of Rainwater Harvesting Structures.*

RAINWATER HARVESTING

In the face of climate change and erratic rainfall patterns, rainwater harvesting systems provide a level of resilience by capturing available rainwater for use during dry spells. These systems benefit communities and agriculture, particularly in rural areas, by providing a dependable source of water for various needs, like drinking, cooking, and irrigation. It's a small yet profound step toward a water-smart and self-sustaining future, where every drop counts and communities thrive.

BECAUSE A DROP SAVED TODAY IS A DROP SAVED FOR TOMORROW:

To resolve the prevalent water crisis in the villages of Agon, Shahmirbas, Patharali, Shahbpur, Bharkoji, and Ibrahimbas - District- Nuh, Haryana and in Tigaon, Sangamner, District-Ahmednagar, we initiated rain water harvesting projects. Guided by Waterman of India Dr. Rajendra Singh, our implementing partners Tarun Bharat Sangh and SAPREM constructed water harvesting structures with a capacity to harvest more than 650,00,000 litres of water.

A pond with a capacity to store 1 crore litres of water in Tigaon village, Taluk-Sangmner, District- Ahmednagar was also constructed in partnership with the villagers, who contributed 50% the project cost, and NOGs SAPREM and Navdrushti. The water of this pond will be used to take care of 13,000 trees in the hot summer season.

**Impact of the intervention:
16,000 trees nurtured and 1,800 people trained**

OUR INTERVENTION IMPACT

- ◆ Restored water levels
- ◆ Recharged wells and bore wells
- ◆ Benefited 384 farmers' families by irrigating about 1,610 bighas of land
- ◆ Satisfied the water needs of 35,000 cattle, goats and other animals
- ◆ Prevented population migration





GRI DISCLOSURE CONTENT INDEX

GRI Standard	Disclosure		Report Section	Page No
General Disclosures				
Organizational Profile	102-1 Name of the organization	-	About the Report	8
	102-2 Activities, brands, products and services	-	About Us	10
	102-3 Location of headquarters	-	About Us	12
	102-4 Location of operations	-	About Us	12,13
	102-5 Ownership and legal form	-	About Us	10
	102-6 Markets served	-	About Us	12,13
	102-7 Scale of the organization	-	About Us	15,16, 51
	102-8 Information on employees and other workers	-	Our People	37
	102-9 Supply chain	-	Supply Chain	52
	102-10 Significant changes to the organization and its supply chain	-	Supply Chain	52
	102-11 Precautionary Principle or approach	-	About the report	8
	102-12 External initiatives	-	Innovation & Product Stewardship	24
	102-13 Membership of associations	-	Membership of Associations	19
Strategy	102-14 Statement from senior decision-maker	-	Message from the Chairman	5
Ethics & Integrity	102-16 Values, principles, standards and norms of behavior	-	About Us	11
	102-18 Governance structure	-	Corporate Governance	20
	102-20 Executive-level responsibility for economic, environmental and social topics	-	Corporate Governance	21
	102-21 Consulting stakeholders on economic, environmental, and social topics	-	Stakeholders' Trust	28,30
	102-22 Composition of the highest governance body and its committees	Partially Reported	Corporate Governance	21
Governance	102-28 Evaluating the highest governance body's performance	Partially Reported	Corporate Governance	20
	102-29 Identifying and managing economic, environmental and social impacts	-	Corporate Governance	22, 30
	102-30 Effectiveness of risk management processes	-	Organizational Risk	22
	102-31 Review of economic, environmental and social topics	-	Corporate Governance	22





GRI Disclosure content index

GRI Standard	Disclosure		Report Section	Page No
Governance	102-32 Highest governance body's role in sustainability reporting	-	Corporate Governance	20
Stakeholder Engagement	102-40 List of stakeholder groups	-	Innovation & Product Stewardship	30
	102-41 Collective bargaining agreements	-	Our People	38
	102-42 Identifying and selecting stakeholders	-	Innovation & Product Stewardship	28
	102-43 Approach to stakeholder engagement	-	Innovation & Product Stewardship	28
	102-44 Key topics and concerns raised	-	Innovation & Product Stewardship	30,31
Reporting practice	102-45 Entities included in the consolidated financial statements	As disclosed in our Financial Statement		-
	102-46 Defining report content and topic Boundaries	-	About the report	8
	102-47 List of material topics	-	Materiality Assessment	31
	102-48 Restatements of information	-	About the report	8
	102-49 Changes in reporting	-	About the report	8
	102-50 Reporting period	-	About the report	8
	102-51 Date of most recent report	-	About the report	8
	102-52 Reporting cycle	-	About the report	8
	102-53 Contact point for questions regarding the report	-	About the report	8
	102-54 Claims of reporting in accordance with the GRI Standards	-	About the report	8
	102-55 GRI content index	-	GRI Content Index	87
102-56 External assurance	-	No external Assurance		
Economic Disclosures				
Management Approach 2016	103-1 Explanation of the material topic and its Boundary	-	Materiality Assessment	31
	103-2 The management approach and its components	-	Value-driven Progress	51
	103-3 Evaluation of the management approach	-	Value-driven Progress	51
Economic Performance 2016	201-1 Direct economic value generated and distributed	Partially Reported	Value-driven Progress	51





GRI Disclosure content index

GRI Standard	Disclosure		Report Section	Page No
Anti-Corruption	205-1 Operations assessed for risk related to corruption	-	Corporate Governance	20
	205-3 Confirmed incidents of corruption and actions take	-	Corporate Governance	20
Environmental Disclosures				
Management Approach 2016	103-1 Explanation of the material topic and its Boundary	-	Materiality Assessment	31
	103-2 The management approach and its components	-	Safe and Sustainable Future	58
	103-3 Evaluation of the management approach	-	Safe and Sustainable Future	58
Energy 2017	302-1 Energy consumption within the organization	-	Energy Management	69
	302-3 Energy intensity	-	Energy Management	69
Water 2018	303-1 Interactions with water as a shared resource	-	Water Management	64
	303-2 Management of water discharge-related impacts	Partially Reported	Water Management	65
	303-3 Water withdrawal	Partially Reported	Water Management	65
	303-4 Water discharge	Partially Reported	Water Management	65
	303-5 Water consumption	-	Water Management	65
Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Partially Reported	Emission Management	66
	305-2 Energy indirect (Scope 2) GHG emissions	Partially Reported	Emission Management	70
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emission	-	Emission Management	70
Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	-	Safe and Sustainable Future	55
Social Disclosures				
Management Approach 2016	103-1 Explanation of the material topic and its Boundary	-	Materiality Assessment	31
	103-2 The management approach and its components	-	Our People	38





GRI Disclosure content index

GRI Standard	Disclosure		Report Section	Page No
Management Approach 2016	103-3 Evaluation of the management approach	-	Our People	38
Employment 2016	401-1 New employee hires and employee turnover	-	Our People	40
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	Our People	42
Occupational Health and Safety 2018	403-1 Occupational health and safety management system	-	Health, Safety & Environment	58
	403-2 Hazard identification, risk assessment and incident investigation	-	Health, Safety & Environment	59-61
	403-4 Worker participation, consultation and communication on occupational health and safety	-	Health, Safety & Environment	58
	403-5 Worker training on occupational health and safety	-	HSE Training	44
	403-6 Promotion of worker health	-	Health, Safety & Environment	58
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	Health, Safety & Environment	58
	403-9 Work-related injuries	-	Health, Safety & Environment	59
	403-10 Work-related ill health	-	Health, Safety & Environment	59
Training & Education 2016	404-1 Average hours of training per year per employee	-	General Training	44
	404-3 Percentage of employees receiving regular performance and career development reviews	-	Our People	41
Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	-	Empowering Communities	73, 74
Public Policy 2016	415-1 Political contributions	-	Corporate Governance	20
Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	-	Corporate Governance	20







Corporate Office:
DORF KETAL CHEMICALS INDIA PVT. LTD.
Dorf Ketal Tower, D'Monte Street, Orlem, Malad (W),
Mumbai-400064, Maharashtra, INDIA.
Email: sustainability@dorketal.com
Website: www.dorketal.com