



**YASH RASAYAN & CHEMICALS**

**2024-25**

**SUSTAINABILITY  
REPORT**

PLOT:417/3, G.I.D.C ESTATE, PHASE-II, PANOLI-394116,  
TA. ANKLESHWAR, DIST.BHARUCH, GUJARAT INDIA



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### 1. Introduction:

Yash Rasayan and Chemicals, founded in 1997, is a leading manufacturer of specialty chemicals and API intermediates in India. With a focus on quality and innovation, we supply to over 20 countries, including Europe. Our global reach is enhanced through YRC Global Chem, facilitating chemical sourcing in the USA and South America.

- Global Reach: Serving 20+ countries, with a strong presence in Europe.
- Advanced Manufacturing: cGMP-compliant facilities in Gujarat, India.
- Innovative Excellence: Continuously improving products and processes.
- Customer Focus: Reliable supply chains and dedicated after-sales support.

We proudly mark 27 years in the industry and sincerely thank our customers and partners for their continued trust and support. As we move forward, we remain committed to innovation and strive to become a leading name in the Speciality Chemicals and Pharma sectors.

#### **Started Development of Intermediates in our own R&D lab**

We began developing pharmaceutical and specialty chemical intermediates in our own R&D lab. This milestone enhanced our innovation, product quality and ability to meet custom client needs.

#### **Strengthening Quality Standards**

Achieved ISO 9001:2008 certification in 2008, reinforcing our commitment to quality and consistency. Received the One Star Export House certificate and established a dedicated QA/QC department to enhance product reliability.

#### **Global Expansion & Infrastructure Growth**

Commenced exports to Asia, Europe, the UK, and the Americas, marking our entry into global markets. Established new production plants to scale capacity and align with international quality and regulatory standards.

#### **Technological Advancement & Sustainability**

Commissioned a new c-GMP-compliant plant equipped with advanced reactors, CF, and ANFD systems. Upgraded the in-house Effluent Treatment Plant (ETP) to strengthen our commitment to sustainable operations.



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### 2. Purpose:

The purpose of this environmental policy is to strategically integrate Environmental, Social and Governance policies considerations into Yash Rasayan and Chemicals core business operations and long-term strategic planning. Our commitment is to drive sustainable growth and create holistic value for all stakeholders by adhering to internationally recognized ESG frameworks.

### 3. ABOUT THIS REPORT

#### Reporting Period: FY 2024-2025

Presenting Yash Rasayan and Chemicals Inaugural Sustainability Report, a testament to our unwavering commitment to fostering a diverse, accountable, and sustainable organization. As we embark on this transformative journey towards progress, we take pride in sharing our ongoing efforts to shape a better future for our company, stakeholders, and the global community. This report underscores our relentless dedication to environmental stewardship through energy-efficient operations, resource conservation, and waste reduction initiatives, symbolizing our commitment to sustainability excellence.

We, Yash Rasayan and Chemicals (referred herein after as 'YRC, 'YASH', 'us', 'our', 'we', 'the Company') is pleased to present our 1st annual sustainability report, demonstrating our commitment to standard Environmental, Social, and Governance (ESG) principles through a comprehensive approach to growth with sustainability.



The performance has been prepared in accordance with the GRI Universal Standard 2021, the 17 Sustainable Development Goals of the United Nations, the BRSR Framework as per the Securities and Exchange Board of India, the 10 Principles of the United Nations Global Compact, and the material topics identified through stakeholder expectations and ESG risk assessments of our business activities

Global Reporting Initiative (GRI) standards: GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021. Our commitment is further reinforced by our alignment with the United Nations 17 Sustainable Development Goals (UNSDGs) and Sustainability Accounting Standards Board (SASB) criteria, through active participation in Sustainability Reporting.



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## Sustainability Dashboard

KPI No.	Materiality Reporting Topics - GRI &	Link to priority UNGC 10 Principle(s)	Link to priority SDG's goal	Key Performance Indicators	Unit Of Measurement	Baseline - Performance Of Year 2024-25	ESG KPI Targets for Mar-2030	ESG KPI Targets for Mar-2026
1	Environment GRI 302	UNGC Principle(s) No: 7,8,9	 	25% Reduction of Energy Consumption till 31st March 2030 from based year 2024-25.	GJ	3.03	2.27	2.88
				Diesel Consumption	GJ	0.0500	0.04	0.05
				LPG Consumption	GJ	0.050	0.04	0.05
				Electricity Consumption	GJ	2.93	2.20	2.78
2	Environment GRI 302	UNGC Principle(s) No: 7,8,9	 	100% External Lighting Conversion to Renewable Sources till 31st March 2030 from based year 2024-25.	%	60%	100%	78%
3	Environment GRI 305	UNGC Principle(s) No: 7,8,9	 	20% Reduction of Overall GHG Emissions till 31st March 2030 from based year 2024-25.	tCO2e	842.65	674.12	800.52
				Scope-1 Emissions - 20% Reduction	tCO2e	250.46	200.37	237.94
				Scope-2 Emissions - 20% Reduction	tCO2e	592.2	473.75	562.58
				Scope-3 Emissions - 20% Reduction	tCO2e	Initial - NA	NA	NA
				GHG Intensity	tCO2e/ton	2.55	2.04	2.42
4	Environment / Biodiversity GRI 303	UNGC Principle(s) No: 7,8,9	  	50% Reduction of Water Consumption till 31st March 2030 from based year 2024-25.	ML	1651.59	825.80	1238.69
5	Environment GRI 303	UNGC Principle(s) No: 7,8,9	  	90% Reuse of water from waste water generation for every year (Maintain ZERO Liquid Discharge)	ML	1436.18	1292.56	574.47
6	Environment / Waste GRI 306	UNGC Principle(s) No: 7,8,9	 	20% Reduction of Hazardous Waste Generation till 31st March 2030 from based year 2024-25.	KG	9509.8	7607.86	9034.3
				Used Oil Waste	KG	110.00		
				Process Effluent Waste	KG	1436.18		
				Oil/ Grese Contaminated Cotton Waste	KG	56.70		
				Empty Drum/ Carboys Waste	KG	7679.00		
				Empty Contaminated Plastic Bags	KG	227.95		
7	Environment / Waste GRI 306	UNGC Principle(s) No: 7,8,9	 	20% Waste Sent for Recycling till 31st March 2030 from based year 2024-25.	KG	7907.0	6325.56	7116.3
				Empty Drum/ Carboys Waste	KG	7679.00		
				Empty Contaminated Plastic Bags	KG	227.95		



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8	Environment / Waste GRI 306	UNGC Principle(s) No: 7,8,9	 	100% Spent Oil/Waste Chemicals for Recycling till 31st March 2030 from based year 2024-25.	KG	110.0	88.00	99.0
				Used Oil Waste	KG	110.00		
9	Environment / Materials GRI 303-1	UNGC Principle(s) No: 7,8,9	 	25% Specific Chemical Consumption Reduction till 31st March 2030 from based year 2024-25.	In Ton	4730.6	3547.97	4494.1
				Raw Material	In Ton	4730.62		
10	Environment / Materials GRI 303-1	UNGC Principle(s) No: 7,8,9	 	15% Specific Chemical Consumption Reduction (Alternative) till 31st March 2030 from based year 2024-25.	In Ton	4730.6	4021.03	4636.0
				Raw Material	In Ton	4730.62		
11	Environment GRI 306	UNGC Principle(s) No: 7,8,9	 	2% Reduction of Non-Hazardous Waste Generation till 31st March 2030 from based year 2024-25.	MT	34.07	20.44	27.26
				Wooden Palates	MT	22.7		
				Furniture	MT	2.87		
				Paper Waste	MT	8.5		
12	Environment / Biodiversity GRI 305	UNGC Principle(s) No: 7,8,9	 	Reduce 10% of air pollution till 31st March 2030 from based year 2024-25	MT	47.50	42.75	45.13
					MT	11.80	10.62	11.21
					MT	15.60	14.04	14.82
13	Labour & Human Rights GRI 408	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		To Maintain Child Labour Incidents	Nos	ZERO	ZERO	ZERO
14	Labour & Human Rights GRI 408	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		To conduct 1 audit/year on Forced Labor, Human Trafficking Issues	Nos	1	1	1



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15	Labour & Human Rights GRI 409	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		To Maintain Forced Labor, Human Trafficking Incidents	Nos	ZERO	ZERO	ZERO
16	Labour & Human Rights GRI 416	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	To maintain Product Safety Compliance till 31st March 2030 from based year 2024-25	Percentage	100%	100%	100%
17	Labour & Human Rights GRI 416	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Maintaining Zero customer health and safety Complaints due to usage of our products	Nos	ZERO	ZERO	ZERO
18	Labour & Human Rights GRI 416	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	To Maintain ZERO Incident related to Product Recall	Nos	ZERO	ZERO	ZERO
19	Labour & Human Rights GRI 416	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	To provide 100% Customer Safety Awareness till 31st March 2030 from based year 2024-25	Nos	100%	100%	100%
20	Labour & Human Rights GRI 304	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Maintaining Zero incident related to external stakeholders human rights violation due to environmental issues	Nos	ZERO	ZERO	ZERO
21	Labour & Human Rights GRI 406	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	To Maintain ZERO Incident related to Discrimination and Harassment	Nos	ZERO	ZERO	ZERO
22	Labour & Human Rights GRI 407	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Labour & Human Rights GRI 407	Percentage	40%	50%	50%
				Min 50% Of Worker Part of as worker representative in social dialogue till 31st March 2030				
				Total Nos of Worker				
				Nos of Employee Covered by employee Representative				
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23	Labour & Human Rights GRI 402	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Increase Employee Satisfaction level from 90% to 95% till 31st March 2030	Percentage	NIL - Initial Survey Done.	95.00%	80.00%
24	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Min 20 Percentage of women ratio increased in relation to the whole organization till 31st March 2030.	Percentage	10%	20%	12%
				Total nos. of Women Employed				
				Total nos of Employee				
25	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Min 10 Percentage of women ratio increased in relation to the top management till 31st March 2030.	Percentage	0%	10%	0%
				Total nos. of Women Employed				
				Total nos of Employee				
26	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Reduce 20% of Average unadjusted gender pay gap till 31st March 2030	Percentage	90%	100%	95%
				(Average Pay of Women / Average Pay Of Men) x 100				
27	Labour & Human Rights GRI 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	100% coverage of all employee in health Insurance	Percentage	100%	100%	100%
				Total Nos Of Employee				
28	Labour & Human Rights GRI 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	100% coverage of all employee in health check up	Percentage	100%	100%	100%
				Total Nos Of Employee				
Number of employee covered Under Health check								



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29	Labour & Human Rights GRI 404	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% Training Provided on Business Ethics	Percentage	100%	100%	100%			
				Total Nos Of Employee							
				Nuner of employee covered Under Business Ethics							
30	Career-Environment Management Training GRI 404	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% of training provided to all employee on environment management	Percentage	100%	100%	100%			
				Total Nos Of Employee							
				Nuner of employee covered Under Environment Management Training							
31	Career-Environment Management Training GRI 404, 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% of training provided to all employee on Health & Safety	Percentage	100%	100%	100%			
				Total Nos Of Employee							
				Nuner of employee covered Under Health & Safety Training							
32	Labour & Human Rights GRI 404, 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Min 16 Average hours of training provided per employee till 31st March 2030.	Hours	8.85	16 hours/year	12 hours/year			
				Total Hours Training Provided in the Year							
				Nos of Employee Participating							
33	Labour & Human Rights GRI 404, 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		90% Percentage of Employee covered under career development training till Dec 2030	Percentage	43.24%	100.00%	100.00%			
				Total Nos of Employee							
				Nos of Employee Covered under career development training							
34	Labour & Human Rights GRI 404, 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% Percentage of Employee covered under Skill Upgradation till Dec 2030	Percentage	100%	100%	100%			
				Total Nos of Employee							
				Nos of Employee Covered under Skill Upgradation							
35	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Maintain >5% of Internal Mobility Rate in every Year	Percentage	10.00%	>5%	>5%			
				Total Nos of Employee							
				Nos of Employee part of internal mobility cases							
36	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Percentage of Employee covered under appraisal	Percentage	100%	100%	100%			
				No. of employees who underwent appraisal							
				Total Eligible Employee							



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37	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Internal Promotion Rate >50% till 31st March 2030	Percentage	10.00%	>50%	50.00%	
				Nos of Employee Promoted					
				Total Eligible Employee					
38	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Increase 20% of employees from a minority or vulnerable group in the whole organization.	Percentage	9.46%	20.00%	20.00%	
				Disable Employee					Nos
				Employee From Minority					Nos
				Female Employee					Nos
				Total					Nos
				Total Nos. of Employee in Whole Organization					Nos
39	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Increase 1% of disabled person recruitment ratio	Percentage	0.00%	1.00%	0.00%	
				Person with Disabilities					Nos
				Total Nos. Of Employee					Nos
40	Labour & Human Rights GRI 405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Increase 5% employees from a minority or vulnerable group in the Top Management	Percentage	0.00%	5.00%	0.00%	
				Disable Employee					Nos
				Employee From Minority					Nos
				Female Employee					Nos
				Total					Nos
				Total Nos. of Employee in Top Management					Nos
41	Career-Environment Management Training GRI 404, 403, 406	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% of training provided to all employee on Discrimination and Harassment	Percentage	100%	100%	100%	
				Total Nos Of Employee					
				Numer of employee covered Under Discrimination & Harassment Training					
42	Health & Safety GRI 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Zero Lost time injury frequency rate till year 2030 (Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	Percentage	0.00	0.00	0.00	
				Total Man hrs worked					
				Total Number of Lost Time injury events					
				Percentage					
43	Health & Safety GRI 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Zero Lost time injury Severity rate every year (Lost Time Injury Severity Rate for Direct workforce - (number of days lost due to injuries) X 1000 / total hours worked)	Percentage	0.00	0.00	0.00	
				Total Man hrs worked					
				Total Number of day lost due to injuries					
				Percentage					



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44	Health & Safety GRI 403	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Health & Safety Incidents/ Accident	Zero accidents	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Fatality Incidents	Zero accidents	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Work-Related Accidents	Zero accidents	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Days Lost to Work-Related Injuries/Fatalities/III Health	Zero days lost	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Occupational Illness Incident	Zero accidents	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
45	Ethics GRI 411	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Zero Occurance of Whistleblower cases in terms of ETHICS	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Human Rights Violations/Incidents	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Disrimination & Harassment	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Fraud/Corruption	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Policy Violation	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Health & Safety Violation	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Retaliation Cases	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
				Data Security Incident	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
Child or Forced labor & Others	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month				
46	Labour & Human Rights GRI 406	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Anti-Bribery & Corruption and Anti-Discrimination Clauses in Contracts	Percentage	100%	100%	100%
47	Ethics GRI 205	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Zero Numbers of Money Laundering & Fraud Incidents	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
48	Ethics GRI 205	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Zero Numbers of Conflict of Interest Incidents	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
49	Ethics GRI 205	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Zero Numbers of confirmed corruption and Bribery incidents Internal & External	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
50	Career- Environment Management Training GRI 404, 403, 406	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	  	100% of training provided to all employee on Corruption and Bribery	Percentage	100%	100%	100%
				Total Nos Of Employee				
				Numer of employee covered Under Corruption & Bribery Training				
51	Ethics GRI 205	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Ensure ZERO detected or confirmed money laundering & fraud incidents	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
52	Ethics GRI 418	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Zero Numbers of confirmed information security incidents	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month
53	Ethics GRI 418	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6	 	Zero Numbers of Data Breach/Security Incidents	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month



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54	Career-Environment Management Training GRI 404, 403, 406	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% of training provided to all employee on Information Security awareness and incident	Percentage	100%	100%	100%	
				Total Nos Of Employee					
				Number of employee covered Information Security Training					
55	Ethics GRI 205	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Zero Numbers of Incident related to Conflict of Interest	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	
56	Ethics GRI 205	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Maintain Zero Grievance Complaint	Nos	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	
57	Sustainable Procurement GRI 414	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% Supplier Code of Conduct shall be signed by targeted supplier (Manufacturer of Key Raw materials, Packing material and job work Suppliers)	Percentage	100%	100%	100%	
				Total Nos.Of Targeted Supplier					
				Total Nos. Of Supplier Signed the Code of Conduct					
58	Sustainable Procurement GRI 414	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% suppliers shall contracted with clauses of environment, labor and human rights requirements	Percentage	100%	100%	100%	
				Total Nos Of Suppliers					
				Contract signed by suppliers					
59	Sustainable Procurement GRI 414	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% targeted suppliers covered under sustainability (CSR) assessment	Percentage	100%	100%	100%	
				Total Nos. Of Targeted Supplier for Onsite Audit or CSR Assessment					
				Total Nos. Of Supplier audit or CSR assessment completed					
60	Sustainable Procurement GRI 414	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% targeted suppliers (Key Raw Material & Packing Material) audited on site for sustainability (CSR) assessment	Percentage	100%	100%	100%	
				Total nos of Targeted suppliers					
				Supplier covered under sustainability on-site audits by Nos					
61	Sustainable Procurement GRI 414	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% targeted suppliers (Key Raw Material & Packing Material) engaged in corrective action or capacity building	Percentage	100%	100%	100%	
				Total nos of Targeted suppliers					
				Nos. of Supplier engaged in corrective action or capacity building					
62	Sustainable Procurement GRI 414	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		100% Training provided related to sustainable procurement to people who involved in procurements	Percentage	100%	100%	100%	
				Total Number of employee in procurement					
				Total number of employees given Training on sustainable procurements					
62	Sustainable Procurement GRI 414,405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		Supplier Diversity At least 10 suppliers have been developed for businesses run by women owners till 31st March 2030	Nos	04 Nos	10 Nos.	05 Nos	
64	Sustainable Procurement GRI 414,405	UNGC Principle(s) No: 1, 2, 3, 4, 5, 6		At least 05 suppliers have been developed for businesses run by Disable & LGBT owners till 31st March 2030	Nos	02 Nos	5 Nos.	02 Nos	



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## 4. Science Based Target tool usages has initiated Data based for the Neat-Term Target:



SCIENCE  
BASED  
TARGETS

### Corporate Near-Term Tool

**Version:** 2.4  
**Support:** [info@sciencebasedtargets.org](mailto:info@sciencebasedtargets.org)

#### Scope 1&2 Tool User Guide

Section 1: Input emissions and activity data as required by the selected Target Setting Method. Required input fields are highlighted in yellow.  
Section 2: Summary of emissions reduction target data and visualizations, Sector-specific intensity convergence / Sectoral decarbonization approach (SDA).  
Section 3: Summary of emissions reduction target data and visualizations, Cross-sector absolute reduction / Absolute contraction approach (ACA).  
Section 4: All target modelling output data, SDA & ACA.

#### Section 1. Input data

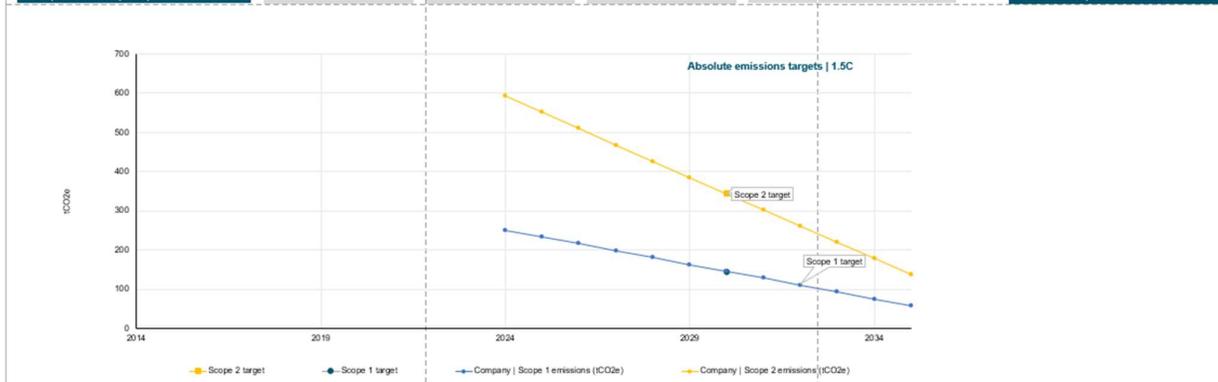
Enter your company name	YASH RASAYAN & CHEMICALS	
Target setting method	Absolute Contraction Approach	<i>This approach is not applicable to power generation emissions</i>
SDA scenario		<i>Not applicable</i>
SDA sector		<i>Not applicable</i>
Base year	2024	<i>Select a base year</i>
Base year   Activity output		
Base year   Scope 1 emissions	250	<i>tCO2e</i>
Base year   Scope 2 emissions	592	<i>tCO2e</i>
Target year	2030	<i>Select a target year</i>
Target year   Type of activity projection		
Target year   Activity output		

#### Section 3. Cross-sector absolute reduction / Absolute contraction approach (ACA)

##### 1.5 degree scenario (1.5C)

[Review all target modelling data](#)

	Base year (2024)	Same as base year	Target year (2030)	% Reduction to date	% FLA Adjustment	% SBT reduction	
Scope 1 emissions (tCO2e)	250	-----	145	-----	Not required	42.00%	Near-Term Scope 1 SBT Formulation
Scope 2 emissions (tCO2e)	592	-----	343	-----	Not required	42.00%	Near-Term Scope 2 SBT Formulation
Scope 1+2 emissions (tCO2e)	843	-----	488	-----	-----	42.00%	Near-Term Scope 1+2 SBT Formulation



## 5. GRI 2: GENERAL DISCLOSURES

### 6. GRI 2-1: Organizational Details

This standard ensures stakeholders understand the basic organizational structure and scope of the entity being reported on. It provides clarity on where the organization operates and its size.

#### Yash Rasayan and Chemicals Implementation:



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- **Company Name:** Yash Rasayan and Chemicals
- **Founded:** 1997 (27 years in industry)
- **Manufacturing Facilities:** cGMP-compliant facilities in Gujarat
- **Global Reach:** 20+ countries including Europe, USA, South America
- **Business:** Pharma Intermediates and Specialty chemicals manufacturing
- **Workforce:** 40+ employees across all facilities

Yash Rasayan and Chemicals is a well-established manufacturer with a significant global presence, serving diverse markets with high-quality Pharmaceutical Intermediates and Specialty Chemicals. The organization's 27-year track record demonstrates stability and expertise in precision chemical manufacturing.

## 7. GRI 2-2: Entities Included in the Organization's Sustainability Reporting

This standard clarifies the reporting boundary and ensures stakeholders understand which parts of the organization's operations are covered by the sustainability report and which are not.

### Yash Rasayan and Chemicals Implementation:



Entity	Location	Status	Inclusion
Yash Rasayan and Chemicals – Block-II	Gujarat, India	Pharmaceutical Intermediates And Specialty Chemicals Manufacturing	✓ Included



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Entity	Location	Status	Inclusion
Yash Rasayan and Chemicals – Block-III	Gujarat, India	Pharmaceutical Intermediates And Specialty Chemicals Manufacturing	✓ Included
YRC Global Chem (USA)	USA	Distribution	✓ Included
YRC Global Chem (South America)	South America	Distribution	✓ Included

This report covers all major manufacturing and operational entities of Yash Rasayan and Chemicals. The inclusion of all two manufacturing blocks and international distribution operations ensures comprehensive sustainability reporting across the organization's entire value chain.

### 8. GRI 2-3: Reporting Period, Boundaries, and Frequency

Stakeholders need to know exactly when the data was collected, how often reports are published, and whether the scope has changed from previous years.

#### Yash Rasayan and Chemicals Implementation:

- **Reporting Period:** April 1, 2024 - March 31, 2025 (FY 2024-2025)
- **Frequency:** Annual
- **First Comprehensive Report:** FY 2024-2025
- **Previous Data:** Comparative data from FY 2023-2024 provided where available.
- **Boundary:** All manufacturing facilities and operations in India and international distribution centers

Yash Rasayan and Chemicals has committed to annual sustainability reporting, providing stakeholders with consistent, timely information about environmental, social, and governance performance. This is the company's inaugural comprehensive GRI-aligned sustainability report, marking a significant step in transparency and accountability.

### 9. GRI 2-4: Restatements of Information

#### Yash Rasayan and Chemicals Implementation:

- **First Comprehensive Report:** As this is Yash Rasayan and Chemicals first formal GRI-aligned sustainability report, there are no restatements from previous GRI reports.
- **Data Verification:** All data has been verified through internal processes and cross-checked with operational records.



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- **Baseline Establishment:** FY 2024-2025 serves as the baseline for future year-on-year comparisons.

Since this is Yash Rasayan and Chemicals inaugural comprehensive sustainability report, there are no prior GRI disclosures to restate. All data presented has been carefully verified to establish a reliable baseline for future reporting.

### 10. GRI 2-5: External Assurance

This Sustainability report data are reviewed by Bureau Verita Certification independent verification that the reported information is accurate and credible, increasing stakeholder trust in the sustainability report.

#### Yash Rasayan and Chemicals Implementation:

- **Scope:** Environmental, social, and governance data verification.
- **Current Status:** Internal verification completed; external assurance planned for future reports.

Yash Rasayan and Chemicals is committed to external assurance of its sustainability reporting. While this inaugural report has undergone rigorous internal verification, the company plans to engage an independent assurance provider for FY 2025-2026 to enhance credibility and stakeholder confidence.

### 11. GRI 2-6: Activities, Value Chain, and Other Business Relationships

Stakeholders need to understand how the organization operates, what it produces, who it serves, and how it creates value. This context is essential for assessing sustainability performance.

#### Yash Rasayan and Chemicals Implementation:

##### Business Model:

##### INPUTS

Raw Materials (High-grade chemicals)  
Advanced Manufacturing Infrastructure  
Skilled Workforce (40+ employees)  
Strong Supplier Network

##### PROCESSES

cGMP-Compliant Manufacturing  
Advanced Reactors & Filtration Systems  
Rigorous QA/QC Protocols  
Effluent Treatment & Waste Management

##### OUTPUTS



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Specialty Chemical Products  
Pharmaceutical Intermediates  
Custom Synthesis Solutions

### OUTCOMES

Enhanced Product Quality  
Reduced Environmental Impact  
Customer Satisfaction  
Global Market Presence

### IMPACTS

Contribution to Pharmaceutical Industry  
Sustainable Chemical Manufacturing  
Economic Growth in Local Communities

### Value Chain:

Stage	Activity	Sustainability Focus
<b>Sourcing</b>	Raw material procurement	Supplier ESG compliance
<b>Manufacturing</b>	Production in cGMP facilities	Energy efficiency, waste reduction
<b>Quality Assurance</b>	Rigorous testing & certification	Product safety, consistency
<b>Distribution</b>	Global logistics network	Optimized transportation
<b>Customer Support</b>	After-sales service	Long-term partnerships

Yash Rasayan and Chemicals operates a vertically integrated value chain focused on precision manufacturing and sustainability. The company creates value by delivering high-quality specialty chemicals while minimizing environmental impact, supporting customers in 20+ countries, and contributing to the global pharmaceutical supply chain.

## 12. GRI 2-7: Employees

### Yash Rasayan and Chemicals Implementation:



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Category	Number	% of Total
Permanent Employees	27	58%
Permanent Workers	10	21%
Contract/Temporary Workers	10	21%
<b>TOTAL WORKFORCE</b>	<b>47</b>	<b>100%</b>

### Gender Distribution:

Category	Male	Female	% Female
Permanent Employees	22	5	11%
Permanent Workers	10	0	NA
Contract Workers	10	0	NA
<b>TOTAL</b>	<b>42</b>	<b>5</b>	<b>11%</b>

Yash Rasayan and Chemicals employs 40+ people across its operations, with a relatively balanced mix of permanent and contract workers. The company is actively working to increase female representation, currently at 11%, recognizing the importance of gender diversity in driving innovation and organizational performance.

### 13. GRI 2-8: Workers Who Are Not Employees

Many organizations rely on non-employee workers. Transparency about these relationships demonstrates commitment to fair labor practices across the entire workforce.

#### Yash Rasayan and Chemicals Implementation:



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Worker Category	Number	Gender (M/F)	Status
Permanent Workers	10	10M	Direct payroll
Contract Workers	10	10M	Project-based
<b>TOTAL NON-EMPLOYEE WORKERS</b>	<b>20</b>	<b>20M</b>	

### Coverage & Benefits:

Benefit	Permanent Workers	Contract Workers
Health Insurance	✓ Yes	Partial
Safety Training	✓ 100%	✓ 100%
Occupational Health	✓ Yes	✓ Yes
Grievance Mechanism	✓ Yes	✓ Yes

Yash Rasayan and Chemicals 20 non-employee workers across various categories. The company extends health, safety, and grievance mechanisms to all workers regardless of employment type, demonstrating commitment to fair and equitable treatment across the entire workforce.

### 14. GRI 2-12 to 2-17: Governance Structure and Composition

#### Yash Rasayan and Chemicals Implementation:

##### Governance Structure:

Board of Directors

- Founder & Managing Director (Chairman)



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- Director
- Plant Head

### ESG Committee

- Environmental Performance Oversight
- Social Impact Management
- Governance & Compliance Review
- Stakeholder Engagement

### Risk Management Committee

- Operational Risk Assessment
- Compliance Risk Monitoring
- Environmental Risk Management
- Social Risk Mitigation

### Audit Committee

- Financial Controls
- Internal Audit
- Compliance Verification
- External Audit Coordination

### Board Composition:

Position	Qualification	Responsibility
<b>Founder &amp; MD</b>	27+ years in specialty chemicals Finance & accounting expertise	Strategic direction, operations Financial stewardship
<b>Director</b>	Technical & business background	Overall business performance
<b>Plant Head</b>	32+ years in specialty chemicals	Overall plant Operations

Yash Rasayan and Chemicals maintains a balanced governance structure with clear separation of



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duties, independent oversight through board committees, and dedicated ESG governance. The company's governance framework ensures accountability, transparency, and alignment with sustainability objectives.

### 15. GRI 2-22: Statement on Sustainable Development Strategy

#### Yash Rasayan and Chemicals Implementation:

##### Leadership Commitment:

##### From the **Founder & Managing Director:**

*"Sustainability is no longer a destination—it's the design behind our progress, our precision, and our purpose. As we mark 27 years of excellence in specialty chemicals, we recognize that our responsibility extends beyond our factory gates to our customers, communities, and the environment. Through strategic action and transparent reporting, we are embedding climate intelligence, circular economy principles, and social responsibility into every aspect of our operations."*

##### From the **Director:**

*"At Yash Rasayan and Chemicals, we do not see sustainability as an add-on—we see it as an operating principle. We've moved beyond intent into measurable impact. From tracking energy and material flows to optimizing yields, we are unlocking resource productivity at every node. Our readiness for global frameworks such as CBAM reflects our proactive stance."*

##### Strategic Priorities:

1. **Climate Action:** Achieve GHG Scope 2 neutrality by 2030.
2. **Resource Efficiency:** Reduce energy intensity by 25% by 2030.
3. **Circular Economy:** Implement waste reduction and recycling programs.
4. **Supply Chain Responsibility:** Ensure 100% supplier ESG compliance.
5. **Social Inclusion:** Build a diverse and inclusive workforce.
6. **Governance Excellence:** Maintain zero corruption and full regulatory compliance.

Yash Rasayan and Chemicals leadership is deeply committed to sustainability as a core business principle. The organization has set ambitious targets, embedded ESG into governance structures, and is actively transforming operations to achieve measurable environmental, social, and governance impact.

### 16. GRI 2-23: Policy Commitments

#### Yash Rasayan and Chemicals Implementation:

##### Environmental Policies:



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Policy	Commitment	Target
<b>Environmental Management Policy</b>	Zero non-compliance with environmental laws	By 2030
<b>Climate Action Policy</b>	20 % reduction of Scope 1 & Scope 2	By 2030
<b>Energy Efficiency Policy</b>	25% reduction in energy intensity	By 2030
<b>Water Management Policy</b>	50% reduction of Specific water Consumption	By 2030
<b>Waste Management Policy</b>	20% waste recycling rate	By 2030

### Social Policies:

Policy	Commitment	Scope
<b>Occupational Health &amp; Safety Policy</b>	Maintain Zero Fatality incident	All employees & workers
<b>Diversity &amp; Inclusion Policy</b>	Increasing by 20% women employed in the whole organization	By 2030
<b>Human Rights Policy</b>	Zero child/forced labor	Supply chain
<b>Employee Development Policy</b>	5+training hours/employee/year	All employees
<b>CSR Policy</b>	Support vulnerable groups	Communities

### Governance Policies:



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Policy	Commitment	Enforcement
Code of Conduct	Ethical business practices	All employees
Anti-Corruption Policy	Zero tolerance for bribery	All stakeholders
Whistleblower Policy	Safe reporting mechanisms	All employees
Data Privacy Policy	Protection of personal information	All operations

Yash Rasayan and Chemicals has established comprehensive policies covering environmental stewardship, social responsibility, and governance excellence. These policies translate organizational values into concrete commitments with measurable targets and clear accountability mechanisms.

## 17. GRI 2-27: Compliance with Laws and Regulations

### Yash Rasayan and Chemicals Implementation:

#### Compliance Framework:

Regulatory Area	Compliance Status	Monitoring
Environmental Laws	✓ 100% Compliant	Annual verification
Labor Laws	✓ 100% Compliant	Annual verification
Occupational Safety	✓ 100% Compliant	Monthly inspections
Pharmaceutical Regulations	✓ 100% Compliant	Continuous monitoring
Export Regulations	✓ 100% Compliant	Pre-shipment checks
Data Protection Laws	✓ 100% Compliant	Annual verification



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### Compliance Performance (FY 2024-2025):

Metric	Status
Major Environmental Violations	Zero
Labor Law Violations	Zero
Occupational Safety Violations	Zero
Product Quality Violations	Zero
Export Compliance Issues	Zero
Data Privacy Breaches	Zero

### Certifications & Approvals:

Certification	Status	Expiry
ISO 9001:2015	✓ Valid	Oct 2026
ISO 14001:2015	✓ Valid	Oct 2026
FDA Compliance	✓ Certified	May 2028
One Star Export House	✓ Valid	Mar 2028

Yash Rasayan and Chemicals maintains exemplary compliance with all applicable laws and regulations. The organization has achieved zero major violations across environmental, labor, safety, and regulatory domains, demonstrating a strong culture of compliance and governance excellence.

### 18. GRI 2-29: Stakeholder Engagement Approach

#### Yash Rasayan and Chemicals Implementation:

#### Stakeholder Engagement Framework:



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Stakeholder Group	Engagement Method	Frequency	Key Topics
Employees	Surveys, meetings, training	Quarterly	Career development, safety, benefits
Customers	Consultations, feedback forms	On-need	Product quality, sustainability, compliance
Suppliers	Meetings, assessments, training	Yearly	ESG compliance, fair practices, quality
Investors/Shareholders	Regular updates, meetings	Quarterly	Financial performance, risk management
Communities	CSR programs, consultations	Annual	Employment, environmental impact, development
Regulators	Compliance reporting, audits	On-need	Legal compliance, environmental standards

### Engagement Outcomes:

- **Employee Engagement:** 80% employee retention rate
- **Customer Satisfaction:** Maintained preferred supplier status with 20+ countries
- **Supplier Collaboration:** 40+ suppliers trained on sustainable practices
- **Regulatory Relations:** Zero compliance violations

Yash Rasayan and Chemicals engages stakeholders through structured, transparent mechanisms that ensure diverse perspectives inform decision-making. The company's commitment to two-way communication has resulted in strong relationships and alignment of organizational objectives with stakeholder expectations.



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### 19. GRI 3: MATERIAL TOPICS

#### 20. GRI 3-1: Process to Determine Material Topics

#### Yash Rasayan and Chemicals Implementation:

##### 5-Step Materiality Process:

##### STEP 1: IDENTIFY POTENTIAL TOPICS

- Internal Strategies Review
- Peer Benchmarking Analysis
- ESG Frameworks Analysis (GRI, SASB, SDGs)
- Industry Best Practices
- Regulatory Requirements

##### STEP 2: STAKEHOLDER ENGAGEMENT

- Employee Surveys & Focus Groups
- Customer Consultations
- Supplier Interviews
- Investor Feedback
- Community Engagement

##### STEP 3: ASSESS IMPACT & SIGNIFICANCE

- Evaluate Environmental Impact
- Assess Social Impact
- Analyze Financial Implications
- Review Regulatory Implications

##### STEP 4: PRIORITIZE TOPICS

- Plot Issues on Double Materiality Matrix
- Business Impact Assessment
- Societal/Environmental Impact Assessment
- Peer Comparison

##### STEP 5: VALIDATE FINDINGS

- Leadership Workshops
- ESG Committee Review
- Stakeholder Feedback Integration



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- Final Board Approval

Yash Rasayan and Chemicals employs a rigorous, multi-stakeholder materiality assessment process aligned with GRI and ESRS standards. This systematic approach ensures that the company's sustainability strategy and reporting focus on issues that are truly material to both the organization and its stakeholders.

### 21. GRI 3-2: List of Material Topics

#### Yash Rasayan and Chemicals Implementation:

#### Material Topics Identified:

Material Topic	Financial Materiality	Impact Materiality	Status
Energy Efficiency & Renewable Energy	High	High	High Priority
GHG Emissions & Climate Action	High	High	High Priority
Water Management & Conservation	High	High	High Priority
Waste Management & Circular Economy	High	High	High Priority
Product Quality & Safety	High	Medium	High Priority
Occupational Health & Safety	High	High	High Priority
Supply Chain Responsibility	Medium	High	Medium Priority
Diversity & Inclusion	Medium	High	Medium Priority



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Material Topic	Financial Materiality	Impact Materiality	Status
Employee Training & Development	Medium	Medium	Medium Priority
Governance & Ethics	High	Medium	High Priority
Data Security & Privacy	High	Medium	High Priority
Community Engagement & CSR	Medium	High	Medium Priority
Regulatory Compliance	High	Medium	High Priority

### Double Materiality Matrix:

<b>IMPACT MATERIALITY (Environmental &amp; Social Impact)</b>	<b>High</b>	--	GHG Emissions	Water Management	
		--	Energy Efficiency	Waste Management	
		--	DEI	OHS	
		--	Community Engagement	Supply Chain	
	<b>Medium</b>	--	Training & Development	Governance	
		--	Data Security	Regulatory Compliance	
		--	Product Quality	--	
	<b>Low</b>	--	--	--	
			<b>Low</b>	<b>Medium</b>	<b>High</b>
			← FINANCIAL MATERIALITY →		



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Yash Rasayan and Chemicals has identified 13 material topics that span environmental, social, and governance domains. These topics reflect both business risks/opportunities and societal/environmental impacts, ensuring that the company's sustainability strategy is comprehensive and stakeholder-aligned.



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## 22. GRI 300: ENVIRONMENTAL STANDARDS

### 23. GRI 305-1 to 305-5: Greenhouse Gas Emissions

#### Yash Rasayan and Chemicals Implementation:

#### Scope 1 & Scope 2 GHG Emissions Breakdown (FY 2024-2025):

Emission Scope	Source	FY 2024-2025 (tCO <sub>2</sub> e)	Target 2030
<b>Scope 1: Direct Emissions</b>	Fuel combustion, Process emissions	250.46	-20%
<b>Scope 2: Indirect Energy Emissions</b>	Purchased electricity	592.19	-20%
<b>TOTAL GHG EMISSIONS</b>		<b>842.65 tCO<sub>2</sub>e</b>	<b>-20%</b>

#### Scope 1 & Scope 2 GHG Emissions Intensity Metrics:

Metric	FY 2024-2025	Target 2030	Reduction Target
<b>Emissions Intensity (tCO<sub>2</sub>e / INR Crore Revenue)</b>	17.55	14.04	-20%
<b>Emissions Intensity (tCO<sub>2</sub>e / Tonne Production)</b>	3.19	2.55	-20%

Yash Rasayan and Chemicals has established comprehensive GHG accounting aligned with the GHG Protocol and ISO 14064 standards. The company has set ambitious targets to reduce emissions by 20% by 2030 and achieve net zero by 2070, demonstrating commitment to climate action.



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## GRI 302-1 & 302-4: Energy Management

Energy is a critical resource. Efficient energy use reduces costs, lowers emissions, and supports climate action.

### Yash Rasayan and Chemicals Implementation:

#### Energy Consumption (FY 2024-2025):

Energy Source	Consumption (GJ)	% of Total	Renewable %
Grid Electricity	2.93	1.65%	0%
Diesel (DG Sets, Vehicles)	0.05	1.65%	0%
Natural Gas (PNG)	0.05	96.69%	0%
<b>TOTAL ENERGY</b>	<b>3.03 GJ</b>	<b>100%</b>	<b>0%</b>

#### Energy Efficiency Improvements:

Improvement Area	Initiative	Annual Savings (GJ)	Status
Process Optimization	LED lighting upgrade	24	Completed
Equipment Efficiency	Motor efficiency upgrades	38	In Progress
Thermal Management	Insulation improvements	16	In Progress
Compressed Air System	Leak detection & repair	12	Ongoing
AC Optimization	Smart controls installation & adherence to operating procedure	2	Ongoing
<b>TOTAL ENERGY SAVINGS</b>		<b>92 GJ</b>	



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## Renewable Energy Initiatives:

Initiative	Capacity	Status	Expected Impact
<b>Rooftop Solar Panels</b>	25 kW	Planned by 2030	35 MWh/year

Yash Rasayan and Chemicals is actively reducing energy intensity through operational improvements and renewable energy adoption.

## 24. GRI 303-1 to 303-5: Water Management

Water is a critical resource, especially in manufacturing. Efficient water management reduces environmental impact and ensures operational resilience.

### Yash Rasayan and Chemicals Implementation:

#### Water Consumption (FY 2024-2025):

Water Source	Consumption (KL)	% of Total	Status
<b>Groundwater</b>	0	0%	Primary Source
<b>Municipal Water Supply</b>	1651.59	100%	Secondary Source
<b>Rainwater Harvesting</b>	0	0%	Supplementary
<b>TOTAL WATER CONSUMPTION</b>	<b>1651.59 KL</b>	<b>100%</b>	

#### Water Reuse & Recycling:

Reuse Application	Volume (KL)	% of Treated Water
<b>Cooling Tower Makeup</b>	22	59%
<b>Gardening</b>	15	41%
<b>TOTAL REUSED WATER</b>	<b>37 KL</b>	<b>100%</b>



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## Water Conservation Targets:

Target	Timeline	Current Progress
<b>Water Reuse Rate: 90%</b>	FY 2030	2.57% (On Track)
<b>Fresh water Reduction: 50%</b>	FY 2030	In progress

Yash Rasayan and Chemicals has implemented comprehensive water management systems including rainwater harvesting, wastewater treatment, and water reuse programs. The company is on track to achieve 10% water reuse by 2030, reducing environmental impact and ensuring long-term water security.

## 25. GRI 306-1 to 306-5: Waste Management

Waste represents lost resources and environmental impact. Effective waste management supports circular economy principles and reduces environmental footprint.

### Yash Rasayan and Chemicals Implementation:

#### Waste Generation & Management (FY 2024-2025):

Waste Category	Generation (MT)	Disposal Method
<b>Hazardous Waste</b>	9.5	Authorized Recyclers
<b>Non-Hazardous Waste</b>	0.03	Recycling/Composting
<b>TOTAL WASTE</b>	<b>9.53 MT</b>	

## Circular Economy Initiatives:

Initiative	Target	Status	Impact
<b>Recyclable Packaging</b>	100% by 2030	70% achieved	Reduced packaging waste
<b>20% reduction of Hazardous Waste to Landfill site</b>	2030	On track	Environmental protection



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### **Waste Management Goals – Vision 2030:**

- 100% reusable packaging by FY 2030.
- Zero non-compliance incidents related to waste norms.

Yash Rasayan and Chemicals has established a comprehensive waste management system aligned with circular economy principles. The company has achieved initiatives to achieve 10 % reduction waste to landfill by 2030.

### **26. GRI 304-1 to 304-4: Biodiversity**

Biodiversity is essential for ecosystem health and human wellbeing. Organizations must minimize negative impacts and contribute to conservation.





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### Yash Rasayan and Chemicals Implementation:

#### Biodiversity Initiatives:

Initiative	Target	Status	Impact
<b>Green Belt Development</b>	2 acres by 2028	0.6 acres completed	Habitat creation
<b>Tree Plantation Program</b>	862 trees/year	842 planted (FY24-25)	Carbon sequestration
<b>Native Species Cultivation</b>	100% native	85% achieved	Ecosystem support

#### Environmental Compliance Status:

Aspect	Status	Details
<b>Environmental Monitoring</b>	✓ Compliant	Annual third-party audit completed
<b>Regulatory Violations</b>	Zero	No major violations in FY 2024-2025
<b>Consent to Operate</b>	✓ Valid	GPCB CONSENT
<b>ETP Performance</b>	✓ Excellent	98% treatment efficiency

Yash Rasayan and Chemicals is committed to biodiversity protection through green infrastructure development, tree plantation programs, and ecosystem conservation initiatives. The company's efforts support local biodiversity while contributing to climate action and environmental resilience.

### 27. GRI 301-2: Recycled Input Materials

#### Yash Rasayan and Chemicals Implementation:

##### Material Sourcing Strategy:



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Material Type	Virgin %	Recycled %	Target 2030
Packaging	100%	70%	100%
Overall	100%	100%	100%

### Circular Material Initiatives:

- Packaging material recycling (70% of paper/cardboard)

### GRI 416-1 & 416-2: Product Safety

Product safety is fundamental to responsible manufacturing. Organizations must ensure products meet quality and safety standards and manage any incidents transparently.

### Yash Rasayan and Chemicals Implementation:

#### Product Safety Framework:

Component	Status	Details
Quality Management System	✓ ISO 9001:2015	Certified & audited annually
cGMP Compliance	✓ Certified	All facilities compliant
Product Testing	✓ Rigorous	100% batch testing
Safety Certifications	✓ Valid	ISO 14001:2015

### Product Safety Performance (FY 2024-2025):

Metric	Status
Product Recalls	Zero
Non-Compliance Incidents	Zero



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Metric	Status
Customer Complaints (Safety-related)	Zero
Regulatory Violations	Zero

### Quality Assurance Process:

- Raw Material Testing
- In-Process Quality Checks
- Final Product Testing
- Batch Certification
- Customer Delivery
- Post-Delivery Support

Yash Rasayan and Chemicals maintains exemplary product safety standards through rigorous quality management systems, cGMP compliance, and comprehensive testing protocols. The company has achieved zero product safety incidents, demonstrating unwavering commitment to customer health and safety.

### 28. GRI 400: SOCIAL STANDARDS

#### 29. GRI 2-7 & 2-8: Workforce Structure

Yash Rasayan and Chemicals employs 40+ people with a commitment to fair employment practices, gender diversity, and inclusion of differently abled individuals.

#### 30. GRI 401: Employment

#### 31. GRI 401-2: Benefits for Employees

YRC benefits provided to employees, including health insurance, retirement plans, parental leave, and other welfare benefits. This demonstrates the organization's commitment to employee well-being.

- Health insurance coverage
- Retirement/pension plans
- Parental leave policies
- Disability benefits
- Other welfare benefits



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## Summary for Yash Rasayan and Chemicals:

### Employee Benefits (FY 2024-2025):

Benefit	Coverage	Details
Health Insurance	100% Employees	Comprehensive coverage
Occupational Health Center	Outside source	Medicclaim coverage
Medical Check-ups	Annual	All employees
Accident Insurance	100% Employees	Work-related incidents
Maternity Benefits	100% Female	Extended leave & benefits
Paternity Leave	10 days	For male employees

### Wellness Initiatives:

Program	Participants%	Frequency
Health Check-ups	100%	Annual
Yoga & Meditation	100%	Annual
Sports Activities	100%	Annual

## 32. GRI 404-1 to 404-3: Training & Development

Employee development is critical for organizational success and employee wellbeing. Training investments demonstrate commitment to workforce growth.

### Yash Rasayan and Chemicals Implementation:

#### Training Programs Delivered (FY 2024-2025):



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Training Category	Number of Sessions	Participants	Hours
Technical Skills	16	61	9
Safety & Compliance	10	35	7
Leadership Development	6	28	5
Soft Skills	5	24	5
Environmental Awareness	11	47	7
<b>TOTAL</b>	<b>48</b>	<b>195</b>	<b>33</b>

### Average Training Hours per Employee:

Category	Hours/Year
Permanent Employees	4.6
Permanent Workers	3.8
<b>Overall Average</b>	<b>3.9</b>

### Working Hours:

Category	Hours/Year
<b>Total Working Manhours</b>	<b>49451</b>
<b>Total Working Man-days</b>	<b>9221</b>

### Career Development Initiatives:



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Initiative	Beneficiaries	Status
Leadership Management Program	6	Active
Technical Certification Support	5	Completed
Mentorship Program	6	Active

Yash Rasayan and Chemicals has delivered comprehensive training programs covering technical, safety, leadership, and soft skills development. The company is committed to continuous learning with an average of 3.9 training hours per employee annually.

### 33. GRI 405-1: Diversity & Inclusion

Diverse and inclusive workplaces drive innovation, improve decision-making, and enhance organizational performance. Transparency about diversity demonstrates commitment to equity.

#### Yash Rasayan and Chemicals Implementation:

##### Gender Diversity:

Category	Male	Female	% Female
Permanent Employees	22	5	11%
Permanent Workers	10	0	NA
Contract Workers	10	0	NA
<b>TOTAL</b>	<b>42</b>	<b>5</b>	<b>11%</b>

##### Age Distribution:

Age Group	Number	%
Below 25 years	03	12%



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Age Group	Number	%
25-35 years	09	34%
35-45 years	06	23%
45-55 years	05	19%
Above 55 years	03	12%

### Differently Abled Workforce:

Category	Number
Differently Abled Employees	0
Differently Abled Workers	0
Total Differently Abled	0
% of Total Workforce	0%

### DEI Initiatives:

Initiative	Target	Status	Impact
Women in Leadership	25% by 2030	11% achieved	Career progression
Gender Pay Equity	100% by 2030	98% achieved	Fair compensation
Differently Abled Inclusion	2% by 2030	0% achieved	Inclusive workplace
Local Hiring	70% by 2030	65% achieved	Community employment



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Yash Rasayan and Chemicals is actively building a diverse and inclusive workforce. The company has achieved 11% female representation and is implementing targeted initiatives to increase women in leadership, ensure pay equity, and create opportunities for differently abled individuals.

### 34. GRI 403-1 to 403-10: Occupational Health & Safety

Worker safety is a fundamental right and business imperative. Organizations must create safe workplaces and continuously improve safety performance.

#### Yash Rasayan and Chemicals Implementation:

##### Safety Performance (FY 2024-2025):

Metric	FY 2024-2025	Target by 2030	Status
<b>Lost Time Injury Frequency Rate (LTIFR)</b>	0.00	0.00	100 % achieved
<b>Total Recordable Incidents</b>	0	0	100 % achieved
<b>Work-related Fatalities</b>	0	0	100 % achieved
<b>High Consequence Injuries</b>	0	0	100 % achieved

##### Safety Management System:

Component	Status	Details
<b>ISO 14001:2015 Certification</b>	✓ Certified	Valid until Oct 2026
<b>Hazard Identification &amp; Risk Assessment</b>	✓ Complete	HIRA register maintained
<b>Safety Training</b>	100% Coverage	All employees trained
<b>PPE Provision</b>	✓ Adequate	Regular replacement schedule



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Component	Status	Details
Emergency Preparedness	✓Drills Conducted	Quarterly mock drills

### Health & Wellness Benefits:

Benefit	Coverage	Details
Health Insurance	100% Employees	Comprehensive coverage
Occupational Health Center	Outside source	Medicclaim coverage
Medical Check-ups	Annual	All employees
Accident Insurance	100% Employees	Coverage for work-related incidents
Maternity Benefits	100% Female Employees	Extended leave & benefits
Paternity Leave	10 days	For male employees

Yash Rasayan and Chemicals has achieved zero occupational injuries in FY 2024-2025 through comprehensive safety management systems, rigorous training, and proactive hazard identification. The company's commitment to health and wellness extends beyond safety to include fitness, mental health, and holistic wellbeing programs.

### 35. GRI 408 & 409: Human Rights

Child labor and forced labor are human rights violations. Organizations must ensure these practices do not occur in their operations or supply chains.



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### Yash Rasayan and Chemicals Implementation:

#### Human Rights Commitment:

Aspect	Status	Details
Child Labour	Zero Tolerance	Prohibition clause in all contracts
Forced Labour	Zero Tolerance	Regular monitoring & audits
Discrimination	Zero Tolerance	Grievance mechanism in place
Freedom of Association	Supported	Workers' forums established
Fair Wages	✓ Compliant	Above minimum wage standards

#### Human Rights Training (FY 2024-2025):

Category	Trained	% Coverage
Employees	27	100%
Workers	20	100%

#### Grievance Redressal Mechanism:

Channel	Complaints (FY 24-25)	Resolution Rate
Direct Supervisor	0	N/A
HR Department	0	N/A
Anonymous Hotline	0	N/A
Whistleblower Portal	0	N/A
<b>TOTAL</b>	<b>0</b>	<b>N/A</b>



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Yash Rasayan and Chemicals maintains zero tolerance for child labor, forced labor, and discrimination. The company has implemented comprehensive human rights training for all employees and workers, with NA because no any cases reported grievance resolution rate demonstrating commitment to worker dignity and rights.

### 36. GRI 412: Human Rights Due Diligence

Organizations must proactively identify human rights risks and implement measures to prevent violations.

#### Yash Rasayan and Chemicals Implementation:

##### Human Rights due Diligence Process:

###### IDENTIFY POTENTIAL RISKS

- Child labor risks
- Forced labor risks
- Discrimination risks
- Wage/hour violations
- Freedom of association restrictions

###### ASSESS OPERATIONS & SUPPLY CHAIN

- Onsite assessments
- Supplier audits
- Worker interviews
- Documentation review

###### IMPLEMENT PREVENTIVE MEASURES

- Policy development
- Training programs
- Monitoring systems
- Grievance mechanisms

###### MONITOR & REPORT

- Regular audits
- Incident tracking
- Continuous improvement
- Transparent disclosure



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## Assessment Coverage (FY 2024-2025):

Aspect	Operations- Level	Site	Remarks
<b>Child Labour</b>	100%		zero cases Child Labour reported
<b>Forced Labour &amp; Human Trafficking</b>	100%		zero cases Forced Labour Human Trafficking reported
<b>Discrimination</b>	100%		zero cases Discrimination reported
<b>Wage Practices</b>	100%		zero cases Wage Practices reported
<b>Freedom of Association</b>	100%		zero cases Freedom of Association reported

Yash Rasayan and Chemicals has implemented comprehensive human rights due diligence covering both operations and supply chain. The company's proactive approach has resulted in zero human rights violations and high assessment coverage.

## GRI 414-1 & 414-2: Supplier Social Compliance

Organizations are responsible for ensuring suppliers comply with social and environmental standards, extending accountability beyond direct operations.

### Yash Rasayan and Chemicals Implementation:

#### Supplier Engagement (FY 2024-2025):

Supplier Category	Number	ESG Screened	% Compliant
<b>Raw Material Suppliers</b>	98	32	22.22%
<b>TOTAL SUPPLIERS</b>	<b>98</b>	<b>32</b>	<b>32.65%</b>

#### Supplier Code of Conduct:

#### Key Provisions:



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- Prohibition of child and forced labour
- Safe working conditions and fair wages
- Environmental compliance
- Anti-corruption and business integrity
- Respect for human rights
- Compliance with local laws

### Supplier Development Initiatives:

Initiative	Suppliers Involved	Status
ESG Training Programs	15	Planned
ESG Supplier Audits	28	In Progress
Sustainability Certification Support	10	Planned

Yash Rasayan and Chemicals has implemented supplier social compliance programs covering 32.65% of its supplier base. The company provides training, conducts audits, and supports suppliers in achieving ESG compliance standards.

### 37. GRI 413-1 & 413-2: Community Engagement & CSR

Organizations have a responsibility to contribute positively to the communities where they operate and to minimize negative impacts.

#### Yash Rasayan and Chemicals Implementation:

##### CSR Policy & Framework:

Yash Rasayan and Chemicals CSR Policy focuses on:

- Education and skill development
- Healthcare and wellness
- Environmental conservation
- Community development
- Disaster relief and support

#### CSR Expenditure (FY 2024-2025):



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Category	Numbers of CSR	Beneficiaries
CSR Programs	2	Nearby Communities

### Key CSR Initiatives:

Initiative	Details	Impact
Health check-ups	Annually health check-ups in premises	Preventive healthcare
Tree Plantation	842 trees planted annually	Environmental conservation

Yash Rasayan and Chemicals has. The company's programs focus on healthcare, Tree Plantation, to positive social impact.

### 38. GRI 200: ECONOMIC STANDARDS

### 39. GRI 201-2: Financial Implications of Climate Change

Climate change poses both risks (regulatory, physical, market) and opportunities (new markets, efficiency gains) that affect financial performance.

### Yash Rasayan and Chemicals Implementation:

#### Climate-Related Financial Risks:

Risk Type	Description	Financial Impact	Mitigation
Regulatory Risk	CBAM, carbon pricing, emissions regulations	Increased compliance costs	Renewable energy adoption
Physical Risk	Water scarcity, extreme weather	Operational disruptions	Water conservation, resilience



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Risk Type	Description	Financial Impact	Mitigation
<b>Market Risk</b>	Customer requirements, market shifts	ESG Lost sales, competitive disadvantage	PCF tracking, product innovation
<b>Transition Risk</b>	Energy price increases, technology shifts	Higher operational costs	Energy efficiency, renewables

### Climate-Related Financial Opportunities:

Opportunity	Description	Financial Benefit
<b>Energy Efficiency</b>	Reduced energy consumption	Lower operating costs
<b>Renewable Energy</b>	Solar/wind generation	Energy cost savings
<b>Product Innovation</b>	Low-carbon products	Premium pricing, market access
<b>Supply Chain</b>	Efficient logistics	Reduced transportation costs
<b>Brand Enhancement</b>	ESG leadership	Customer loyalty, market share

### Financial Implications (FY 2024-2025):

- **Energy Efficiency Investments:** ₹24 lakhs (projected savings: ₹5 lakhs/year)
- **Water Conservation:** ₹16 lakhs (projected savings: ₹4 lakhs/year)
- **Projected Annual Savings:** ₹9 lakhs

Yash Rasayan and Chemicals has identified climate-related financial risks and opportunities and is investing strategically in mitigation and opportunity capture. The company's ESG investments are expected to generate significant financial returns through operational efficiency and market advantage.



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### 40. GRI 203-1 & 203-2: Indirect Economic Impacts

Organizations create value beyond direct financial returns through job creation, community development, and infrastructure investments.

#### Yash Rasayan and Chemicals Implementation:

##### Indirect Economic Impacts:

Impact Area	Contribution	Beneficiaries
Supplier Ecosystem	45 suppliers supported	40+ supplier employees
Community Infrastructure	Water, roads, utilities	Local communities

##### Economic Value Chain:

OVERALL ANNUAL REVENUE IS 40 CRORE INR (4.44 million EUR)

##### DIRECT ECONOMIC VALUE

Wages & Benefits: ₹0.75 crores

Supplier Payments: ₹1.5+ crores

Tax Contributions: ₹1.0+ crores

##### INDIRECT ECONOMIC VALUE

Infrastructure Investment: ₹0.5 crores

TOTAL ECONOMIC VALUE CREATION: ₹ 3.75 crores

Yash Rasayan and Chemicals creates significant indirect economic value through employment generation, supplier support, community development, and infrastructure investments. The company's operations contribute substantially to local economic development and community wellbeing.

### 41. GRI GOVERNANCE STANDARDS

#### 42. GRI 2-12 to 2-17: Governance Structure

Yash Rasayan and Chemicals maintains a governance structure with clear board oversight, ESG committee governance, and accountability mechanisms ensuring ethical practices and sustainable performance.



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### 43. GRI 205-1 & 205-2: Anti-Corruption

GRI 205 standards require organizations to assess corruption risks, implement anti-corruption policies, and track corruption incidents.

Corruption undermines trust and responsible business. Organizations must have zero-tolerance policies and robust prevention mechanisms.

#### Yash Rasayan and Chemicals Implementation:

##### Anti-Corruption Framework:

Component	Status	Details
Anti-Bribery Policy	✓ Implemented	Zero tolerance approach
Anti-Money Laundering	✓ Implemented	Compliance with regulations
Conflict of Interest Policy	✓ Implemented	Annual declarations required
Supplier Integrity Screening	✓ Active	10% of suppliers screened

##### Compliance Training (FY 2024-2025):

Training Topic	Participants%	Hours
Anti-Corruption & Anti-Bribery	100%	2
Code of Conduct	100%	2
Whistleblower Policy	100%	2
Conflict of Interest	100%	6

##### Corruption Incidents & Resolution:



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Metric	FY 2024-2025	Status
Corruption Cases Reported	0	Zero tolerance maintained
Cases Investigated	0	N/A
Cases Resolved	0	N/A
Disciplinary Actions	0	N/A

Yash Rasayan and Chemicals has achieved zero corruption incidents through comprehensive anti-corruption policies, training programs, and integrity screening. The company maintains zero-tolerance approach to corruption across all stakeholder interactions.

#### 44. GRI 206: Anti-Competitive Behavior

Fair competition benefits consumers and markets. Organizations must operate ethically and comply with competition laws.

#### Yash Rasayan and Chemicals Implementation:

##### Competition Compliance Status:

Metric	Status
Legal Actions for Anti-Competitive Behavior	Zero
Antitrust Violations	Zero
Monopoly Practice Violations	Zero
Regulatory Enforcement Actions	Zero

##### Fair Competition Practices:

- Transparent pricing policies
- Non-discriminatory supplier/customer treatment



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- Compliance with competition laws
- Ethical business conduct
- No collusive practices

Yash Rasayan and Chemicals operates with full compliance with competition laws and ethical business practices. The company has maintained zero legal actions related to anti-competitive behavior.

### 45. GRI 417: Marketing and Labelling

Transparent and complete product information is a fundamental right of every YRC customer. We ensure that all our products are accompanied by accurate and understandable information related to:

- **Product Composition and Hazard Labelling:** In line with GHS (Globally Harmonized System) and applicable BIS and international standards.
- **Safe Handling Instructions:** Including temperature sensitivity, protective gear requirements, and emergency response advice.
- **Disposal Guidelines:** Providing environmentally safe disposal methods for packaging and chemical residues.
- **Technical Documentation:** Every product has a corresponding Materials Safety Data Sheet (MSDS) accessible to customers.

#### GRI 417-2 Incidents of Non-Compliance Concerning Product Information and Labelling

We take full responsibility for all information communicated through product labels and documentation. To date, no regulatory violations or customer complaints regarding incomplete, misleading, or non-compliant labelling have been recorded.

Metric	FY 2024-2025	Status
<b>Numbers of Product Health &amp; Safety Incidents</b>	0	Zero
<b>Fines, warnings, or legal actions Cases</b>	0	Zero
<b>Incidents of non-compliance with product information or labelling regulations</b>	0	Zero
<b>Numbers of Compliants regarding Product Safety</b>	0	Zero



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GRI 417-3: Incidents of Non-Compliance Concerning Marketing Communications  
YRC adheres to ethical marketing principles and ensures all promotional content is truthful, responsible, and non-deceptive.

### 46. GRI 418-1: Data Privacy & Customer Privacy

GRI 418 requires organizations to disclose substantiated complaints about customer privacy breaches and data protection incidents.

### 47. GRI 419 Socioeconomic Compliance

Non-compliance with Laws and Regulations in the Social and Economic Area

YRC consistently operates within the framework of applicable laws, maintaining a zero-tolerance policy for regulatory breaches.

- Whistleblower & Grievance Redressal Systems: Fully operational, enabling employees and stakeholders to report concerns anonymously.
- Audit and Legal Review: Comprehensive audits conducted by internal teams and external firms revealed no material non-compliance.

Place: Panoli  
Date: 01/04/2025

  
Haresh Patel  
Director