

## ANNEXURE-VII

# BUSINESS RESPONSIBILITY REPORT

### SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1	CIN	:	L242191993TGPLC015963
2	Name of the Company	:	BHAGIRADHA CHEMICALS & INDUSTRIES LIMITED
3	Address of the Registered office & contact details	:	8-2-269/S/3/A, Plot No:3, Sagar Society, Road No:2, Banjara Hills, Hyderabad - 500 034, Telangana Ph: 040-42221212. Fax: 040-23540444
4	Website	:	<a href="http://www.bhagirad.com">www.bhagirad.com</a>
5	Email Id	:	info@bhagirad.com
6	Financial year reported	:	31 <sup>st</sup> March, 2020
7	Sector(s) that the Company is engaged in (Industrial activity code-wise)	:	20211-Agro Chemicals Manufacturing
8	List three key products/services that the Company manufactures/provides (as in balance sheet)	:	The Company is a leading Agro Chemical Company in India involved in the manufacturing of insecticides, fungicides, herbicides etc. like Azoxystrobin, Triclopyr, Chloropyriphos
9.	Total Number of locations where business activity is undertaken by the Company	:	Only one. Located at Cheruvukommupalem (Village) Ongole, Prakasam Dist, Andhra Pradesh.
10	Markets served by the Company- Local/State/ National/ International	:	National & International

### SECTION B: FINANCIAL DETAILS OF THE COMPANY

	Disclosures/Requirements	:	Information
1	Paid up Capital (₹)	:	8,30,97,000/-
2	Total Turnover (₹)	:	24566.78 lakhs
3	Total Profit after taxes(₹)	:	650.71 lakhs
4	Total Spending on Corporate Social Responsibility (CSR) as a percentage of profit after tax	:	The Company's total spending on CSR for the year ended March 31, 2020 was ₹ 20.84 lakhs which is 3.20% of the profit after tax.
5	List of activities in which expenditure in 4 above has been incurred	:	Please refer Annexure VI to Directors' Report for CSR related information and also CSR section in the annual report.

### SECTION C: OTHER DETAILS

1	Does the Company have any Subsidiary Company/ Companies	:	NO
2	Do the Subsidiary Company/Companies participate in The Company does not have any Subsidiary Company. the Business Responsibility (BR) Initiatives of the Parent Company? If yes, then indicate the number of such subsidiary Company(s)	:	No
3	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with; participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	:	NO

## SECTION D: BR INFORMATION

### 1. Details of Director(s) responsible for BR

Details of Director/Directors responsible for BR		:	Details of the BR head	
DIN Number : 00159543	Name : Mr. S.Chandra Sekhar	Designation : Managing Director	DIN Number : NA	Name : Mr. A.Ar vind Kumar

Designation : Chief Executive Officer  
 Telephone No : 040-23608083  
 e-mail id : arvind.a@bhagirad.com

### 2. Principle-wise (as per National Voluntary Guidelines) BR Policy/Policies

Principles to assess compliance with environmental, social and governance norms are provided as under:

Principle 1 (P1)	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
Principle 2 (P2)	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
Principle 3 (P3)	Businesses should promote the well-being of all employees.
Principle 4 (P4)	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.
Principle 5 (P5)	Businesses should respect and promote human rights.
Principle 6 (P6)	Businesses should respect, protect and make efforts to restore the environment.
Principle 7 (P7)	Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner.
Principle 8 (P8)	Businesses should support inclusive growth and equitable development.
Principle 9 (P9)	Businesses should engage with and provide value to their customers and consumers in a responsible manner.

#### (a) Details of compliance (Reply in Y/N)

Questions	P1	P2	P3	P4	P5	P6	*P7	P8	P9
1. Do you have a policy(s) for the principles?	Y	Y	Y	Y	Y	Y	NA	Y	Y
2. Has the policy been formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	NA	Y	Y
3. Does the policy conform to any national/international standards? If Yes, Specify?	Policies are prepared considering the relevant provisions of applicable laws as deemed appropriate at the time of formulation of policies								
4. Has the policy been approved by the Board? If yes, has it been signed by MD/Owner/CEO/appropriate Board Director?	Y	N	Y	Y	Y	Y	NA	Y	Y
5. Does the Company have a specified committee of the Board/Director/Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	NA	Y	Y
6. Indicate the link for the policy to be viewed online?	Following policies are displayed on the Company's website, <a href="http://www.bhagirad.com/investors">www.bhagirad.com/investors</a> 1. Code of Conduct and Ethics 2. Corporate Social Responsibility Policy 3. Policy on Human Rights and Employee Well Being								

Questions	P1	P2	P3	P4	P5	P6	*P7	P8	P9
7. Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	NA	Y	Y
8. Does the company have in-house structure to implement the policy/ policies	Y	Y	Y	Y	Y	Y	NA	Y	Y
9. Does the Company have a grievance redressal mechanism to address stakeholder's grievance related to the policy (ies)?	Y	Y	Y	Y	Y	Y	NA	Y	Y
10. Has the Company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	The Independent audit has not been carried out by any external agency. However, the policies, if required, are evaluated in-house, from time to time and updated whenever necessary								

\* Presently, the Company is not actively engaged in influencing any public and regulatory policy.

b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

Questions	P1	P2	P3	P4	P5	P6	*P7	P8	P9
1. The company has not understood the Principles	-	-	-	-	-	-	-	-	-
2. The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles	-	-	-	-	-	-	-	-	-
3. The company does not have financial or manpower resources available for the task	-	-	-	-	-	-	-	-	-
4. It is planned to be done within next 6 months -	-	-	--	-	-	-	-	-	-
5. It is planned to be done within the next 1 year	-	-	-	-	-	-	-	-	-
6. Any other reason (please specify)	-	-	-	-	-	-	Presently, the Company is not engaged in influencing public and regulatory policy.	-	-

### 3. Governance related to BR

a. Frequency with which the Board of Directors, Committee of the Board or CEO assess the BR performance of the Company	Annually ( As per the policy)
b. Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this Report? How frequently it is published?	Yes. The Company will publish BR report annually and the same forms part of annual report, which can be accessed in the Company's website i.e <a href="http://www.bhagirad.com">www.bhagirad.com</a>

## SECTION E: PRINCIPLE-WISE PERFORMANCE

### Principle 1: Business should conduct and govern themselves with Ethics, Transparency and Accountability

Policy governing Principle 1: Ethics, Transparency and Accountability Policy

**The above policy has been hosted on Company's website under the hyperlink <http://bhagirad.com>**

**1. Does the policy relating to ethics, bribery and corruption cover only the Company? Yes/No. Does it extend to the Group/Joint Ventures/Suppliers/ Contractors/NGOs/others?**

The Company is committed towards professionalism, fairness and integrity in all its dealings. The Company has adopted the Code of Conduct as laid down under the Ethics, Transparency and Accountability Policy and strives to promote practices and structures that ensure transparent communication with all its stakeholders and ethical conduct of business at all levels. The Code of Conduct is prescribed for all employees, including directors of the Company.

It has also laid down Vigil Mechanism/Whistle Blower Policy, which sets forth the obligations of every employee for prevention, detection and reporting of any improper and unethical act(s) or practice(s) being conducted in the Company.

**2. How many stakeholders' complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.:**

The Company has in place a mechanism for dealing with complaints received from various stakeholders. The details of shareholders complaints received, resolved and pending during the financial year 2019-20 are furnished in the Corporate Governance Report.

### Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

**1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.**

The Company is committed to efficient use of energy, water, chemicals; & waste reduction in order to accomplish environmental and economic benefits. Among a basket of products which the Company manufactures these three products viz Azoxystrobin, Fipronil and Triclopyr are trusted fungicide, insecticide and herbicide respectively benefiting the farming community in the domestic as well as international

geographies. The Company endeavors & strives to fulfill all applicable compliance requirements related to products, environment, health & safety.

**2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):**

a) Reduction during sourcing / production / distribution achieved since the previous year throughout the value chain?

The Company is committed to environment sustainability. For this, the Company constantly works to adapt new techniques & ideas towards efficient and optimal utilization of resources, energy, water, raw material etc.

b) Reduction during usage by consumers (energy, water) has been achieved since the previous year?

Primarily the products are supplied on B2B basis. The formulation of the end product used by the consumer is done by the formulators.

**3. Does the company have procedures in place for sustainable sourcing (including transportation)?**

**Yes**

a) If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so

The Company constantly emphasizes on cost effectiveness while procuring any raw material or inputs. The key raw material(s) are procured from reputed manufacturers to ensure consistency in quality and delivery timelines. Adequate steps are followed by the Company to ensure safety & optimization during transportation which, in a way, contributes towards minimizing the impact on environment.

**4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?**

a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

Yes, the Company encourages procurement of goods and services from local producers in proximity to the Company's plant wherever feasible. Knowledge sharing, on job training & initiatives like periodic visits of vendors to plants and Plant personnel visits to vendors are taken by the Plant(s) towards skill development of personnel. As far as possible, skilled and unskilled personnel are recruited/engaged from local sources.

5. Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as 10%). Also, provide details thereof, in about 50 words or so.

Yes, the Company has a mechanism to recycle waste water and is operating a Zero liquid discharge plant. The waste waters are processed in effluent treatment plant consisting of equipment for water distillation and its treatment, to ensure that right quality is recycled back into the system. The wastes generated during the process are securely disposed in accordance with the relevant rules and acts related to waste management.

**Principle 3: Businesses should promote the wellbeing of all employees (As on March 31, 2020)**

1. Please indicate the Total number of employees – 354
2. Please indicate the Total number of employees hired on temporary/contractual/casual basis. – 140
3. Please indicate the Number of permanent women employees. - 19
4. Please indicate the Number of permanent employees with disabilities - Nil
5. Do you have an employee association that is recognized by management? – No
6. What percentage of your permanent employees is members of this recognized employee association? NA
7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year. –

Sr No	Category	No of complaints filed during the financial year	No of complaints pending as on end of the financial year
1	Child labour/Forced labour/Inventory labour	Nil	NA
2	Sexual harassment	Nil	NA
3	Discriminatory employment	Nil	NA

8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year? Following is the respective percentage (rounded-off) for these employees:

- (a) Permanent Employees – 88%
- (b) Permanent Women Employees – 98%
- (c) Casual/Temporary/Contractual Employees – 75%
- (d) Employees with Disabilities – Nil

**Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized**

1. Has the company mapped its internal and external stakeholders? Yes/No

Yes, the Company has mapped its stakeholders as part of its stakeholder engagement process.

2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?

Yes, the Company has identified the communities which are disadvantaged, vulnerable and require focused intervention. Proper mechanism is in place to address the concerns of these stakeholders.

3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof, in about 50 words or so.

The Company has undertaken various CSR activities for the benefit of the communities in which it is operating the details of which are provided in Annexure VIII to the Board's report.

**Principle 5: Businesses should respect and promote human rights**

1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?

The Company believes that its employees shall live with social & economic dignity & freedom, and treated equally regardless of nationality, gender, race, economic status or religion. The said human rights practices are followed by the Company in respect of its vendors, contractors and all other stakeholders. The Company's support for the fundamental principles of human rights is reflected in the Company's policies and actions towards its employees, suppliers, clients and communities.

**2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?**

No stakeholders' complaint in relation to human rights was received by the Company in the financial year 2019-20.

**Principle 6: Business should respect, protect, and make efforts to restore the environment**

**1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.**

Your Company has established Preservation of Environment Policy. Your Company places highest corporate priority in ensuring and adhering to best practices relating to environment protection striving for performance that does not merely comply with regulations but reduces environmental impacts.

**2. Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc.? Y/N. If yes, please give hyperlink for webpage etc.**

The policies of the Company require that the operations shall be conducted in a manner, to ensure (i) safety of employees, local people and all concerned; (ii) compliances of applicable environmental regulations; and (iii) minimum utilization & preservation of natural resources. The Company strives to improve energy efficiency through innovative techniques & ideas and thereby reduce wastage and optimize consumption.

**3. Does the company identify and assess potential environmental risks? Y/N.**

Yes, The Company identifies and assesses potential environmental risks and based on the same, the Company takes necessary steps to reduce the negative impact of the Company's activities on the environment.

**4. Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?**

The Company has not initiated any projects under the Clean Development Mechanism.

**5. Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.**

The company has taken a number of initiative related continuous improvement of process technology to ensure minimization on the quantity of raw material used for manufacture of the product. As an internal policy matter, the goal of the company is to ensure

that reaction yields are always in excess of 90% to minimize the waste generation. The Company has not taken the initiatives on renewable energy, during the year under review.

**6. Are the Emissions/Waste generated by the company within the permissible limits given by Centre Pollution Control Board (CPCB) / State Pollution Control Board (SPCB) for the financial year being reported?**

Yes, the Emissions/Waste generated by the Company was within the permissible limits given by CPCB / SPCB for the financial year being reported.

**7. Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.**

Nil

**Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.**

The Company is not directly engaged in influencing public and regulatory policies.

**1. Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:**

BCIL is a member of the following.

1. Pesticide Manufacturers and Formulators Association of India(PMFAI)
2. The Federation of Telangana Chambers of Commerce and Industry.
3. CHEMEXCIL

**2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)**

Yes, from time to time, the Company takes up the matters of public interest through these Associations/ Bodies

**Principle 8: Businesses should support inclusive growth and equitable development.**

**1. Does the company have specified programmes/ initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.**

The Company has a Corporate Social Responsibility (CSR) policy in line with the requirement of the Companies Act, 2013 and rules made there under. The Company has taken various CSR initiatives for

support and development of society. The details of the CSR initiatives of the Company are provided in the Annexure III to the Board's Report.

**2. Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization?**

The CSR programmes are undertaken directly by the Company.

**3. Have you done any impact assessment of your initiative?**

The Company has not carried out any impact assessment of CSR initiative so far.

**4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?**

For the financial year 2019-20, the Company has spent 20.84 lakhs for the CSR activities. The details of the CSR activities and the amount contributed thereon are provided in Annual Report on CSR activities forming part of the Board's Report (Annexure III).

**5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so**

Yes. The Company has contributed in a timely manner for the benefit of the communities in fighting COVID-19.

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

**1. What percentage of customer complaints/consumer cases are pending as on the end of financial year.**

As on 31<sup>st</sup> March, 2020, there were no customer complaints/consumer cases, which were pending.

**2. Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks (additional information)**

The Company adheres to the applicable laws & regulations regarding the display of the product label and the information related thereto.

**3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so.**

As of 31<sup>st</sup> March, 2020 there were no pending cases, filed by any stakeholder, against the Company, pertaining to unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years.

**4. Did your company carry out any consumer survey/consumer satisfaction trends?**

The Company believes that stakeholder engagement is an integral part of the business and constantly strives to reach out and seek feedback at every stage in a structured manner from its key stakeholders including distributors, vendors, employees, investors, industry associations etc.

**For and on behalf of the Board of Directors**

Sd/-  
**K.S. Raju**  
 Chairman  
 (DIN:00008177)

Date: 23.06.2020  
 Place: Hyderabad