

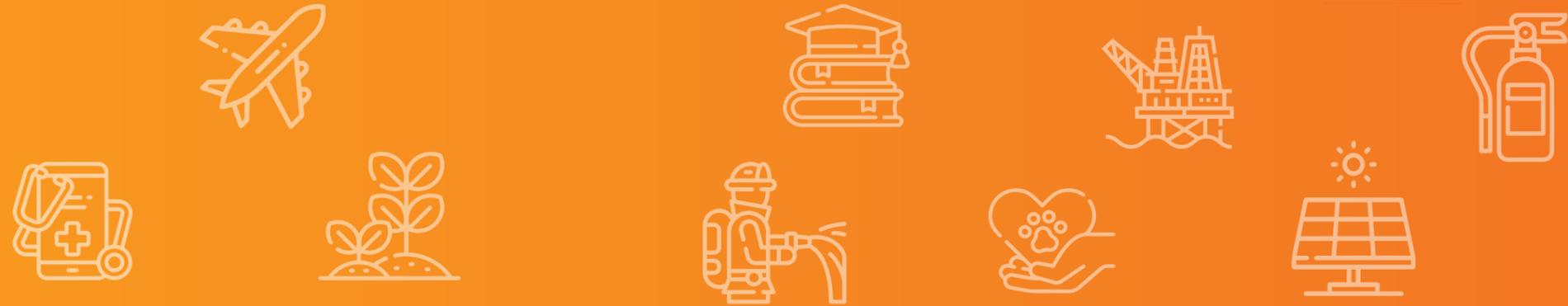


# Creating value Sharing value

1<sup>st</sup> Sustainability Report  
FY 2022-23



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## About this Report<sup>1</sup>

Navin Fluorine welcomes all the stakeholders to its First Sustainability Report for FY 2022-23. The report aims to deliver a comprehensive assessment of Navin Fluorine's endeavors in fostering sustainable business practices and addressing the interests and expectations of our valued stakeholders.



Our Beloved Visionary Founder  
**Shri Arvind N. Mafatlal**

A Life Lived with Grace  
(27th October, 1923 - Forever)  
Celebrating His Centenary Birth Year

We at Navin Fluorine have been committed to catalyzing business growth in a sustainable and inclusive manner. Being one of the largest manufacturers of specialty fluorochemicals, we are dedicated to collaboratively driving progress on sustainable development with our diverse spectrum of stakeholders. This report covers our vision, strategy, performance, and key sustainable initiatives across Environmental, Social and Governance parameters. The data disclosed in this report is for the period April 1, 2022 to March 31, 2023.

### Reporting boundary and Scope

This report covers the business activities of Navin Fluorine across manufacturing locations at Surat and Dewas in Western and Central India respectively along with the corporate offices. The reporting boundary is inclusive of our wholly owned subsidiary, Navin Fluorine Advanced Sciences Limited (NFASL) at Dahej, Gujarat.

### Report content and frameworks

The report has been prepared with reference to GRI 2021 standards. We have not made any material restatement of historical information across this Sustainability Report.

The principles of Stakeholder inclusiveness, Sustainability context, Materiality and completeness were applied in defining the report content.

In order to promote comparison and sustainability trends, we have provided the previous year's performance data where possible. Changes identified in the report as compared to the previous years are due to changes in the Organization's boundaries and these changes are reflected in the GHG emission data.

During the reporting year, the significant change was the starting of commercial operation of our new unit in FY 2022-23, which is located in Dahej, Gujarat.

### Feedback

We look forward to your feedback to strengthen our sustainability communication.

### Mr. Deepak Naik

Corporate Head - HSE & Sustainability  
deepak.naik@nfil.in



<sup>1</sup>GRI 2-2, 2-3, 2-4, 2-5

# Chairman's Message<sup>2</sup>

Dear Stakeholders,

I am honored to present our First Sustainability Report, highlighting our performance across Environment, Social and Governance parameters and a commitment to responsible business practices and sustainable growth. The year that has passed presented numerous challenges, but it also provided us with opportunities to reflect, learn, and adapt. As a responsible company, we firmly believe that our success is intertwined with the well-being of the planet, the communities we operate in, and the diverse range of stakeholders we serve. We have embarked on a journey of making ESG as one of the key focus areas of our strategy and have defined progressive goals to mitigate the impacts on the environment and society at large.

We have embraced renewable energy sources, reducing our carbon footprint and contributing to a cleaner and greener future. Our efforts to minimize waste and conserve natural resources have yielded positive results, demonstrating our commitment to preserving the environment for generations to come.

We have strengthened our partnerships with local communities, actively engaging in social initiatives that address their unique needs and empowering them to thrive. Our commitment to ethical practices and respect for human rights remains unwavering, guiding our decisions and actions at every step. We have taken great strides to enhance the well-being of our employees, ensuring their safety, fostering a culture of diversity and inclusion, and promoting professional growth and development. We aim to strengthen the female representation across Navin Fluorine. Hence, we encourage female candidates across the organization, while charting their individual career development.

**We have embarked on a journey of making ESG as one of the key focus areas of our strategy and have defined progressive goals to mitigate the impacts on the environment and society at large.**

Governance lies at the heart of our organization, and we firmly believe that transparent and ethical governance practices are vital for long-term success. We uphold the highest standards of corporate governance, ensuring accountability, integrity, and fairness across all levels of our operations. Our Board of Directors are deeply committed to overseeing our ESG strategies, fostering a culture of compliance, and delivering sustainable value to our shareholders.

This Sustainability Report is a testament to our ongoing efforts to create a positive impact on society and the environment. We understand

that the road to sustainable development is a continuous journey, and we are fully committed to evolving and improving as we move forward. We value the feedback and insights from our stakeholders and remain open to collaboration and dialogue that drives positive change.

I extend my deepest gratitude to our employees, our customers, our shareholders, and all our stakeholders for their support and trust in Navin Fluorine. Together, we can build a sustainable future that leaves a legacy.

**Vishad P. Mafatlal**  
Chairman



# Managing Director's Message

Dear Stakeholders,

With great pleasure and a sense of responsibility, we are presenting our Company's First Sustainability Report for the financial year FY 2022-23. As the Managing Director of Navin Fluorine, I am committed to ensure that our business operations align with sustainable practices that not only protect the environment but also contribute positively to society and the economy.

Over the years, our company has grown and prospered, and with that growth comes the recognition of our business performance. As a leading player in the specialty chemical & fluorochemical industry, we understand the significance of our role in shaping a more sustainable future. It is essential for us to acknowledge our environmental, social, and economic footprint and to drive concrete actions towards becoming a responsible corporate citizen.

This report will give you a comprehensive overview of our sustainability initiatives and progress made during the year. Our commitment to sustainability extends beyond mere compliance; it is ingrained in our corporate culture. We believe that true success can only be achieved when we integrate ethical and sustainable practices into every facet of our operations.



**At Navin Fluorine, we understand that prioritizing ESG practices is not just a responsibility, but a vital opportunity to create sustainable growth, foster stakeholder trust, and contribute positively to our environment and society**

At Navin Fluorine, we recognize the importance of protecting the environment for current and future generations. We have implemented robust environmental management systems that focus on reducing our carbon footprint, minimizing waste generation, and conserving resources. Additionally, we are investing in research and development to develop greener processes and products.

Our commitment to social responsibility is not just an obligation, we desire to positively impact the lives of the communities we operate in. We strive to create a safe and inclusive work environment for our employees, valuing diversity and providing opportunities for professional growth. Moreover, we actively engage in community development projects, focusing on education, healthcare, and other social initiatives to improve the well-being of those around us.

Integrity and transparency are the cornerstones of our corporate governance principles. We firmly believe that ethical practices foster trust among our stakeholders and ensure the long-term sustainability of our business. As we continue

our sustainability journey, we recognize that challenges lie ahead. However, we view these challenges as opportunities to demonstrate our resilience and adaptability. Our commitment to sustainability will remain unwavering, and we will continuously strive to raise the bar and set new benchmarks for our industry.

I would like to extend my gratitude to our employees, customers, suppliers, and other stakeholders for their staunch support and dedication to our shared vision. It is through your collective efforts that we can make a lasting

impact and build a sustainable legacy. Thank you for taking the time to read our Sustainability Report. Your feedback and insights are invaluable to us, as we strive for continual improvement.

**Radhesh R. Welling,**  
Managing Director



# Sustainability at Navin Fluorine



# Our Commitment to Sustainable Value Creation

## Environment

-  **100%** recycling of packaging material by 2025
-  **30%** reduction in carbon emission by 2030
-  **50%** use of renewable electricity by 2030
-  Engagement with **100%** key value chain partners by 2030

## Social

-  **10%** diversity in work force by 2030
-  **25%** gender diversity in leadership team by 2030
-  **25%** gender diversity in BOD by 2030
-  IT enablement of Sustainability

## Governance

At Navin Fluorine, we are committed for

-  Improved ESG ratings and disclosures
-  **100%** resolution of complaints
-  **Zero** cases of corruption and bribery



At Navin Fluorine, our preference is to hire female candidates with a program to charter their career development

At Navin Fluorine, we are elated by the challenges and opportunities identified across our business operations. As we progress towards our sustainability journey, we have made conscious and measurable efforts to transform our business activities and cater to the evolving needs and preferences of our stakeholders. Furthermore, we have taken significant strides to commit the long term growth of our business while enhancing our environmental and social footprint. To strengthen social stewardship, we aim to strengthen the female representation across the Navin Group. A brief insight into our aspirations for integrating an environment friendly business is provided below:

### Our commitment to environmental stewardship

#### FY 2023-24 Goals

-  **Renewable energy portfolio enhancement**  
**Double** the renewable energy portfolio of Navin Fluorine as compared to FY 2022-23
-  **Carbon reduction**  
Reduce Navin Fluorine's carbon emissions by **10%** as compared to FY 2022-23

# Business Overview<sup>3</sup>

Navin Fluorine is a member of the Padmanabh Mafatlal Group, one of India's oldest industrial houses. We have grown to become a prominent player in the fluorochemicals industry since our establishment in 1967. Our operations are based in Western and Central India, with manufacturing facilities located in Surat, Dahej, and Dewas. Our state-of-the-art, Navin Research Innovation Center (NRIC), is situated in Surat.

We manufacture and supply different fluorinated products catering to both domestic and international markets. More than 40% of our product portfolio is exported to regions such as North America, Europe, the Middle East, and Asia Pacific.

Our commitment to delivering high-quality fluorochemicals has allowed us to emerge as a preferred source and a trusted partner for companies across various industries.

We take pride in serving top-tier clients in the life sciences, crop protection, and specialty chemical sectors. Many of our valued customers belong to prestigious Fortune 500 companies. This recognition further attests to the quality and reliability of our products, as well as our dedication to maintaining strong partnerships with our clients.

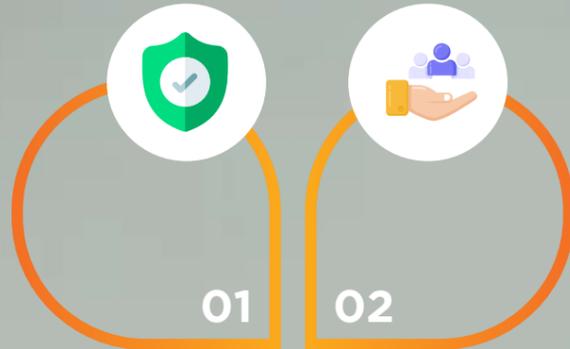


**More than 40% of our product portfolio is exported to regions such as North America, Europe, the Middle East, and the Asia Pacific**



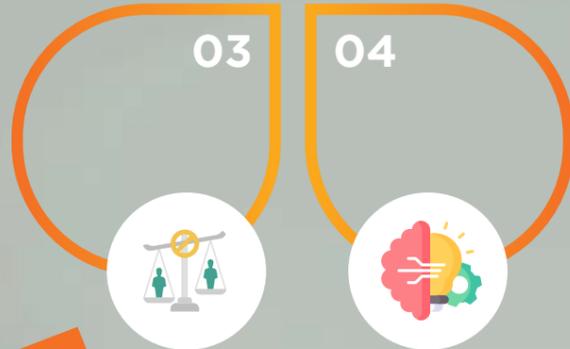
## Our Ethos

We are an environmentally friendly producer of chemicals and take the utmost care to ensure that our manufacture, transport and storage of hazardous chemicals are conducted with the highest standards of safety



We are one of the few companies in India to receive Responsible Care certification for demonstrating high standards of Health, Safety, Security and Environmental performance in our products and operations

We ensure zero discrimination across our workforce and honor individual contributions towards the business



We encourage continuous learning and development to ensure excellence and continual improvement of our business practices

At Navin Fluorine, we aim to translate promise into action and build a future that promotes sustainable value creation. Driven by the ambition to contribute to the global agenda of sustainable development, our vision and innovation-driven culture enables us to go beyond conventional methodologies and leverage customer centric solutions. Our integrated presence across the fluorochemical complexes has been further strengthened with our diverse business portfolio, global presence and dynamic customer demographics. We contribute toward the harmonious and sustainable development of society while aiming to be a catalyst for a more equitable and inclusive world.

### Our Vision

Committed to being a world class, customer focused, innovative organization in the field of fine and specialty chemicals and partner of choice to global fluorochemicals, chemicals, crop sciences and life sciences companies.

### Our Mission

- To provide customers the best value for money by producing world class specialty fluorochemicals at the most competitive prices
- To continue and grow research and development at the sustenance engine of the organization
- To innovate, build and operate chemical plants in the safest and environment friendly manner
- To continue enhance stakeholder value by optimum utilization of resources

## Our Major Businesses

### Large Scale Manufacture of Specialty Fluoro Intermediates

With a legacy built over several decades, Navin Fluorine has amassed a wealth of expertise in fluorine chemistry, enabling it to manufacture a diverse range of value-added specialty fluoro intermediates on a large scale. Thanks to state-of-the-art manufacturing infrastructure and dedicated multipurpose plants, Navin Fluorine can produce high-quality products while maintaining the utmost safety and responsibility. Notably, Navin Fluorine is renowned as one of the leading producers of a variety of chemicals, reflecting its commitment to delivering excellence in all forms.



### Over 56 years of Expertise in Inorganic Fluoride Chemistry

Since its establishment in 1967, Navin Fluorine has been at the forefront of inorganic fluoride chemistry. Its integrated fluorochemicals complex in Surat boasts one of the largest manufacturing capacities. The final product is utilized for the captive manufacturing of various inorganic fluorides, showcasing Navin Fluorine's comprehensive understanding and proficiency in this field.



### Pioneer in Fluorochemicals in India

Navin Fluorine, a pioneer in the field of fluorochemicals in India, established its manufacturing plant in Surat, Gujarat, Western India, in 1967. Backward integration into the production of critical intermediates, such as sulphuric and hydrofluoric acid, allowed Navin Fluorine to create its renowned Mafron brand of fluorochemicals. With over four decades of expertise in fluorine chemistry and its science, Navin Fluorine has become a trusted provider of safe, high-performance, and high-quality fluorochemicals for various applications.





### Leveraging our proven skills in Fluorination Chemistry

Navin Fluorine leverages its extensive knowledge in fluorine chemistry, fluorination, and reagents to provide Contract Development and Manufacturing Organization (CDMO) services to the pharmaceuticals, agrochemicals, and specialty chemicals industries. Drawing from our profound experience in both research and development as well as manufacturing, we offer a comprehensive range of services, including basic research, library syntheses, process development, scale-up, and small and large batch manufacturing. Our strategic investments in cGMP pilot and multi-purpose plants further reinforce our ability to cater to the diverse needs of our clients at various scales, ranging from milligram to kilogram to multi-ton quantities.

We prioritize innovation during the early stages of product development and offer integrated solutions that are cost-effective and time efficient. Our service offerings encompass custom synthesis, contract research services through both Full Time Equivalent (FTE) and Fee For Service (FFS) arrangements, and innovative approaches tailored to the needs and budgets of our esteemed customers.

## Our Business Verticals

### Specialty Chemicals Business

The Group is investing to enhance its presence in external manufacturing partnerships with innovators in the Crop Science and Performance Material sectors. The Crop Science segment, a major contributor, is dominated by four of the largest global players, accounting for nearly 80% of the sector's global turnover. This indicates a large headroom for the nimble and competent. Most of the new investment will be directed at the development of products addressing this space. The Group will continue to focus on Crop Science and creating a niche capability in external manufacturing partnerships with innovators in the Performance Material sector. It will position itself as a reliable partner to downstream businesses. It is likely to address the growing incidence of customers seeking reliable manufacturing partners and allocate a larger part of their liberate bandwidth to research. The result is that the specialty chemicals market in India is likely to grow annually at a compounded 15-20%.



**01**

- ₹743 Cr.** revenue FY 2022-23
- 36%** of overall revenues, FY 2022-23
- 31%** Revenue growth over FY 2021-22

### High Performance Products (HPP)

The Group today is the first and only producer of HFO in India. Navin Fluorine enjoys the advantage of being a first mover, it was the first Indian company to produce the R22 gas. The Group is one of the largest producers of inorganic fluorides, namely ammonium bi-fluoride, potassium fluoride, sodium fluoride, etc. in India. Navin Fluorine is a leading hydrofluoric acid supplier in India.



**02**

- ₹886 Cr.** revenue FY 2022-23
- 43%** of overall revenues, FY 2022-23
- 64%** Revenue growth over FY 2021-22




### The CDMO (Contract Development and Manufacturing Organization)

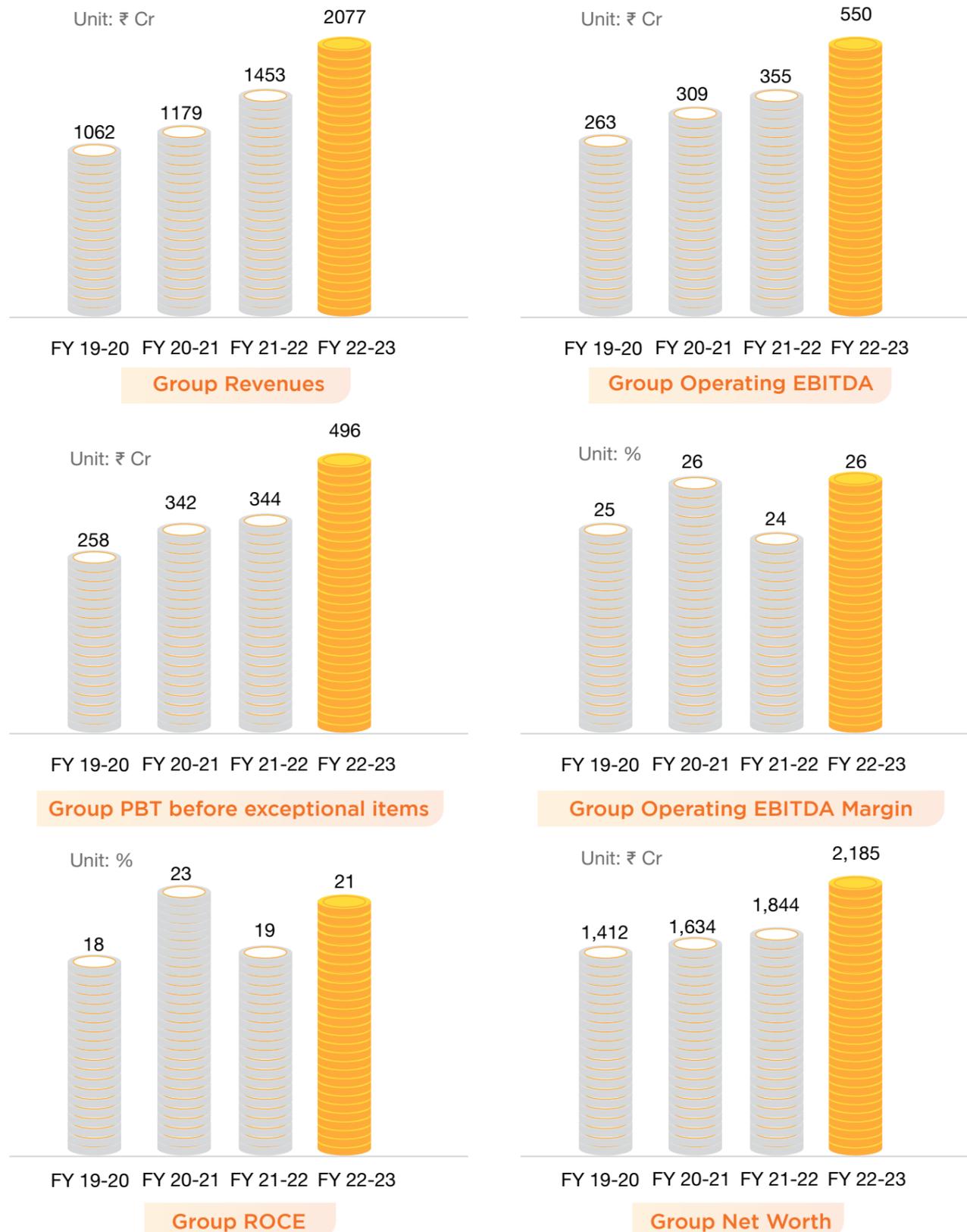
The CDMO (Contract Development and Manufacturing Organization) business is among the fastest growing segments in the Group. The Group has established itself as a complex chemistry solution provider in the CDMO business. It has invested in a holistic range of competencies research to plant scale to make its growth stable, credible and sustainable. It is engaged in timely infrastructure expansion that provides customers with the confidence of growing supply. The Group will continue to enhance its capability to address large tonnage engagements with marquee global customers. The business has established globally benchmarked safety and quality standards. The complement of these capabilities has established the business as a value-added as opposed to a generic partner in the global CDMO segment.



**03**

- ₹448 Cr.** revenue FY 2022-23
- 21%** of overall revenues, FY 2022-23
- 29%** Revenue growth over FY 2021-22

## Our Financial Highlights



Detailed information regarding our business and financials can be accessed in our Annual Report FY 2022-23.

## Our Enhanced Capabilities

Our vision is to be an optimum chemical manufacturer, fueled with enhanced capabilities has driven an innovative-customer centric approach at Navin Fluorine. We are steadily augmenting our capabilities to remain future ready and empower our customers for tomorrow's world.

### Building robust infrastructure

Navin Fluorine has integrated manufacturing infrastructure with its pilot plant in Surat and the cGMP plant in Dewas. Our facilities are accredited by Integrated management system (IMS), Quality system accreditation with ISO 9001, Environment management system accreditation with ISO 14001 and an OHSAS-18001 certified.

#### 01 Prioritising quality

Navin Fluorine has always stood at the centre of innovation, by implementing advanced technological interventions to the chemical industry. With advancing technology across our manufacturing facilities in Surat and Dewas, we incorporate appropriate changes to enhance the quality of our products.

#### 02

#### 03 Developing innovative and cost-effective processes

Navin Fluorine has a robust Navin Research Innovation Centre (NRIC) at Surat and Dewas which is designed to meet the emerging needs of customers across life sciences, crop protection, polymer and other specialty chemical sectors.

We continuously strive to develop and deliver high-quality products that meet the expectations of our customers. Furthermore, with our eminent distribution network in India and overseas, we have stepped into the market of HFOs with one of the leading conglomerates. The alliance focuses on the development of next generation products that have zero ozone depletion potential, thereby reducing the carbon footprint across each stage of the product lifecycle. Ultimately, our focus is to maximize the adoption of renewable sources of energy.

## Our key awards and recognitions



Awarded as Responsible Care Company -2021



'Company of the Year in Chemicals' award at India CHEM 2022 by FCCI and Department of Chemicals and Petrochemicals, Government of India.



Winner of state level annual environment award for Dewas CDMO business in 2022



India Chem 2022: The company of the year award



Bronze rating by EcoVadis for CSR initiatives in 2022



# Corporate Governance

Our governance is built upon the pillars of compliance, best practices, and inclusive decision-making, with our Board comprising individuals from diverse backgrounds and experiences.



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27 Board Committees and their Roles

29 Our Policies

27 Nomination and Remuneration Process



At Navin Fluorine, we are steadfast in our commitment to creating an effective governance framework that generates long-term value for our stakeholders. We strive to earn and maintain the trust of our diverse stakeholders, including our employees, customers, communities, and vendors by upholding the highest standards of ethics, integrity, and transparency. Our governance is built upon the pillars of compliance, best practices, and inclusive decision-making, with our Board comprising individuals from diverse backgrounds and experiences. Anchored in our values of quality, reliability, consistency, trust, and innovation, our Corporate Governance serves as a driving force that strengthens stakeholder relationships and promotes ethical business practices. We strive to integrate and uphold ethical business practices throughout our value chain, thereby safeguarding the reputation of our company and fostering a culture of excellence.

## Our Board of Directors<sup>4</sup>

<p><b>Mr. Vishad P. Mafatlal</b> ● ●</p> <p>Executive Chairman</p>	<p><b>Mr. Mohan M. Nambiar</b> ● ●</p> <p>Non-Independent Non-Executive Director</p>
<p><b>Mr. Pradip N. Kapadia</b> ● ●</p> <p>Independent Director</p>	<p><b>Mr. Sunil S. Lalbhai</b> ● ●</p> <p>Independent Director</p>
<p><b>Mr. Sudhir G. Mankad</b> ●</p> <p>Independent Director</p>	<p><b>Mr. Harish H. Engineer</b> ● ●</p> <p>Independent Director</p>
<p><b>Ms. Radhika V. Haribhakti</b> ● ●</p> <p>Independent Director</p>	<p><b>Mr. Ashok U. Sinha</b></p> <p>Independent Director</p>
<p><b>Mr. Sujal A. Shah</b></p> <p>Independent Director</p>	<p><b>Ms. Apurva S. Purohit</b> ●</p> <p>Independent Director</p>
<p><b>Mr. Atul Srivastava</b> ● ●</p> <p>Independent Director</p>	<p><b>Mr. Radhesh R. Welling</b> ●</p> <p>Managing Director</p>

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholders Relationship Committee
- Risk Management Committee
- Corporate Social Responsibility (CSR) Committee

## Board Committees and their Roles

**Audit Committee**

The Audit Committee oversees the Company's financial reporting process, reviews the internal financial controls, risk management system, Whistle Blower/Vigil Mechanism, effectiveness of the audit process.

**Corporate Social Responsibility (CSR) Committee**

The CSR Committee monitors the implementation of the Company's CSR Policy and the CSR projects for the reporting year.

**Stakeholders' Relationship Committee**

The Stakeholder's' Relationship Committee is responsible for resolving the queries of security holders of the Company.

**Risk Management Committee**

The Risk Management Committee is to ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company.

**Nomination and Remuneration Committee**

The Nomination and Remuneration Committee reviews and approves the Remuneration Policy in addition to formulating the criteria for evaluation of Independent Board of Directors and the Board.

## Nomination and Remuneration Process<sup>5</sup>

Navin Fluorine has a policy on Appointment and Remuneration of Directors, Key Managerial Personnel and Other Employees as per Section 178(3) of the Act and Regulation 19 of the Listing Regulations. This policy includes the criteria for identification of persons for appointment as Directors and in senior management positions, criteria for determining qualifications, positive attributes, independence of a Director, Board Diversity and Remuneration to Non-Executive Directors, Key Managerial Personnel and Senior Management and remuneration to other employees. The policy is available at the web-link <http://www.NavinFluorine.in/policy/index.html>.

Navin Fluorine appoints people who possess requisite qualifications, experience, expertise and positive attributes within the overall framework of diversity as described in the Policy on Appointment and Remuneration of Directors, Key Managerial Personnel and other Employees. After necessary evaluation, NRC may recommend to the Board the appointment of new Directors and re-appointment of existing Directors. For every appointment of an Independent Director, NRC shall evaluate the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an Independent Director. The person recommended to the Board for appointment as an Independent Director shall have the capabilities identified in such description. For the purpose of identifying suitable candidates, the Committee may use the services of external agencies, if required and consider candidates from a wide range of backgrounds, having due regard to diversity and considering the time commitments of the candidates.

<sup>4</sup>GRI 2-9, 2-11

<sup>5</sup>GRI 2-10, GRI 2-19, GRI 2-20

Details of the components covered in the remuneration of KMPs, and senior management can also be found in the Policy on Appointment and Remuneration of Directors, Key Managerial Personnel and other Employees.

## Risk Management Process

Navin Fluorine has successfully established a strong risk management process based on the risk management policy. This approach enables us to continually evolve and adapt, taking advantage of opportunities while also addressing potential risks that may go unnoticed. The Board has entrusted the responsibility of creating an efficient risk management plan and overseeing it to the Risk Management Committee.

During the financial year, two meetings of the Risk Management Committee were held on August 16, 2022 and February 7, 2023 with the presence of all the members.

The scope of the Risk Management Committee is as follows:

- To formulate a detailed risk management policy which includes the following:
  - a) A framework for identification of internal and external risks specifically faced by the Company, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks), information, cyber security risks or any other risk as may be determined by the Committee.
  - b) Measures for risk mitigation including systems and processes for internal control of identified risks.
  - c) Business continuity plan.
- To ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company.
- To monitor and oversee implementation of the risk management policy, including evaluating the adequacy of risk management systems.
- To periodically review the risk management policy, at least once every two years, including by considering the changing industry dynamics and evolving complexity.
- To keep the Board of Directors informed about the nature and content of its discussions, recommendations and actions to be taken.

The Risk Management Committee shall co-ordinate its activities with other committees, in instances where there is any overlap with activities of such committees, as per the framework laid down by the Board of Directors.

## Board Evaluation<sup>6</sup>

Each Independent Director's performance is evaluated as required by Schedule IV of the Act having regard to the following criteria of evaluation viz. (i) qualification, (ii) experience, (iii) availability and attendance, (iv) integrity, (v) commitment, (vi) governance, (vii) independence, (viii) communication, (ix) preparedness, (x) participation and (xi) value addition



## Our Policies

Navin Fluorine has implemented a robust framework of codes and policies aimed at strengthening governance, enhancing transparency, and fostering ethical conduct throughout our organization. We are committed to upholding the highest standards of ethical conduct and have implemented policies that address conflicts of interest, anti-bribery and corruption, data protection, and information security. These codes and policies work in harmony to create a culture of accountability, transparency, and ethical decision-making, strengthening our governance framework and fostering trust among our stakeholders.

**Corporate Social Responsibility Policy**



**Quality, Environment, Occupational Health & Safety Policy**



**Policy On Appointment And Remuneration Of Directors, Key Managerial Personnel And Other Employees**



**Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information**



**HR Policy**



**Whistleblower Policy**



**Appointment and Remuneration of Managerial Personnel**





**Information Technology Policy**



**Supply Chain Management Policy**



**Prevention of Sexual Harassment Policy**



**Responsible Care Policy**





## Code of Conduct

Our Code of Conduct is a set of ethical principles that guide the behavior of our employees, directors, and other stakeholders. It is based on the core values of integrity, professionalism, and responsibility. Our Code of Conduct outlines our ethical standards for operations, including compliance with laws and regulations, protection of the environment, respect for human rights, and fair treatment of employees.

## Vigil Mechanism<sup>7</sup>

We have established a Vigil Mechanism to ensure that any unethical behavior, fraud, or misconduct is reported and addressed promptly. We ensure that the identity of the complainant is kept confidential, and no retaliatory action will be taken against the person making the complaint. Our Vigil Mechanism helps us maintain transparency and ethical behavior in our operations.

## Whistleblower Policy<sup>8</sup>

Our Whistleblower Policy is designed to protect individuals who report any violation of our Code of Conduct or any other unethical behavior. The Policy provides a framework for reporting and investigating complaints and ensures that appropriate action is taken. We prohibit retaliation against whistleblowers and provide safeguards to protect their identity and confidentiality. Our Whistleblower Policy is an essential tool for maintaining transparency and accountability in our operations.

We are committed to upholding the highest standards of corporate governance, and social responsibility. Our corporate governance policies and practices, including our Code of Conduct, Vigil Mechanism, and Whistleblower Policy, are designed to ensure transparency, accountability, and integrity in all our operations. We believe that good corporate governance is essential for our long-term success and sustainability, and we will continue to work towards these goals in the years ahead.



Our governance structure ensures ESG considerations are integrated into planning and execution at different levels of an organization.

# Stakeholder-centric Sustainability Approach



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We are committed to fostering sustainable and enduring value generation for all stakeholders at Navin Fluorine. We firmly believe that establishing a sustainable and forward-thinking business approach necessitates a strategy centered around stakeholders. In line with our core values of inclusivity, we have identified and prioritized key internal and external stakeholder groups through a comprehensive engagement mechanism. Our selection criteria encompass two fundamental aspects: firstly, we consider the impact, these stakeholders have on the value we create as an organization. Secondly, we evaluate the influence our business operations have on the well-being and interests of these stakeholders.

Based on these criteria, we have identified a diverse range of stakeholder groups that hold significant importance in our sustainability endeavors. These groups include our investors, regulators who help shape our industry landscape, suppliers who contribute to our supply chain, Non-Governmental Organizations (NGOs) that bring valuable perspectives, the community within which we operate, our valuable customers who drive our business, and our dedicated employees at Navin Fluorine.

We strive to build strong and collaborative relationships that foster mutual trust and long-term value creation by actively engaging with these key stakeholders. We believe that involving our stakeholders in our decision-making processes and initiatives enhances our ability to address their concerns, align our goals, and collectively drive positive change.

### Approach for Navin Fluorine's Stakeholder Engagement<sup>9</sup>



### Stakeholders connected



## Stakeholder Engagement: Key Insights

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group. (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee 	No	Email, Telephone, Virtual meetings, In-person meetings, website, exit interviews, arbitration / union meetings, wellness initiatives, engagement surveys, email, intranet, flat screens, poster campaigns, house magazines, confluence, circulars, quarterly publications, newsletters	Continuous	<ul style="list-style-type: none"> <li>Learning and Development initiatives</li> <li>Employee health and well being</li> </ul>
Investors 	No	Email, Telephone, Virtual meetings, In-person meetings, Newspaper, website, public disclosures	Continuous	<ul style="list-style-type: none"> <li>Transparency in business practices</li> <li>Strong ESG practices</li> <li>Share price appreciation</li> <li>Dividends, profitability, and financial stability,</li> <li>Climate change risks,</li> <li>Growth prospects</li> </ul>
Suppliers 	No	Email, Telephone, Virtual meetings, In-person meetings, website	Continuous	<ul style="list-style-type: none"> <li>Robust grievance redressal mechanism</li> <li>Effective delivery and payments</li> </ul>
Customers 	No	Email, Telephone, Virtual meetings, In-person meetings, website	Continuous	<ul style="list-style-type: none"> <li>Satisfaction in Product Quality</li> <li>Product innovation by Navin Fluorine</li> </ul>
Regulators 	No	Email, Telephone, Virtual meetings, In-person meetings, website / portals	Continuous	<ul style="list-style-type: none"> <li>Effective compliance management system</li> <li>Robust health and safety system</li> <li>Strong environmental performance</li> </ul>
Community Members 	Yes	In-person meetings, through implementing agencies	Continuous	<ul style="list-style-type: none"> <li>Education support</li> <li>Quality Healthcare</li> <li>Water and Sanitation access</li> </ul>

# Materiality Process<sup>10</sup>

We actively pursue the creation of shared value by showcasing our unwavering dedication to addressing the issues that are of utmost importance to our stakeholders and our organization. To achieve this, we conducted a comprehensive materiality assessment exercise in accordance with the GRI 2021 Standards. This exercise allowed us to highlight and prioritize the key issues that significantly impact our organization from the perspectives of both our internal and external stakeholders.

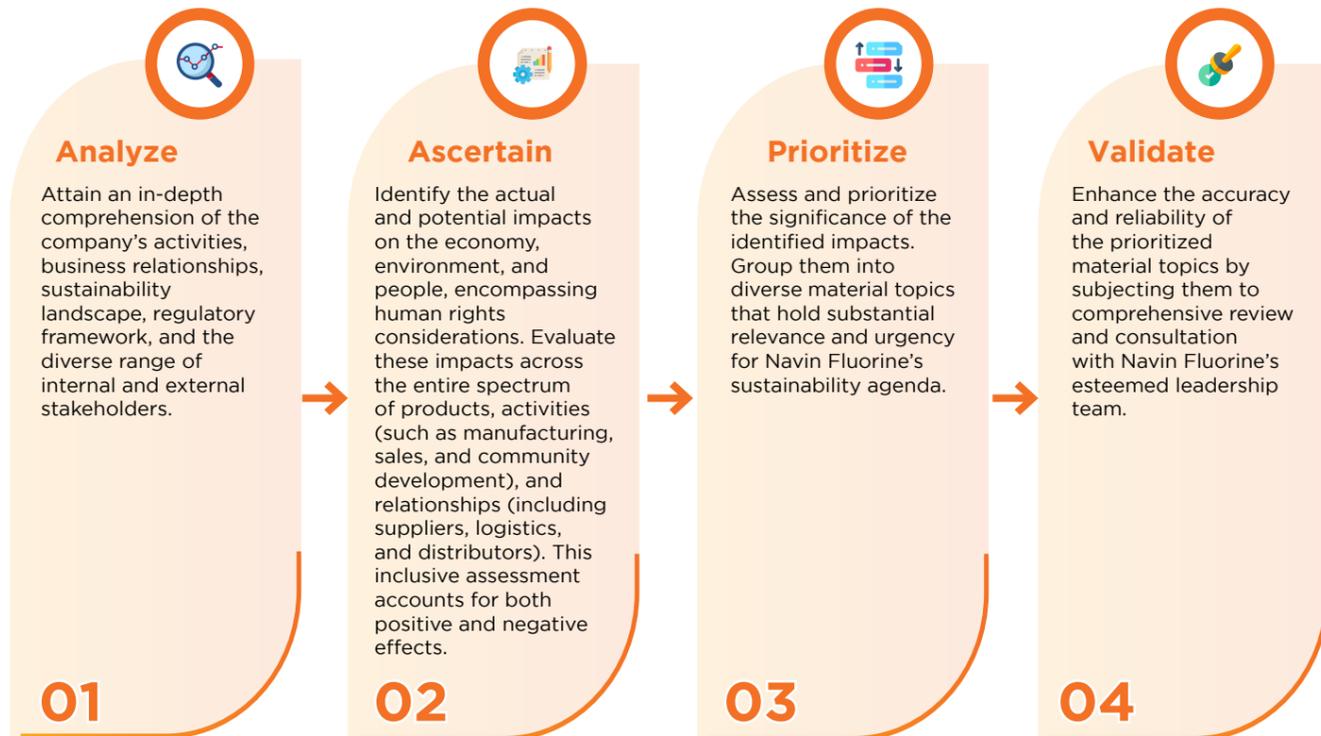
The process we employed to determine material issues was methodical and rigorous, ensuring a robust analysis of the factors at play. It involved two fundamental steps: identification and prioritization. Through the identification phase, we carefully identified and examined a broad range of potential issues that could have an impact on our operations and stakeholder interests. This step was guided by our commitment to inclusivity, seeking input from a diverse set of stakeholders.

Following the identification stage, we moved on to the prioritization phase. Here, we diligently evaluated and assessed the significance and

relevance of each identified issue. Our aim was to gauge their potential impact on our organization's performance, reputation, and the well-being of our stakeholders. This thorough evaluation allowed us to identify the material issues that required our utmost attention and focus.

We engaged in a transparent and collaborative dialogue with our internal and external stakeholders throughout this materiality exercise and their insights, perspectives, and expertise played a pivotal role in informing our decision-making process.

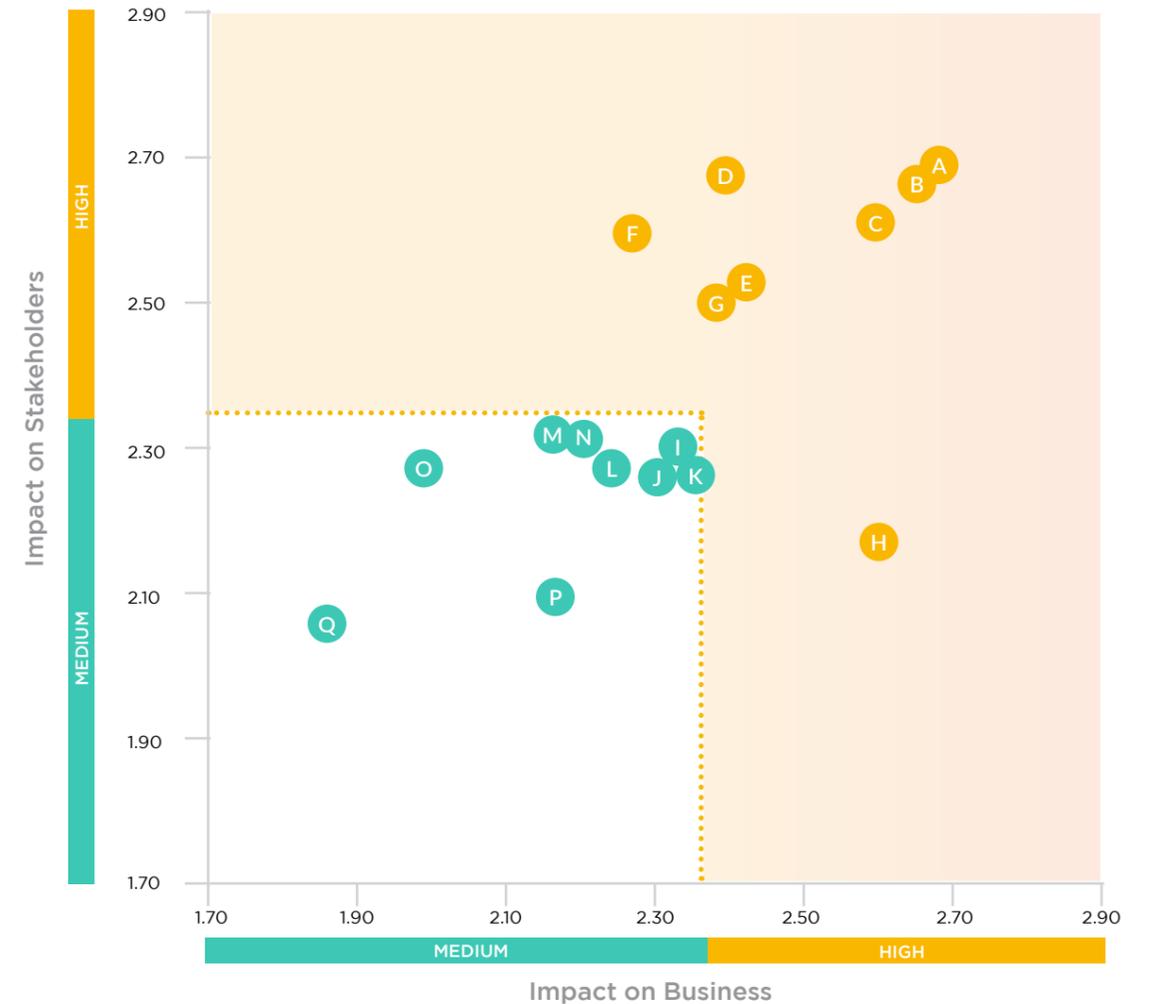
The outlined process exemplifies our steadfast commitment to ensuring that our sustainability efforts are directed towards addressing the most relevant and impactful issues. By aligning our actions with the insights gained from this materiality assessment, we strive to deliver meaningful and measurable outcomes for both our stakeholders and our organization.



# Materiality Matrix

The matrix presented below illustrates the relative significance of material topics, derived from the extensive stakeholder engagement and materiality assessment carried out during the preparation of our inaugural sustainability report for the financial year 2022-23.

This matrix serves as an outcome of our comprehensive analysis, taking into account the perspectives and concerns of our stakeholders, as well as the alignment of these topics with our business activities.



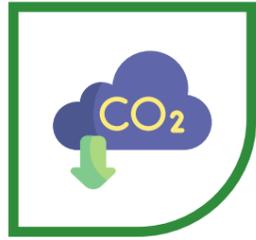
Materiality Matrix

- A. Occupational Health and Safety
- B. Business Ethics
- C. Compliances
- D. Carbon Emissions
- E. Waste Management
- F. Water Management
- G. Customer and value chain partner's education on safe product handling
- H. Data Privacy
- I. Human Rights assessments for employees and value chain partners
- J. (a) Sustainable sourcing (responsible care) (b) Supply chain strategy
- K. Sustainable product design and innovation
- L. Energy Management
- M. Learning and Development
- N. Employee retention and satisfaction
- O. Responsible Marketing - Product labelling
- P. Local Community Development
- Q. Diversity and Inclusion

# Material Issues

Environment Social Governance

Environment Social Governance



Carbon Emissions



Energy Management



Sustainable product design



Sustainable sourcing and supply chain strategy



Education on safe product handling



Employee retention and satisfaction



Human right assessment



Learning and development



Responsible marketing and product labelling



Waste Management



Water Management



Diversity and Inclusion



Occupational Health and Safety



Business Ethics



Compliances



Data Privacy



# Responsible Supply Chain Management



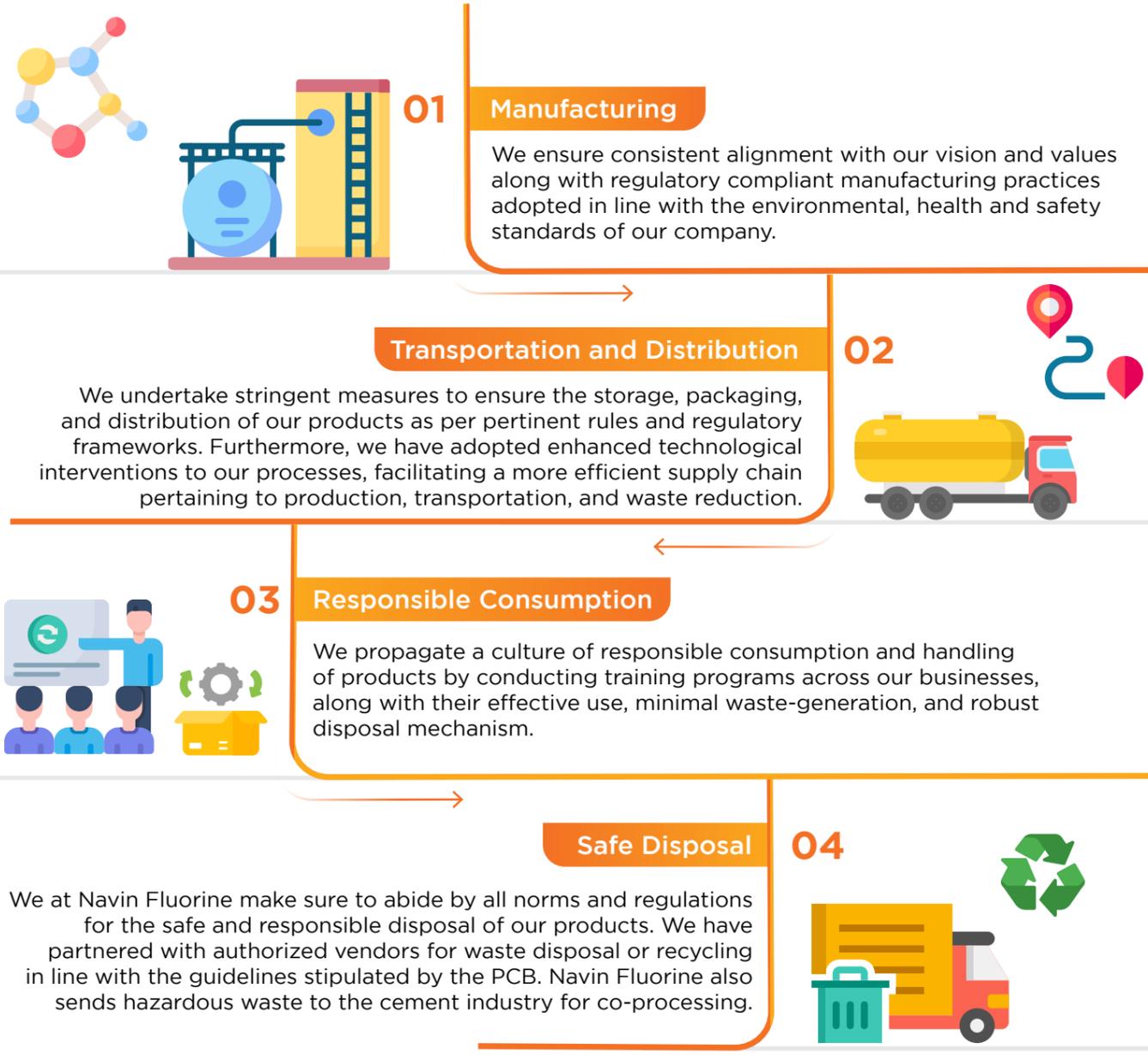
## In this section

- 42 Product Stewardship
- 43 Sustainable Sourcing
- 45 Customer-centric Approach

## Product Stewardship

At Navin Fluorine, our sustainable supply chain policy guides the structure and implementation of our product stewardship program. With the inclusion of enhanced automation levels at our manufacturing facilities and integration of new technologies, we have adopted various measures to amalgamate the synergies of product manufacturing, transportation, consumption, and disposal. Our comprehensive approach to product stewardship facilitates the incorporation of responsible and safe practices across our product portfolio and hence promotes sustainability.

“  
Enhanced product portfolio by 10%”



At Navin Fluorine, we constantly strive to achieve high standards of product quality by complying with the requirements of the Bureau of Indian Standards. Additionally, we conduct third party assessments to ensure the quality of our products at critical stages. We also abide by all the applicable laws and regulations for discrete product information and labelling. Navin Fluorine aligns with an internationally recognized standard which discloses product information through the Material Safety Data Sheet (MSDS) and Temporary Emergency Card (TREM). We ensure to disclose the nature of hazards associated with each of our products as per the defined format identified in domestic and international laws. We are humbled to state that there have been zero incidents of non-compliance concerning product and service information, labelling and also marketing communications. Also, all our products and services are effectively assessed for health and safety impacts. In FY 2022-23, there were zero instances of non-compliance concerning the health and safety impacts of our products and services.<sup>11</sup>



## Sustainable Sourcing<sup>12</sup>

Our Sustainable supply chain management policy guides us to select responsible suppliers who align with the Environment, Health and Safety, Human Rights, and Ethics and Compliance parameters of business. Additionally, we ensure that our suppliers comply with all statutory norms, provide a healthy & safe work environment for employees and do not indulge in any practice that threatens fundamental labor principles. We prioritise acquiring and retaining suppliers that not only secure our current product portfolio but also assure prospective supply security to enhance our business. Furthermore, we appraise a holistic selection of suppliers and continuous interaction to provide constructive performance feedback to them. This helps Navin Fluorine to establish a trusted long-term collaborative engagement with the suppliers and ensure mutually beneficial growth in business.

“  
Introduced 655 new vendors in FY2022-23”

### Supplier assessment

We acknowledge that we can have a significant impact on the environment and community through our suppliers. We are in the process of assessing our suppliers to ensure they reflect a similar commitment towards environmental, social and governance (ESG) policies as Navin Fluorine. The evaluation process would be based on quantifiable measurement of willingness exhibited by our suppliers to have a maximum positive impact on ESG parameters such as waste management, energy management, safety practices and training, labor practices, among others.



Our approach to sustainable supply chain

### Sustainable and local sourcing

Navin Fluorine continues to enhance its efforts to increasing the skill and capacity development of the local workforce and community. For FY2022-23, 52% of our procurement budget was spent on local suppliers.<sup>13</sup> We have ensured to procure more than 30% of raw materials from the ISO 9001, ISO 14001 certified and socially responsible suppliers.

### Visibility and Traceability

We have enabled batch management in our ERP, which entails end-to-end traceability and control from raw material till end stage of our product. Furthermore, we plan to introduce an e-procurement tool which will have an end-to-end visibility in the procure-to-pay process and a supplier portal for seamless collaboration with our supplier base. The tool will enhance governance and transparency throughout the supply chain and strengthen cost management while improving operational efficiencies. We also have forethought to design a framework to examine the lifecycle of our key products in a phased manner. The framework will enable us to incorporate different interventions at each phase of our products' lifecycle.

## Customer-centric Approach

The foremost customers of Navin Fluorine comprise of prominent life science, crop science, performance material companies, air-conditioner manufacturers, and stainless-steel manufacturers, among others. Navin Fluorine strives to abide by the needs and expectations of these most invaluable stakeholders and enhance the customer base by strengthening existing partnerships and introducing new customers across the business units. We intend to grow our presence within each customer through validated delivery standards and strengthen their belief to enhance businesses along with Navin Fluorine.

We are committed to the highest safety and quality standards across our products, benchmarked with independent evaluations conducted by the Indian Chemical Council, a customer review and ISO certification body. We practice customer audits and are honored to state zero instances of customer privacy breach for FY 2022-23.<sup>14</sup>

We are focused to augment our stakeholders' accessibility to all products, solutions and services, along with stringent feedback and review mechanisms. We undertake regular customer satisfaction survey of our external and internal customers, wherein the external customers respond to the feedback annually and the internal customers are surveyed four times a year. The responses received from the customers are shared with the concerned departments, who work rigorously to address the concerns raised by the customers and amplify overall business performance.



# Environmental Stewardship<sup>15</sup>



## In this section

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We recognize environmental stewardship as an integral part of our core values and consider it a fundamental pillar of our corporate responsibility. Committed to sustainability, we are steadfast in our pursuit of reducing our ecological footprint and ensuring long-term environmental viability. We are resolute in effectively mitigating the lifecycle impact of our operations through diligent management of key resources such as materials, energy, emissions, water, and waste.

To achieve these objectives, we have implemented robust measures that emphasize prudent resource management throughout our value chain. We identify areas where we can optimize our processes and reduce environmental impacts, and by employing innovative technologies and best practices, we strive to minimize resources

consumption, enhance energy efficiency, and lower emissions across our operations. We actively seek partnerships and collaborations with stakeholders who share our commitment to sustainability, promoting a collective effort to address global environmental challenges. Our unwavering dedication to environmental sustainability extends beyond compliance with regulatory requirements. It permeates our organizational culture and inspires us to consistently seek new ways to conserve resources, improve operational efficiency, and foster a greener future. Through transparent reporting and ongoing performance assessment, we hold ourselves accountable for the environmental consequences of our actions, aiming to set new benchmarks and contribute positively to the communities we serve.

Our Quality, Environment, Occupational Health and Safety policy (QEHS) has been carefully formulated to instill a culture of safety, health, and environmental responsibility throughout our processes. It serves as a guiding framework, preventing the misuse and wastage of resources in our operations. Navin Fluorine is committed to environmental conservation, and completed the EcoVadis sustainability assessment, which focuses on 21 sustainability criteria grouped into four themes: Environment, Labor & Human

Rights, Ethics and Sustainable Procurement. Navin Fluorine's Surat unit is a member of Together for Sustainability. Additionally, our manufacturing\* sites at Navin Fluorine hold ISO 45000-1, ISO 14000-1, and ISO 9000-1 certifications, along with the Responsible Care Logo, demonstrating our commitment to responsible practices.

OUR ENABLERS

OUR FOCUS AREAS

OUR METRICES

SDG FOCUS AREAS

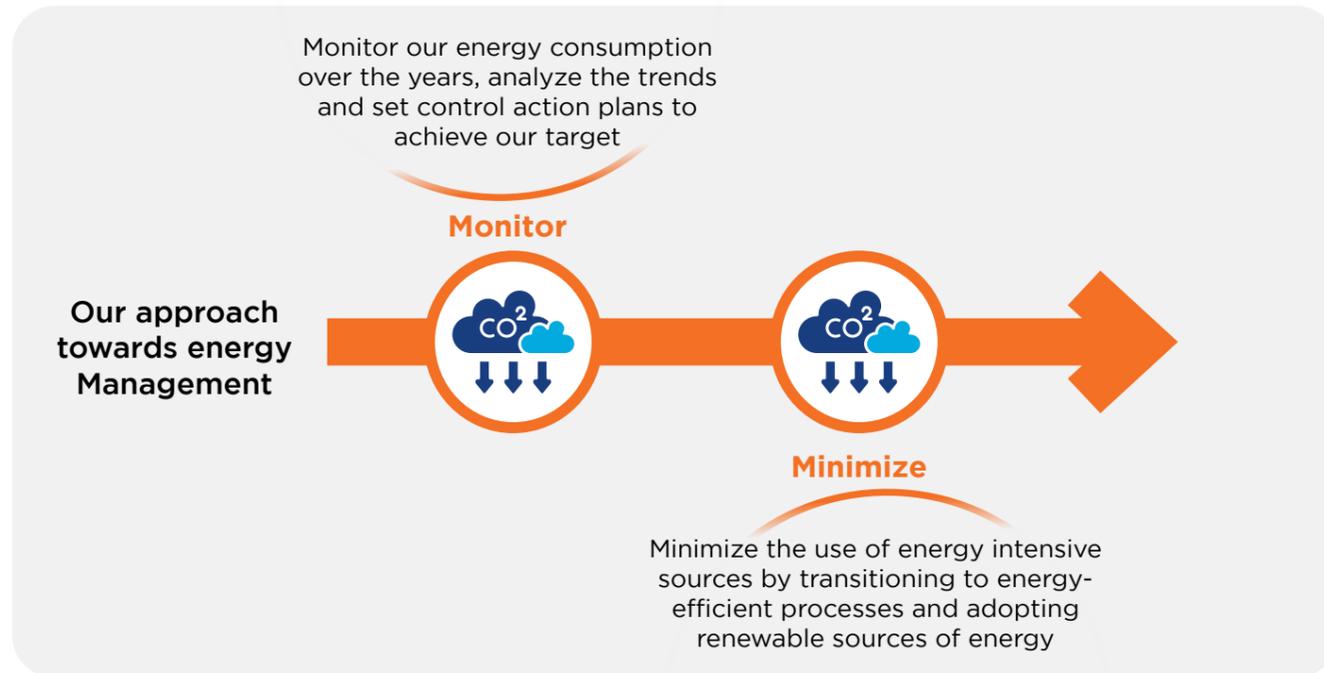


\* These certifications are in progress for our new site at Dahej, Gujrat

## Energy and Emission Management

We are committed to mitigating the adverse effects of climate change, which compels us to consistently reimagine and transform our operational practices. Our vision of a more environmentally friendly and sustainable future propels us to prioritize emission reduction and the transition to alternative energy sources.

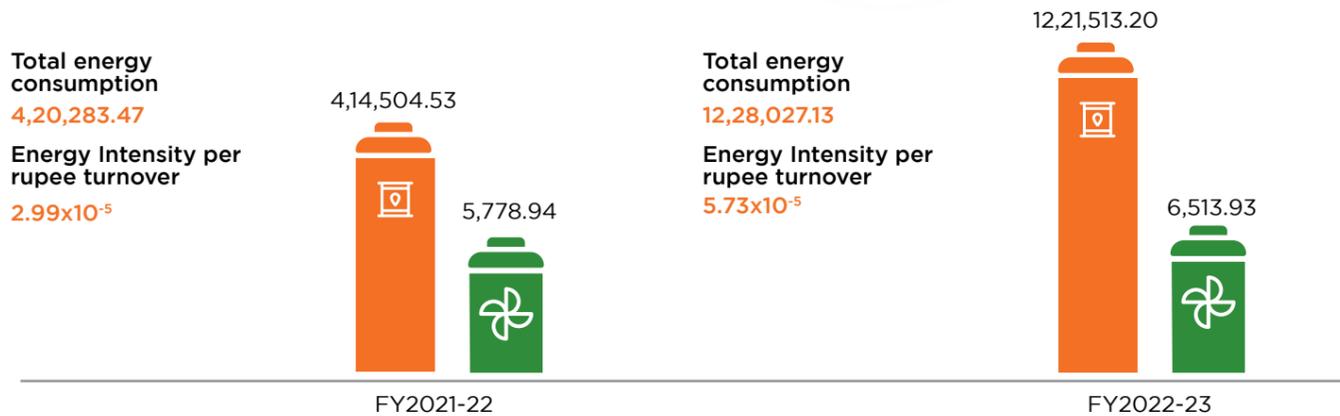
In order to enhance our energy performance, we have adopted a two-step approach:



### Monitor:

Within our comprehensive energy management plan, we diligently track our annual energy consumption, classifying our sources into renewable and non-renewable categories. We then implement sustainable energy optimization initiatives, followed by the development of targeted plans to reduce emissions.

### Energy Consumption<sup>14</sup>



Total Energy from Non-Renewable Sources  
 Total Energy from Renewable Sources

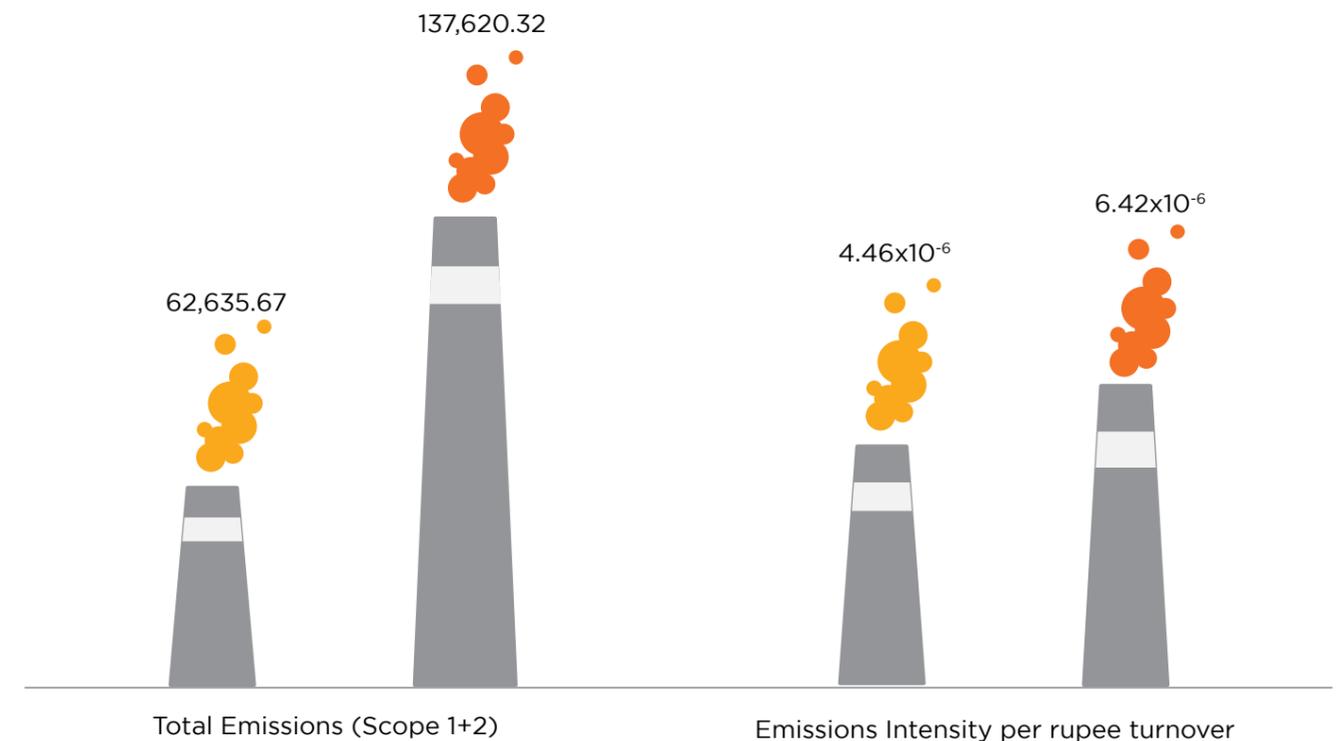
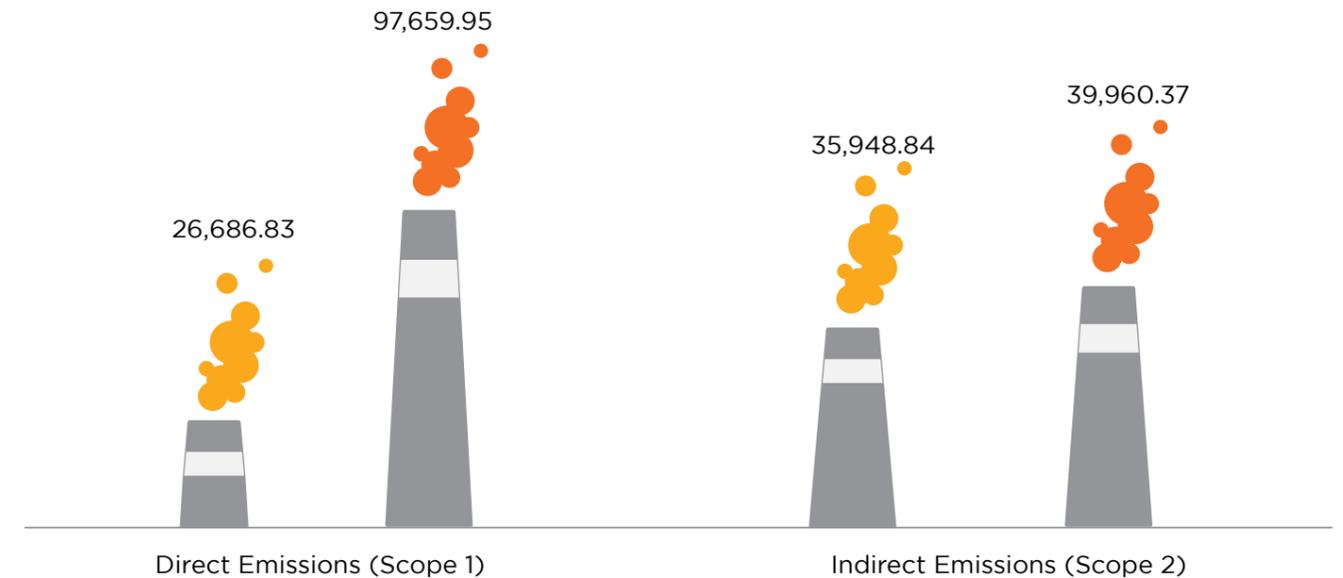
Unit: GJ

<sup>14</sup>GRI 302-1, 302-3

In FY 2022-23, we expanded our operations with the addition of a new site in Dahej. This expansion led to an overall increase in our energy consumption and energy intensity.

### Carbon Emission<sup>15</sup>

In order to track our emissions, we regularly perform a comprehensive holistic GHG inventorying process. We monitor our Scope 1 (direct), Scope 2 (indirect) and Scope 3 (Other indirect) emissions in our quest to improve energy efficiency across all operations and business activities.

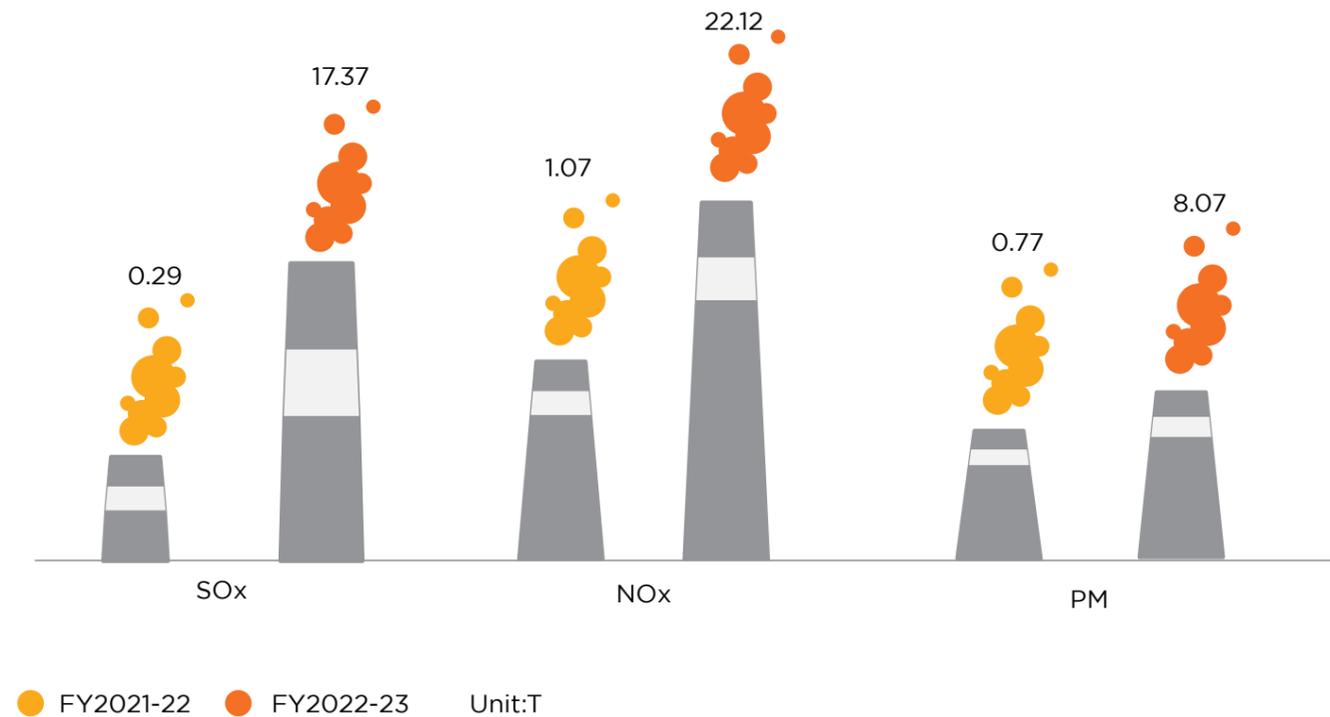


FY2021-22 FY2022-23 Unit: TCO<sub>2</sub>

<sup>15</sup>GRI 305-1, 305-2, 305-4

### Air Emission<sup>16</sup>

Navin Fluorine diligently monitors the emissions of particulate matter (PM), nitrogen oxides (NOx) and sulfur oxides (SOx) originating from our manufacturing procedures and flue gas emission outlets. Our monthly monitoring ensures that these emissions remain within the permissible limits defined by the Pollution Control Board.



Scope 3 Emissions (Metric tonnes of CO2 equivalent) <sup>17</sup>	FY 2021-22	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) *	25,335.67	48,875.76
Total Scope 3 emissions per rupee of turnover	1.81x10 <sup>-6</sup>	2.28x10 <sup>-6</sup>

Scope 3 calculations are reported for 4 categories; (Upstream transportation and distribution, Waste generated in operations, Business travel and Employee travel)

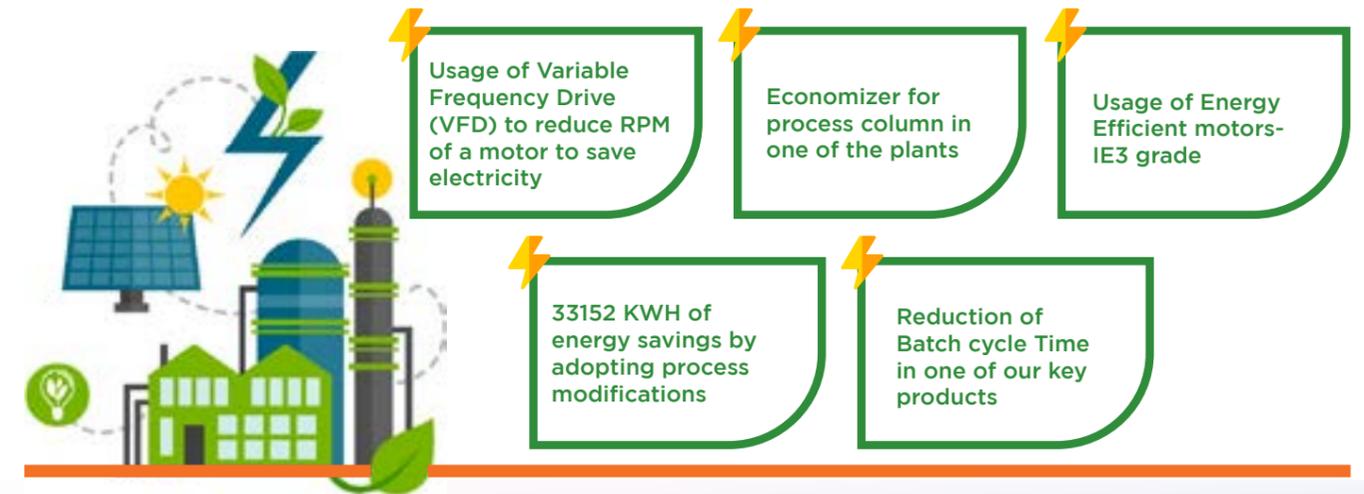
We have taken the emission factors from the IPCC and GHG Protocol

<sup>16</sup>GRI 305-7, <sup>17</sup>GRI 305-3

### Minimize<sup>18</sup>:

We actively implement initiatives to curtail energy usage, thus accelerating our efforts to reduce carbon emissions. As part of our commitment to a sustainable future, Navin Fluorine has been progressively embracing renewable energy sources. Our tree plantation initiatives reflect our resolute dedication to upholding biodiversity and fostering a healthier planet. Through these endeavors, we demonstrate our unwavering commitment to sustainability, while actively contributing to the flourishing of our ecosystems.

#### Our Energy Saving Initiatives



## Water Stewardship<sup>19</sup>

We uphold a steadfast commitment to the sustainable management of water resources, ensuring fair access to this vital commodity, minimizing harm to natural water bodies, and mitigating the risk of water stress to bolster the long-term resilience of our communities. Our sustainable water resource management is fundamentally centered on the optimization of water utilization.

Our relentless pursuit of sustainability extends to water conservation and responsible usage at our chemical plants. As a testament to our commitment, the Dewas facility achieved a milestone of recycling 16.8% of water consumed in FY 2022-23. The wastewater treatment plant at Dewas site is a Zero Liquid Discharge (ZLD)

unit, comprises of an Effluent Treatment Plant, Reverse Osmosis and Multi Effect Evaporator Plant. Treated effluent is being reused in utility (Cooling tower) and other applications. At the Dahej location, we have installed a waste water treatment facility based on the characteristics of primary, biological and tertiary treatment. For concentrated streams we have installed Multi Effect Evaporator, finally the treated wastewater meeting the permissible limits is discharged to the industrial estate wastewater discharge point. At our Surat manufacturing site, treated wastewater is discharged to the sewage treatment plant after 3 stage treatment process and the treated water is recycled back at the site for utility purposes. We monitor the effluent discharged by the non-ZLD sites in line with the relevant environmental regulatory requirements.

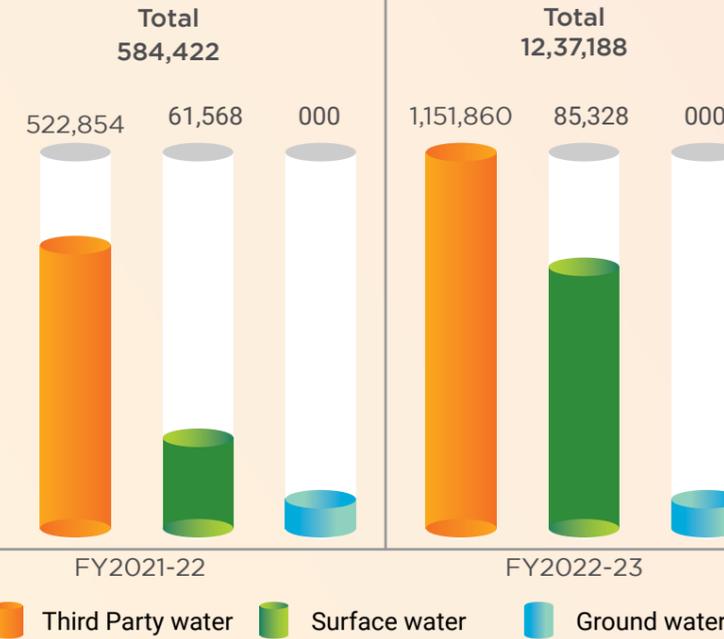
### Water conservation initiatives undertaken by Navin Fluorine

- Utilization of improved membrane technology for recovering good quality water from effluent.
- Utilization of Process RO backwash in utility
- Segregation of effluent streams
- Utility wastewater reused within premises after treatment in ETP and RO
- STP water utilized in garden activity
- Water saving faucet was installed in the washroom and canteen during project time to save water.
- Water saving WC installed in the plant area.

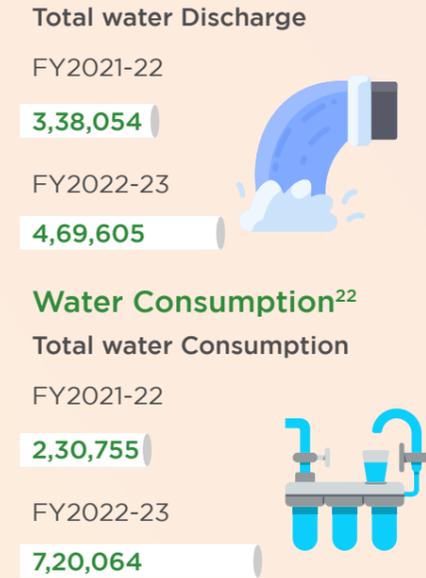


Rainwater harvesting system at Dewas unit

### Water withdrawal from sources<sup>20</sup>



### Water Discharge<sup>21</sup>



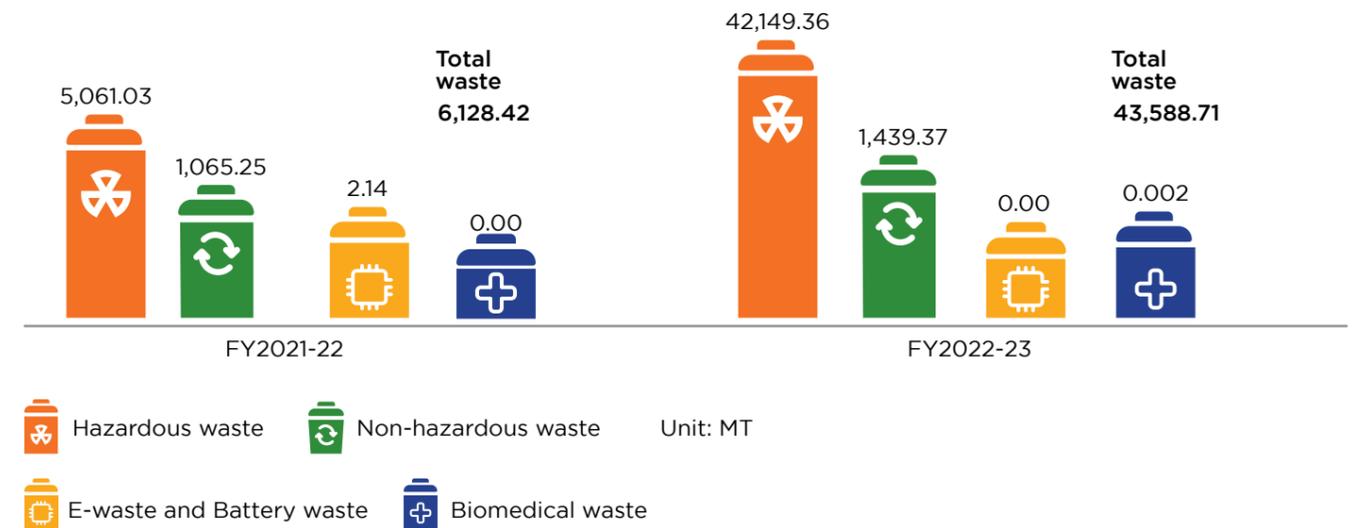
### Water Consumption<sup>22</sup>



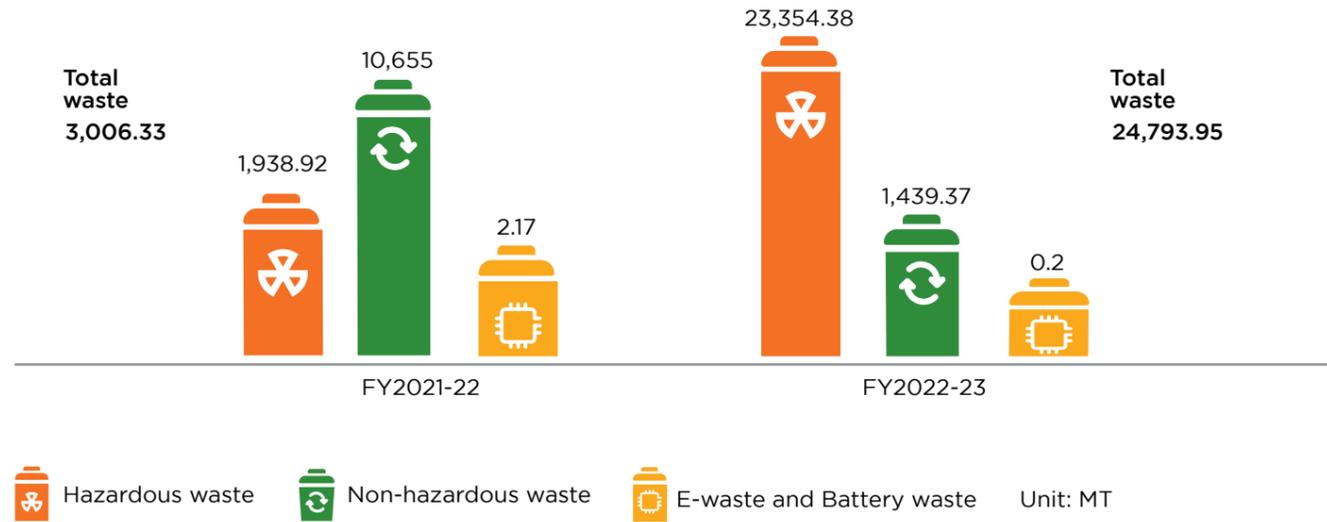
## Waste Stewardship

As an environmentally conscientious organization, we continuously strive to minimize waste throughout the life cycle of our products. We take immense pride in surpassing regulatory requirements and ingraining effective waste management initiatives into our facilities. Our waste management strategy revolves around meticulous waste reduction planning and management, employing cost-effective and eco-friendly processes while optimizing resource utilization.

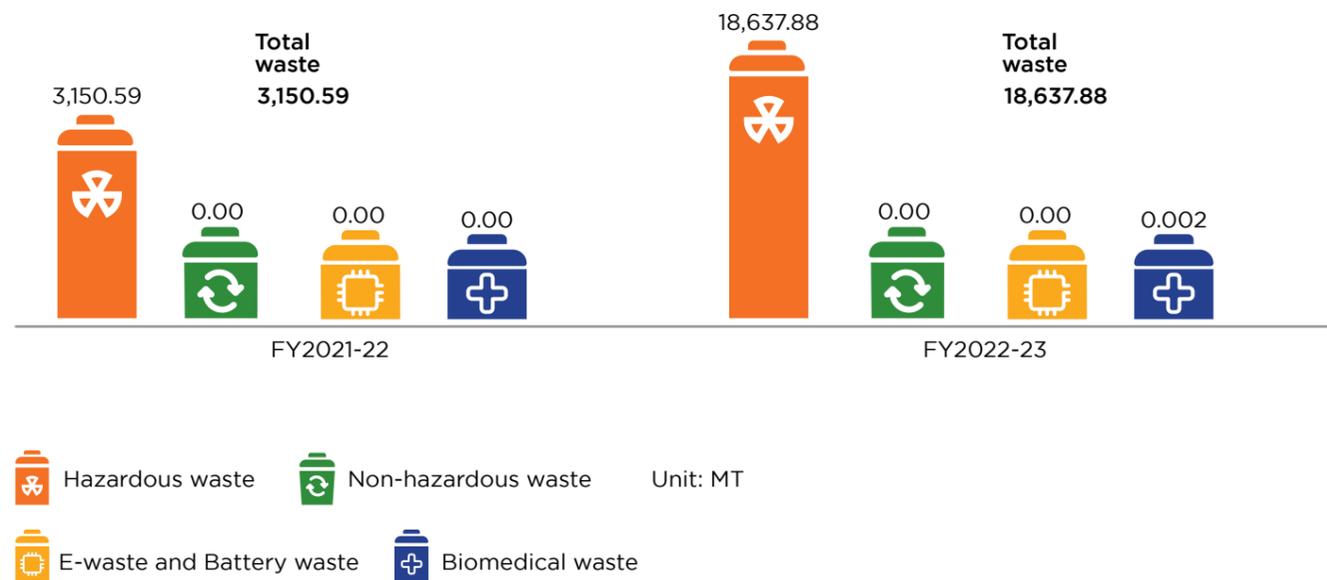
### Waste Generated<sup>25</sup>



Waste diverted from disposal<sup>24</sup>



Waste directed to disposal<sup>25</sup>



## Our canvas of environmental initiatives



### Transitioning to Hybrid Renewable Energy at Surat Plant

CASE STUDY

#### Details of the project

The project will focus on implementation of a power purchase agreement that would convert an average of 2.9 MW of the site's total input power from renewable energy sources, specifically solar and wind energy. These renewable sources would replace the conventional power previously used, resulting in a substantial reduction in greenhouse gas emissions and a transition towards cleaner energy generation.

#### Our Thrust Area - Linking to SDGs

By adopting hybrid renewable energy sources, the project aims to contribute to the global transition towards clean and sustainable power generation, reducing dependence on fossil fuels and mitigating greenhouse gas emissions.

#### Social and Environmental Impact

The initiative has several notable impacts on both society and the environment. By reducing the reliance on fossil fuel-based power, the project helps mitigate climate change and reduce air pollution. The shift to renewable energy sources also promotes the local economy by creating jobs in the renewable energy sector. Additionally, the project sets an example to adopt sustainable practices, fostering a broader movement towards clean energy and a greener planet.



### Low Carbon Fuel Initiative

CASE STUDY

#### Details of the project

We have undertaken a visionary project to embrace sustainable practices through the adoption of low-carbon fuel sources at our units Surat, Dewas, and Dahej. Our primary goal is to significantly reduce emissions for cleaner air and a healthier environment. Last year, we achieved a commendable milestone, with 23% of our total energy derived from natural gas-based sources, showcasing a remarkable decrease in our reliance on coal.

#### Environmental Impact

The driving force behind this initiative is our deep commitment to curbing air pollution and mitigating greenhouse gas emissions. Recognizing the urgent need to address environmental challenges, we embraced natural gas-based energy sources, which, compared to coal power plants, emit nearly 40% fewer CO2 equivalents for the same energy output. This shift showcases our efforts in the pursuit of cleaner and greener practices.



### Renewable Energy Mix for a Sustainable Future

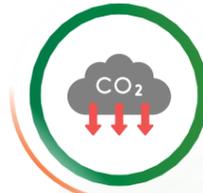
CASE STUDY

#### Details of the project

Contributing to the global transition towards sustainable power generation and combating greenhouse gas emissions, our Dewas facility spearheads a project to reduce dependence on fossil fuels. Through a robust renewable power purchase agreement, we have successfully integrated 1.0 MW of solar power into our operations. Building upon this success, we have an ambitious plan to scale up our efforts by increasing the capacity of renewable source of energy.

#### Environmental Impact

The project's positive environmental impact is undeniable. By significantly reducing our reliance on fossil fuel-based power, we play a crucial role in mitigating climate change and combatting air pollution. Our sustainability-driven actions have saved 19.62% of carbon emissions (Scope-2) for FY 2022-23, underlining our unwavering commitment to a greener future.



### Clean Development Mechanism - An Emission-Reduction Triumph

CASE STUDY

#### Details of the project

Our latest environmental endeavor involves a groundbreaking Clean Development Mechanism project, dedicated to reducing greenhouse gas emissions and meeting international targets. Central to this initiative is the thermal oxidizer, a highly advanced process unit that decomposes hazardous waste gases at high temperatures, including the challenging task of handling high global warming potential gas R23 with exceptional efficiency and precision.

#### Environmental Impact

Our Surat site has saved a staggering 527.1 TCO2 emissions in the last four years. This reaffirms us as frontrunners in pioneering sustainability, as we take decisive steps towards a carbon-neutral future.



### Waste to Energy

CASE STUDY

#### Details of the project

The project's rationale was to address the challenge of waste management while exploring sustainable alternatives for fuel in the cement industry. Permission was obtained from the State Pollution Control Board to send this waste for pre-processing/co-processing. This waste is then used as an alternative fuel in the cement manufacturing process, substituting conventional fossil fuels. The project enabled cost reduction from conventional disposal methods such as landfill or incineration at a common Treatment, Storage, and Disposal Facility (TSDF). This cost advantage further incentivizes the adoption of sustainable waste management practices in the cement industry.

#### Our Thrust Area - Linking to SDGs

The initiative directly aligns with the United Nations' Sustainable Development Goals (SDGs), particularly Goal 12: Responsible Consumption and Production, and Goal 13: Climate Action. By utilizing waste as fuel in the cement industry through pre-processing/co-processing, the project aims to promote sustainable waste management practices, reduce reliance on fossil fuels, and minimize environmental impacts.

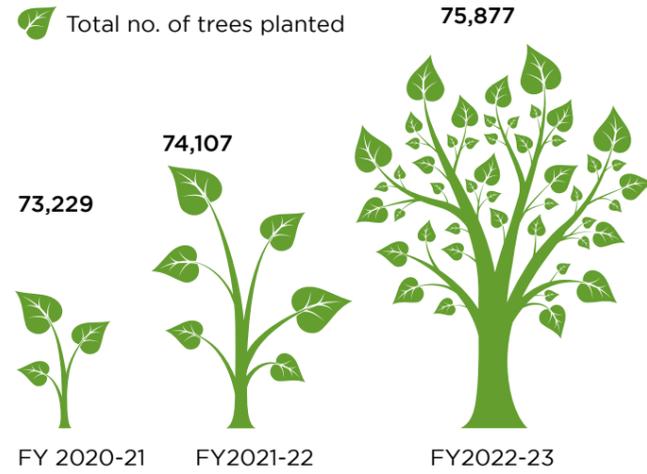
#### Social and Environmental Impact

By utilizing waste as fuel in the cement industry, the project contributes to the conservation of natural resources, as it reduces the demand for fossil fuels. This approach also helps in minimizing the release of greenhouse gas emissions associated with traditional fuel sources. Additionally, the project promotes responsible consumption and production by diverting waste from landfills and implementing a circular economy approach.

### Green plantation initiatives

As part of our commitment to environmental stewardship, our company has undertaken numerous initiatives to enhance the sustainability of our operations. During FY 2022-23, we actively participated in World Environment Days, resulting in the planting of over 500 saplings and the creation of a lush green grass carpet spanning over 10,000 square meters at our Dahej unit. Additionally, our Surat unit contributed to this endeavor by planting 2,030 saplings during the same period. Furthermore, at our Dewas unit, we have devoted approximately 40% of our premises to the development of a vibrant green belt, where a diverse range of tree saplings, including Neem, Peepal, Karanj, Paras Peepal, Ashok, Seesham, Gulmohar, and Cassia siamea, were thoughtfully planted. In total, 200 saplings were successfully

planted at Dewas in 2022-23. These initiatives reflect our ongoing commitment to fostering a sustainable and environmentally friendly future.



# Creating Value Through People<sup>26</sup>



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- 66 Our Strategy: Human Capital Development
- 68 Workforce Composition: New Talent Attraction and Retention
- 70 Empowering Our Workforce: Learning and Development

- 73 Protection of Human Rights: Inclusion, Diversity and Human Rights
- 75 Fostering a Safe Workplace: Focusing on Health and Safety
- 80 Upholding Sustainable Community Development



<sup>26</sup>UN- SDG 3, 4, 5, 8, 10

OUR CORPORATE VALUES



GOVERNANCE ENABLERS

Responsible Care policy, Whistle-blower policy, Code of Conduct, QEHS policy, POSH, Integrated Management Systems policy



We encourage female candidates across the organization, while charting their individual career development



MATERIAL TOPICS

- Learning and Development
- Human rights
- Occupational health and safety
- Employee retention and satisfaction
- Local Communities

PERFORMANCE HIGHLIGHTS

1400+ employees

Zero fatalities in FY 2022-23

INR 60 lacs invested for trainings

Zero cases for human rights issue

6.15 Cr spent on CSR initiatives

## Our Strategy: Human Capital Development

At Navin Fluorine, we believe our employees have been at the forefront of creating new possibilities and growth avenues for our business. The culmination of their collective efforts and passion has been at the heart of our organizational agility and success. We have integrated a Human Resource (HR) strategy which aims to create a work environment that is driven by our purpose and values. Through our strategy, we focus on attracting and retaining talent, strengthening employee capabilities, safeguarding our workforce and ensuring their health and safety. Furthermore, we leverage four focus areas of our HR strategy to enhance employee engagement and development and deliver sustained growth. Additionally, we make consistent efforts to enrich employee experience, wellbeing, and professional development.

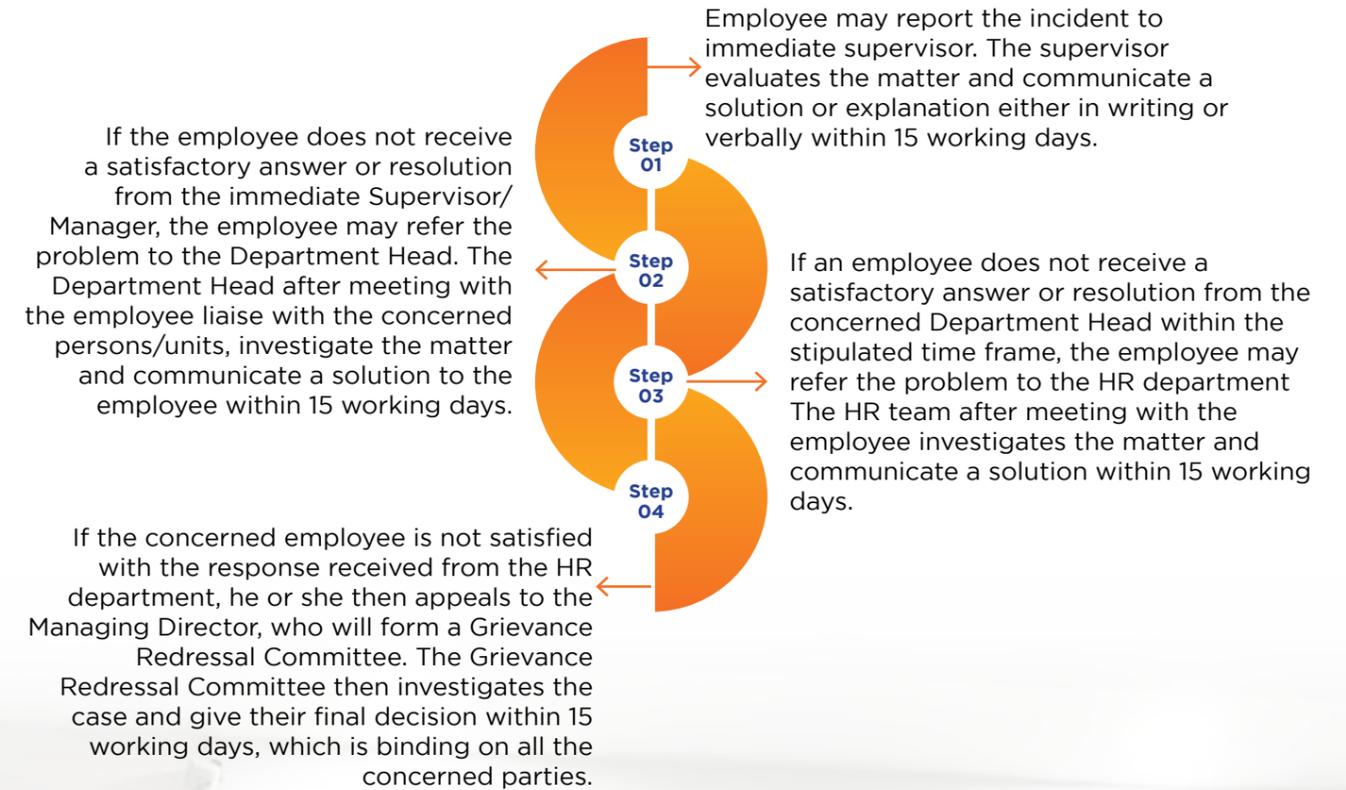


To enable in depth integration of our strategy, we have developed policies that are employee-friendly and progressive in nature. Our focus has been on humanizing our HR management system and invest in growth-oriented programs for our employees. Our policies are periodically updated to keep pace with the dynamic shifts in our business landscape and employee expectations. Our Corporate HR ensures the implementation of Human Resource (HR) policy and facilitates any update and communication of the same to the employees. Any changes or review of the policies and procedures is undertaken after the approval of our Managing Director. Our HR policy entails ethical and responsible guidelines for employee recruitment, remuneration, employee benefits, performance recognition, human rights. Furthermore, we have a robust grievance redressal mechanism to take prompt action and resolve the complaints reported by our employees. We encourage our employees to utilize the grievance procedure without any fear of recrimination.

- Quality, Environment, Occupational Health & Safety Policy**
- HR Policy**
- Responsible Care Policy**
- POSH Policy**
- Whistleblower Policy**



## Grievance Procedure



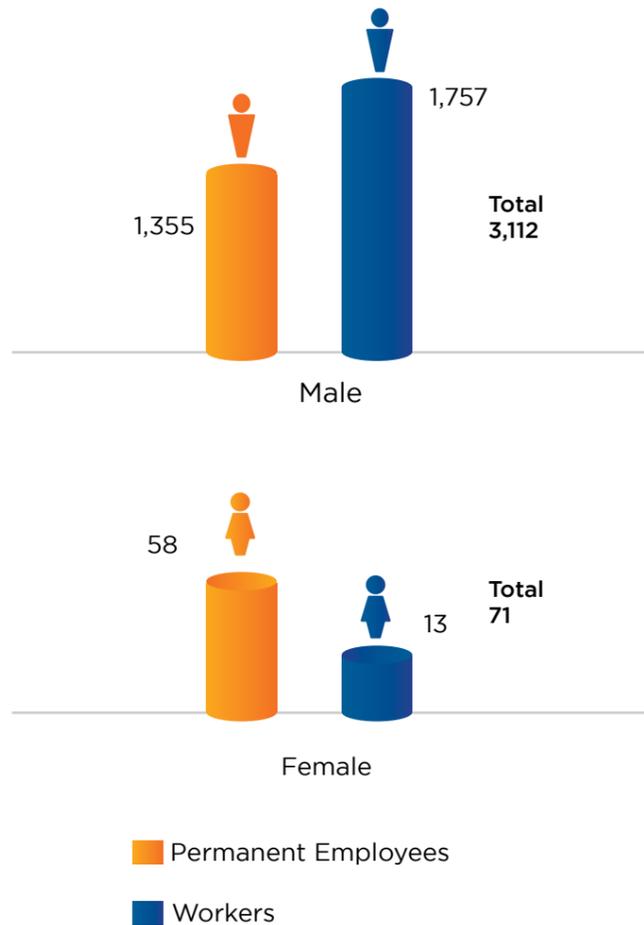
## Workforce Composition: New Talent Attraction and Retention<sup>27</sup>

To create a rich talent pool, we focus on attracting the brightest minds in our industry and building a long-lasting relationship with them. We are an equal opportunity employer, and our primary focus is on the skillsets an employee entails and his/her drive to innovate, collaborate and excel. Our recruitment process is strongly rooted to strict guidelines of non-discrimination and fairness, regardless of gender, ethnicity, age or religion. Our HR teams organize a structure induction program for all new joiners, that helps them comprehend and uphold the organizational culture, engage with a wider workforce, and offer the ability to perform at their best.

Our workforce is an eclectic mix of employees, hailing from different educational, cultural, and demographic backgrounds, and we consciously ensure that the inclusion and diversity principles

and employability practices remain free from the barriers of gender and age. The presence of a multi-disciplinary workforce enables us to accelerate innovation-centric capabilities and create a better shared future for all our employees. We have enabled a holistic and progressive workplace with female, who represent 4% of our total workforce. In FY 2022-23, we were able to provide employment opportunities and witnessed a 48% new employee hire rate. Furthermore, our employee engagement and benefit programs helped us retain talent and led to only 20% attrition. Our skilled and unskilled workers assist in the production of chemicals and other allied activities. For any operations or significant developments in the organization's management or strategy, we provide a minimum notice period of approximately one month.

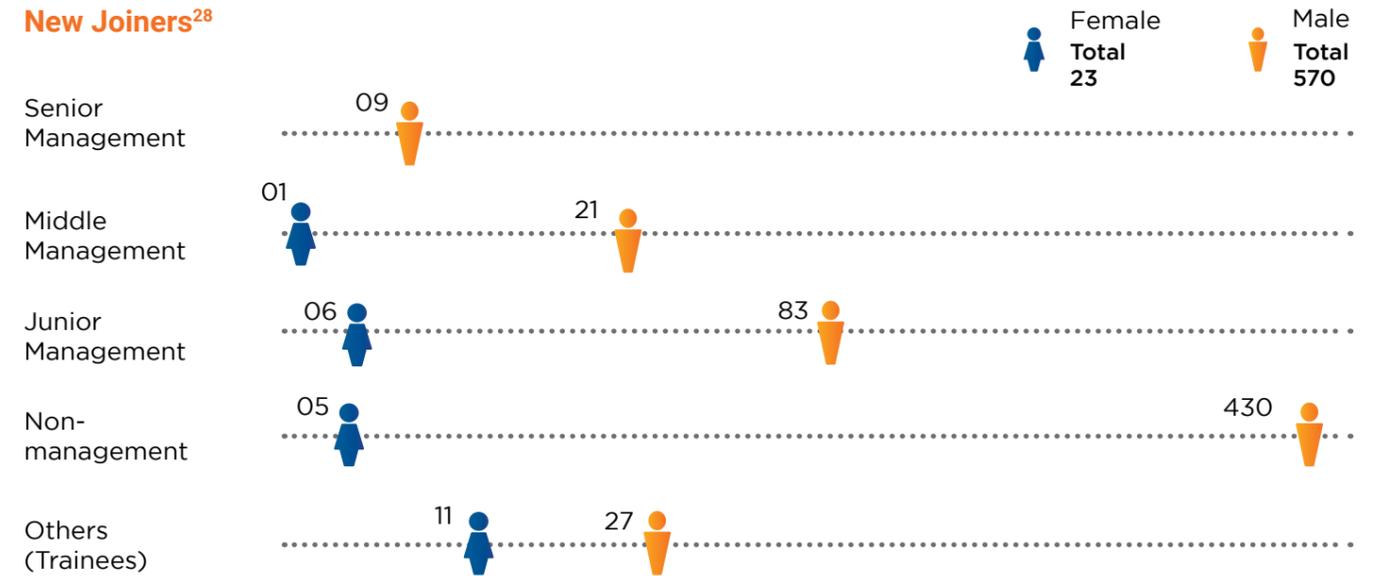
### Our Workforce



“ Launched Future leadership program (FLP), wherein 10 candidates out of 19 are female



### New Joiners<sup>28</sup>



### New Joiners (Age)

Employee Category	<30 years	30-50 years	>50 years
Senior Management	0	4	5
Middle Management	0	19	3
Junior Management	12	77	0
Non-Management	257	177	1
Others (Trainees)	37	1	0
<b>Total</b>	<b>306</b>	<b>278</b>	<b>9</b>

### Employee turnover<sup>29</sup>

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Senior Management	0	2	4	6	0
Middle Management	0	7	4	10	1
Junior Management	3	44	2	49	1
Non-Management	102	59	10	167	4
Others (Trainees)	11	0	0	10	1
<b>Total</b>	<b>116</b>	<b>112</b>	<b>20</b>	<b>242</b>	<b>6</b>

<sup>27</sup>GRI 2-7, 2-8, 402-1, UN-SDG 5

<sup>28, 29</sup>GRI 401-1

## Empowering Our Workforce: Learning and Development<sup>30</sup>

We emphasize on the importance of developing specific skill sets to strop the inherent talents of our employees. Along with encouraging diverse and innovative viewpoint, our Human Resource strategy identifies and assesses training and functional behavioral skill sets with a holistic approach for upskilling employees and attaining their professional goals. Navin Fluorine continues to foster a culture of continuous learning, creativity, and cooperation by offering cutting-edge learning and development programs and initiatives. These learning and development programs allow the whole team to inculcate new professional skills that raise their quantum of knowledge and improve their confidence levels. We have implemented several programs, including safety and quality trainings (cGMP compliances), functional and technical skill enhancement



**Invested INR 60 lacs in training and awareness programs**

trainings and statutory trainings covering POSH (Prevention of Sexual Harassment of Women at Workplace) to create awareness, boost employee skills and develop leadership skills. The focus is on offering maximum experience and encouraging learning agility. Furthermore, we have undertaken leadership assessment trainings to prepare leaders and strengthen succession planning for critical roles.

Our trainings are broadly categorized under Development and Safety sessions. Safety trainings include all the mandatory health and safety related trainings, whereas development trainings focus on skill enhancement on both behavioral and technical front. Few of our development training programs include:



**100% of employees provided POSH and Ethical Business Conduct training**



<sup>30</sup>GRI 404-2, UN-SDG 4

### Accelerated Leadership Development



Leverage skills to influence stakeholders and drive decisions to optimum results

### POSH Awareness Program



Reduce incidents and improves productivity. Helps Navin Fluorine to maintain legal obligations, boosts morale and improves quality work culture

### A leader speaks- Story telling



Leaders inspiring new generation employees with their real-life experiences and stories

### Enhancing abilities to evaluate



Training provided to company employee on- how to conduct interviews, pre and post assessments

### Employee growth



Embrace employee's potential to maximize their own performance. Coaches co-create the future of individuals, teams, organizations and systems by facilitating clarity, enabling empowerment and supporting accountability.

<sup>30</sup>GRI 404-2, UN-SDG 4



### Campus to Corporate

Enhances the confidence of freshers and enables smooth transition from the campus to corporate life. Lead to zero attrition from campus recruits for last three years



### AAR workshop (After Action Review)

Identify strengths & weakness, standardization, continuous improvement, replicate success and knowledge sharing



### Flow Chemistry Society Annual Conference

Update about the latest developments in flow chemistry and its continuously expanding applications by key leaders in the field



### Logistics event

Continuous knowledge of cutting-edge, enabling technologies and latest trends in the supply chain field



### ASPEN Workshop

Increased process knowledge and performance of tools and software

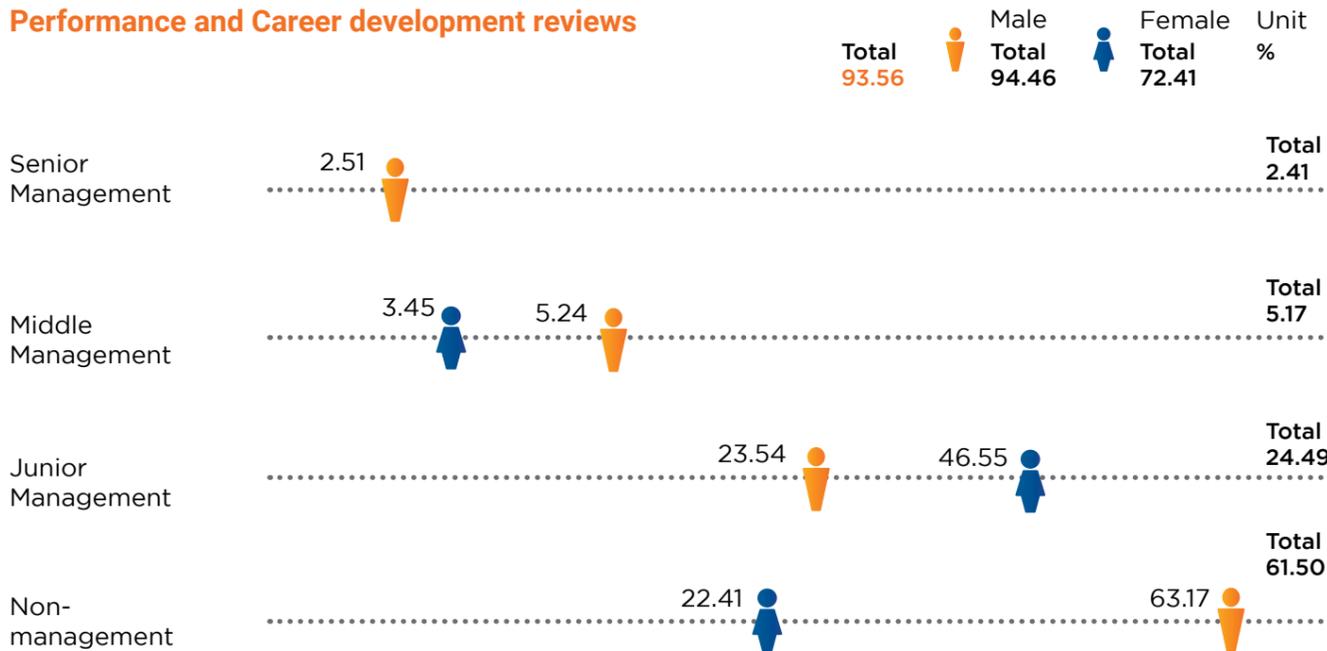


### Learning programs for supply chain professionals

Knowledge of cutting-edge technologies and latest trends in the field

We enable setting of employee goals/ KRA in the first quarter of the financial year and conduct review of the set goals in quarter four through our human resource management system. Our performance management system lies at the heart of our operational excellence and supports our endeavor to provide transparent and comprehensive feedback to all our employees. We continue to instill and enhance performance excellence through proper employee recognition through our employee of the month program. The achievers are solicited during town halls at respective locations.<sup>31</sup>

### Performance and Career development reviews



## Protection of Human Rights: Inclusion, Diversity and Human Rights<sup>32</sup>

Navin Fluorine consistently adheres to the fundamentals of human rights across business activities and locations where we operate. We have a human resource policy designed as per the national laws on human rights which prohibits any form of discrimination, child labor, sexual harassment, among others across our value chain. Furthermore, we ensure that our policy is periodically reviewed to ensure adherence with evolving global frameworks. To address the issues specific to human rights, we have mechanism in place that enables employees to raise their complaints, which are further addressed by the site head and corporate office team. Additionally, head of Human Resources of each specific location addresses the concerns and grievances raised by the employees/workers.

We strictly condemn any kind of discrimination based on caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status or affiliation with a political, religious or union organization or majority/minority groups among others. Further, we uphold the freedom of association and collective bargaining among employees, in our effort to strengthen support for all our labor unions. This also enables us to



**Zero** incidents of discrimination

**No complaints** raised on the grounds of child and forced labor

**Zero** violations of the rights of indigenous people

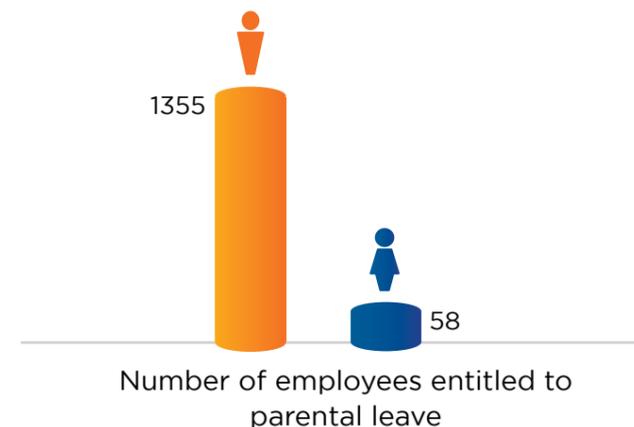
**100%** security personnel trained on human rights policies and procedures

effectively address material issues of importance to our employees. None of our operations have violated the freedom of association and collective bargaining for our employees. For FY 2022-23, 0.12 per cent of our total employees were covered by collective bargaining agreements.

As part of our comprehensive benefits package, we provide provident fund, gratuity, superannuation fund and parental leave benefits to all our employees. We provide paternity leave for 1 week and maternity leave for 26 weeks, as prescribed by the law. Additionally, we also provide Medclaim benefits to our permanent employees. Details for parental leave for FY 2022-23 are provided below:<sup>33</sup>

### Parental Leave FY 2022-23

Male Female



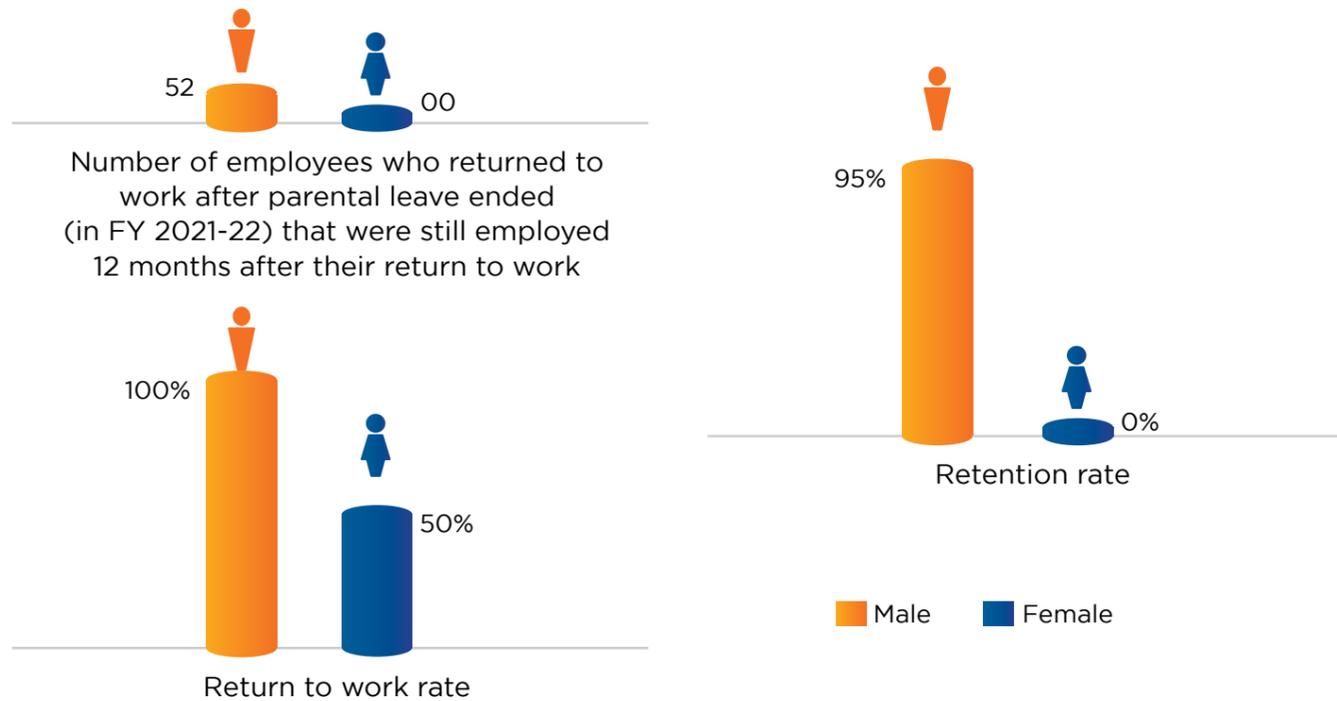
Total number of employees that took parental leave, by gender



Number of employees that returned to work in the reporting period after parental leave ended

<sup>31</sup>GRI 404-3

<sup>32</sup>GRI 2-30, GRI 401-2, GRI 406-1, GRI 407-1, GRI 408-1, GRI 409-1, GRI 410-1, GRI 411-1, UN SDG-10, <sup>33</sup>GRI 401-3



Diversity at Navin Fluorine is the foundation for our future progress and success. With a myriad of capabilities and aspirations, we enable a value-creation journey that is efficient, insightful, and resilient. We hereby provide our stakeholders a glimpse of our diverse workforce:<sup>34</sup>

**Diverse Workforce**

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Senior Management	0	13	23	36	0
Middle Management	0	61	15	74	2
Junior Management	32	283	44	329	30
Non-Management	333	515	62	895	15
Others (Trainees)	0	21	11	21	11
<b>Total</b>	<b>365</b>	<b>893</b>	<b>155</b>	<b>1,355</b>	<b>58</b>

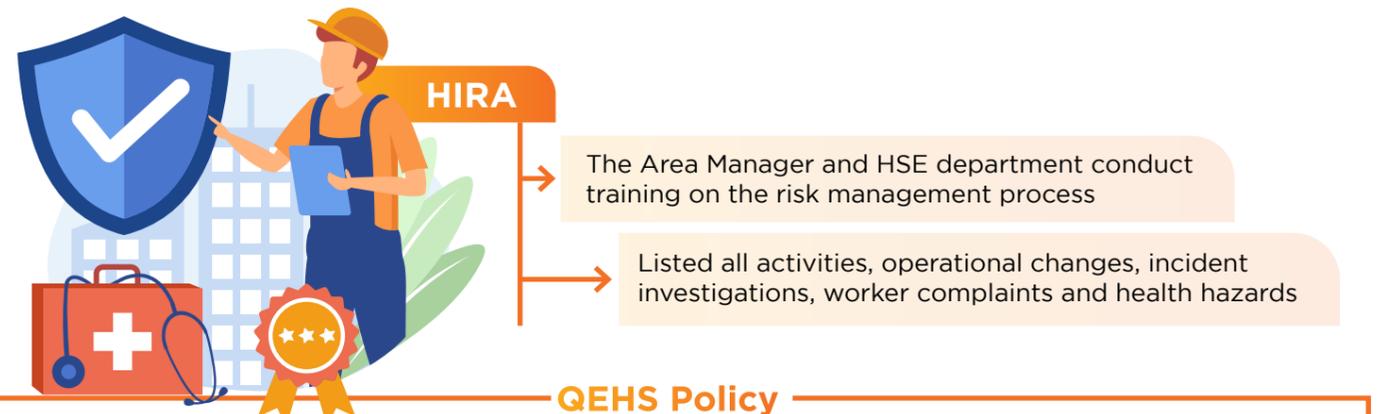
Employee Category	Ratio of basic salary	Ratio of remuneration
Senior Management	0	0
Middle Management	0.01	0.01
Junior Management	0.07	0.07
Non-Management	0.01	0.01
Others (Trainees)	0.52	0.52

<sup>34</sup>GRI 405-1, GRI 405-2

## Fostering a Safe Workplace: Focusing on Health and Safety<sup>35</sup>

Navin Fluorine fosters to establish a safe work environment for its employees, union workforce, contractual labor, suppliers, visitors, and partners. Our Occupational Health and Safety Management framework covers all our stakeholders and is aligned with the legal requirements as well as ISO 45001:2018, ISO 9001, ISO 14001 requirements and Responsible Care certification. The management system also complies with Hazard & Operability Study (HAZOP), hazard identification & risk assessment (HIRA), Pre-Start-up Safety Review (PSSR) and Job Safety Analysis (JSA). 100% of our workforce is covered by our OHS management

system. In line with our aspiration to be a leader in safe work premises and practices, we have an established Hazard Identification and Risk Assessment (HIRA) process for all jobs to be performed at our premises. The process is applicable to all day-to-day activities, products and services provided by Navin Fluorine. HIRA helps us to assess the hazards using our enterprise risk matrix for safety to determine the risk (rating) it poses based on the severity of harm they have the potential to cause and the likelihood that harm will occur. Additionally, risks are escalated to different levels of the organization based on the rating.



**QEHS Policy**

We at Navin Fluorine, are committed to demonstrate continual improvements in our QEHS performance. We accord Quality, Environment, Health and Safety as a “Principal Business Objective” for all our operations including the products manufactured and distributed by the organization. We also believe in exceeding customer expectations through innovation & continual improvements in our products, processes, and technology. To achieve these objectives, we shall:

- ✓ Comply with applicable legal and other requirements to which we subscribe and are related to Quality, our Environmental Aspect and OHS hazards and with requirements as envisaged by Responsible Care.
- ✓ Demonstrate visible commitment towards QEHS starting from the Top Management and make everyone accountable for their QEHS performance through assigning weightage in performance measurement.
- ✓ Institutionalize Aspect Impact and Risk Assessment methodologies and lay emphasis on process Safety Management.
- ✓ Prevent pollution, occupational injuries, and ill health by managing risks in the workplace
- ✓ Conserve natural resources and focus on recycling and reuse of waste as far as reasonably practicable.
- ✓ Integrate QEHS considerations in all our business activities at the planning level itself.
- ✓ Strengthen the awareness, skills and competence of our employees and business associates including product distribution channels to enable them to perform in line with our QEHS requirements.
- ✓ Actively participate and consider the needs of the community during the development of Emergency Procedures.
- ✓ Establish, review, and maintain our Quality, Environment, Health and Safety to drive our performance in line with our stakeholders’ expectations

<sup>35</sup>GRI 403-8, GRI 403-1, GRI 403-2

We value our worker's insights and ensure that their inputs are taken into consideration during the HIRA process, safety capability building sessions and incident investigations, among others. Furthermore, we conduct regular internal and external audits to identify key improvement areas and strengthen workplace safety. In this regard, we have defined SOP to report unsafe act/ conditions and near miss at work area, along with various platforms like Plant Safety Committee, Central Safety Committee and Safety Training Observation Program (STOP) round to report daily abnormality and work-related hazards. The SOP focuses to establish the hierarchy of controls and implementing the procedure of incident, near miss and non-conformance reporting, investigation, analysis, corrective and preventive actions to avoid recurrence. In order to protect workers against reprisals, we have policies such as

Responsible Care policy and QEHS policy available at site which provide them protection against intimidation, threats, or acts that could have a negative impact on their employment or work engagement. The policy reassures our workers and encourages them to report any reprisal faced by them on account of their decision to either remove themselves from work situations that they believe could cause injury or ill health, or report about hazards or hazardous situations to our workers' representatives, or to regulatory authorities.

We have established safety committees at plant levels to provide requisite guidance on all health and safety matters and policies. Our management ensures a strong safety, health and wellbeing culture as well as the effective management of occupational health and safety.

The safety of employees and workers is at the core of our operations. At Navin Fluorine, we provide medical coverage to all our employees through Medclaim and ESIC to all our workers. Additionally, health promotion services and programs are planned on the basis of periodical medical findings and wellness and workplace training planner is also maintained on a regular basis. We also conduct a programme during National Safety Week and Environment Day to enhance awareness among employees and contractors. Navin Fluorine has implemented below the mentioned initiatives to ensure safe work practices across its plants:



- ✓ Assisting and facilitating to achieve the aims and objectives outlined in the QEHS Policy by the Management.
- ✓ Dealing with all matters concerning health, safety and environment and to arrive at practicable solutions to problems encountered.
- ✓ Creating safety awareness amongst employees at Organizing educational, training and promotional activities.
- ✓ Organizing educational, training and promotional activities.
- ✓ Deliberating on reports of safety, environmental and occupational health surveys, emergency plans, safety audits, risk assessment and implementation of the recommendations made in the reports. Carrying out health and safety surveys and investigating incidents reported.
- ✓ Evaluating the likelihoods of risks to the safety and health of employees and suggest corrective measures. Conducting periodic reviews, the implementation of the recommendations made to address the identified risks or hazards.
- ✓ Conducting regular meetings, toolbox talks to create awareness regarding safety measures at premises.

- 01 Behavior-based safety program to enhance safety culture.
- 02 Focus on plant design and systems to improve inherent safety at site.
- 03 Hazardous chemicals manual handling by close handling system.
- 04 Increased employee participation in various HSE platform by encouraging them through reward and recognitions.
- 05 Workplace monitoring by a third party.
- 06 HAZOP study for all the new plants and processes.
- 07 Training and awareness programs conducted for Onsite emergency plan.
- 08 Distribution of safety booklet.
- 09 Regular meetings of Safety committee.
- 10 Provides adequate PPEs to workers to protect them from chemical exposure.
- 11 Breathing airline system provided in the plant area.
- 12 Dedicated emergency vehicle sending along with Multiple element gas containers (MEGCs) for emergency handling.
- 13 Concrete (Blast-proof) walls are provided in high pressure reaction area.
- 14 Automation in operation in the plant by installation of PLC based Supervisory control and data acquisition (SCADA) system.
- 15 Occupational Health Center at site with certified Factory Medical Officer (FMO), trained nurse, ambulance and required instrument for employee's health monitoring. Employee's health surveillance and periodic medical check-ups were conducted and counselling by medical officer.



\*These certifications are in progress for our new plant in Dahej, Gujarat

We organize HSE and other regulatory training programs to apprise our workforce of work-related hazards that they might encounter. We have developed a SOP for safety suggestions through the Employee Suggestion Scheme (ESS) at one of our sites. The scheme aims to encourage employees to bring out their creative potential and ideas that could lead towards a safer working environment. The scheme aims to suitably acknowledge and reward the employees for acceptable and implementable suggestions. We also organize safety campaigns and drives to ensure maximum worker participation and awareness outreach. Furthermore, we provide regular health and safety trainings to improve the effectiveness of our health, safety and emergency management systems across our business operations. Some of our trainings include

EHS induction trainings, Refresher training to employees, Onsite emergency, Work at height, Use of PPEs, Basic firefighting, Shop floor training on MSDS and SOP.<sup>36</sup> Furthermore, we have conducted numerous health and safety promotion activities in communities which include initiatives like camp for eye & physical health check-up, Blood donation camp, Hearing conservation programs, Personal hygiene, Life disorder and healthy lifestyle, among others.

Navin Fluorine is always committed for continual improvement in Health, Safety and Environment. We have integrated Safety by design and process concept at our sites. The concept focuses on integration of safety measures from the designing stage of the plant and processes. Implementations of Process Safety Management are as follows:<sup>37</sup>

- ✔ Process Safety Lab with Adiabatic reaction calorimetry (ARC) and Reaction calorimetry (RC) equipments.
- ✔ RC, ARC and Powder safety data are being generated for all the processes.
- ✔ Independent Layer of Protection beside DCS, Safety PLC provided in order to control process upsets with respect to temperature and pressure.
- ✔ All process scrubber equipped with interlock and separate panels for scrubber with indication of all scrubber parameters and alarm.
- ✔ Nitrogen inertization system implemented in reactor and storage vessels with indication and centrifuge with interlock.
- ✔ Earth monitoring system provided to Tank Farm, Centrifuge, Multimill & Sifter.
- ✔ Nitrogen blanketing facility in solvent storage tank and alarm system implemented for low nitrogen pressure along with flame arrestor cum breather valve.
- ✔ Gas Cylinder shed facilitated with automated scrubber and sprinkler system which is activated in case of any leakage of gas.
- ✔ Oxygen detector provided in the close room where nitrogen is being used.
- ✔ Performs chemical risk assessments of new chemicals to determine the potential to cause adverse effects to human health and the environment. Based on the assessments, Navin Fluorine focuses on engineering control to eliminate worker health risks.

With holistic integration of systems, facilities, processes and personnel, we ensured zero fatalities at our premises for the current reporting year. Additionally, there were zero incidents of work-related ill health for all our employees and workers. A canvas of our safety performance for employees and workers is as follows:<sup>38</sup>



### Work related injuries (Employees)

Work related injuries	FY 2020-21	FY 2021-22	FY 2022-23
<b>Fatalities</b>	0	0	0
<b>High consequence work related injury</b>	0	0	0
<b>Recordable work-related injuries</b>	0	0	0
<b>Man-hours worked</b>	18,13,400	20,07,076	26,29,597
<b>Rate of fatalities</b>	0	0	0
<b>Rate of high consequence work related injury</b>	0	0	0

### Work related injuries (Workers)

Work related injuries	FY 2020-21	FY 2021-22	FY 2022-23
<b>Fatalities</b>	0	1	0
<b>High consequence work related injury</b>	1	1	2
<b>Recordable work-related injuries</b>	1	2	2
<b>Man-hours worked</b>	21,74,493	67,79,317	60,91,068
<b>Rate of fatalities</b>	0	0.14	0
<b>Rate of high consequence work related injury</b>	0.45	0.14	0.32
<b>Rate of recordable work-related injuries</b>	0.45	0.29	0.32



<sup>36</sup>GRI 403-5, <sup>37</sup>GRI 403-7, UN-SDG 3,

<sup>38</sup>GRI 403-9, GRI 403-10

## Upholding Sustainable Community Development<sup>39</sup>

At Navin Fluorine, we embrace the principles of Corporate Social Responsibility (CSR) as an integral part of our organizational ethos. Our commitment to community development is reflected through our CSR activities, which aim to foster sustainable growth while upholding our responsibilities towards society. We strive to make a positive impact in areas such as poverty alleviation, healthcare, education, female upliftment in rural India, and environmental protection by implementing a diverse range of projects and initiatives.

Through our CSR initiatives, Navin Fluorine aims to create a sustainable and inclusive environment that fosters social, economic, and environmental well-being. We believe that by

aligning our business objectives with the needs of the community, we can drive positive change and contribute to the long-term development of society. We remain committed to upholding our Corporate Social Responsibility and invite stakeholders to join us in this journey towards a brighter and more sustainable future.

Our CSR Policy, approved by the Board, serves as a comprehensive guide for the implementation of CSR programs at Navin Fluorine. The policy ensures that our CSR initiatives are aligned with the provisions outlined in the Schedule VII of the Companies Act, 2013, and the Companies (Corporate Social Responsibility Policy) Rules, 2014.



The following initiatives reflect Navin Fluorine's commitment to corporate social responsibility and our dedication to improving the lives of individuals and communities through targeted and impactful programs:<sup>40</sup>



### Mobile Health Van

As part of our commitment to community well-being, Navin Fluorine provides regular medical assistance to the local communities we are a part of. Through health camps, medical check-ups, and access to healthcare services, we strive to improve the overall health and well-being of individuals in these communities. In Surat and Dewas regions, the vans treated around 62,940 patients, addressing various health concerns including respiratory, gastro-intestinal, fever, ENT, eye, dental, skin and chronic diseases. The Company allocated ₹ 0.24 Cr. towards the operation of these mobile health vans.



Mobile health vans for ease of healthcare facilities



### PM Cares

The Company contributed of ₹0.30 Cr. to PM Cares Fund.



### The Society for the rehabilitation of crippled children

Since 1948, SRCC has been dedicated to providing healthcare for children, ensuring that no child is deprived of treatment due to financial constraints. The Company donated ₹0.14 Cr. to SRCC, supporting 13 economically challenged families with life-threatening disorders and 30+ caregivers. The funds were also utilised to purchase an Electronic Muscle Dynamometer with console and Respiratory Pressure Meter, which will benefit numerous children.



### Prayas

Environmental conservation is a priority for Navin Fluorine. We actively participate in the rescue and rehabilitation of birds and animals in distress. By collaborating with local organizations and animal welfare agencies, we aim to protect and preserve the biodiversity of our ecosystems. The Company donated ₹0.05 Cr. to support Prayas' initiatives in animal welfare, bird rescue and rehabilitation, benefiting approximately 2,000 injured or abandoned animals and birds.

<sup>39</sup>UN SDG 1, 2, 3, 4, 8, 10

<sup>40</sup>GRI 413-1



### Charutar Arogya Mandal

Established in 1972, CAM has dedicated itself to address the healthcare needs of rural communities. Over the past five decades, it has become a leading and affordable rural healthcare institution in Anand, Gujarat. CAM provides healthcare services of comparable quality to those offered by urban institutions. The Company has contributed a total of ₹1.08 Cr. to CAM. These funds have been utilised for the purchase of essential medical equipments, including a Colour Doppler Unit, USG machine with advanced O&G and neonate applications, Neonatal Incubator, Tissue Processor, Video Pleuroscope and Flexible Uretroscope benefitting 1,289 people.



Colour Doppler unit in use at Charutar Arogya Mandal's Shree Krishna Hospital, Karamsad



### Support for School Children's Commute

Navin Fluorine extends support to local school children by providing support for their commute. We understand the importance of education and strive to ensure that children have safe and reliable transportation facilities, enabling them to access quality education without barriers.



### Olympic Gold Quest (OGQ)

Navin Fluorine is committed to identifying, providing support to, and nurturing the most talented junior athletes. We strive to create a world-class ecosystem of training and resources for these athletes, with the ultimate objective of building future Olympic champions. By empowering young athletes, we contribute to the growth and success of sports in our community. The Company has contributed ₹0.90 Cr. to OGQ during FY 2022-23. OGQ supports 166 Junior Athletes and 4 Junior Para Athletes.



Badminton player Tanvi Patri with OGQ Team Leader for Sports Science



### Shala Praveshotsav

Navin Fluorine supports local children by providing them with notebooks, an essential tool for their education. By ensuring access to necessary learning materials, we empower children to pursue their educational aspirations and unlock their potential. The Company allocated ₹0.03 Cr. to provide stationery items to schools in villages surrounding Surat, including Vanj, Vaktana, Bonand, Bhatia, Bhanodra and Eklera. This contribution aimed to support the educational needs of around 700 students in these communities and enhance their learning opportunities.



### World Sr. Citizen Day 2022-23 celebration

Navin Fluorine provides support to the elderly by offering one-day meals. We recognize the challenges faced by the elderly population and aim to alleviate their hunger and nutritional needs, ensuring their well-being and dignity



### Consumer Education and Research Centre (CERC)

Established in 1978, CERC is a non-political, non-profit organization focused on consumer education, empowerment and the promotion of consumer interests. The Company donated ₹0.10 Cr. to CERC, supporting their weekly digital magazine on consumer education and grievance redressal through Grahak Suvridha Kendra. This contribution aids in their mission to effectively utilise education, research, media and law for consumer protection.



### Neuro Drill to JJ Hospital (LABTEK)

Navin Fluorine offers support to patients visiting J J Hospital for neurology-related treatments. We understand the physical, emotional, and financial challenges faced by these patients and provide assistance to alleviate their burdens during the treatment process. The Company contributed ₹0.35 Cr. to JJ Hospital for acquiring a Neurosurgical Electrical Drill machine, benefiting approximately 1,350 patients, particularly from underprivileged backgrounds.



### Shri Sadguru Seva Sangh Trust

Navin Fluorine supports Sadguru Seva Sangh Trust for high-quality, high-quantity, and low-cost sustainable comprehensive eye care services. We work towards eliminating preventable blindness by organizing eye camps, conducting vision screenings, and offering affordable eye treatments and surgeries to those in need. The Company supported SSSST by contributing ₹2 Cr. for upgrading the cornea department at Chitrakoot Hospital.



Cornea Department of Shri Sadguru Seva Sangh Trust, Chitrakoot



### Maintenance of RO Water Purifiers in Schools

Navin Fluorine maintains and supports the installation of RO water purifiers in schools. We recognize the importance of clean and safe drinking water for students' health and well-being, and we strive to ensure that schools have access to quality drinking water through regular maintenance and upkeep. The Company invested ₹0.01 Cr. in the repair and maintenance of 6 RO water systems installed in schools located around Dewas. This initiative ensures access to clean and safe drinking water for around 2,700 students and contributes to their overall wellbeing.

### Blind People's Association

BPA, one of India's largest NGOs, is dedicated to serving individuals with disabilities across various categories. With 15 campuses in Gujarat, 1 in Rajasthan, 13 Vision Centres and 10 Day Care Centres for Persons with Multiple Disabilities, BPA provides comprehensive services. The Company has contributed ₹0.95 Cr. to BPA, supporting 5 impactful projects in mental health, assistive devices, early childhood services, empowering blind women, and livelihood enhancement for persons with disabilities. These initiatives have directly benefited approximately 7,707 people, indirectly benefited 6,000 individuals.



A beneficiary of the Early Childhood Education Program for Children with Disabilities, undertaken through Blind People's Association, enjoying a functional activity



A beneficiary of the Early Childhood Education Program for Children with Disabilities, undertaken through Blind People's Association, enjoying a functional activity

In FY 2022-23, Navin Fluorine maintained zero negative impact on the local communities resulting from our business and operations. As a socially responsible organization, we remain committed to creating sustainable value that extends beyond our core business activities.<sup>41</sup> We have conducted a comprehensive impact assessment of all projects executed in collaboration with the Blind People's Association during FY 2021-22. This evaluation was carried out by MMJC Consultancy LLP. Detailed information regarding the impact assessment findings can be accessed in Annexure 4(a) of our Annual Report FY 2022-23. Guided by the provisions outlined in the Schedule VII of the Companies Act, 2013, we actively invest in Corporate Social Responsibility (CSR) programs. During FY 2022-23, we allocated a net CSR expenditure of ₹6.15 Cr. towards community development initiatives.



## GRI Index

Statement of use: Navin Fluorine has reported the information cited in this GRI content index for the period from April 1, 2022 to March 31, 2023 with reference to the GRI Standards (2021).

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<sup>41</sup>GRI 413-2

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# Glossary

AAR	After Action Review
ARC	Adiabatic Reaction Calorimetry
BoD	Board of Directors
BPA	Blind People’s Association
BRSR	Business Responsibility and Sustainability Report
CAM	Charutar Arogya Mandal
CDM	Clean Development Mechanism
CDMO	Contract Development and Manufacturing Organization
CERC	Consumer Education and Research Centre
cGMP	Current Good Manufacturing Practice
CH4	Methane gas
CO2	Carbon-di-oxide
CSO	Chief Sustainability Officer
CSR	Corporate Social Responsibility
EBITDA	Earnings before interest, taxes, depreciation, and amortization
ECC	Environment Social Governance Core Committee
ENT	Ear and Throat
ERP	Enterprise Resource Planning
ESG	Environment Social and Governance
ESIC	Employees State Insurance Corporation
ESS	Employee Suggestion Scheme
ETP	Effluent Treatment Plant
FFS	Fee for Service
FLP	Future Leadership Program
FMO	Factory Medical Officer
FTE	Full Time Equivalent
FY	Financial Year
GHG	Green House Gas
GIDC	Gujarat Industrial Development Corporation
GJ	Giga Joules
GRI	Global Reporting Initiative
HAZOP	Hazard & Operability Study
HFCs	Hydrofluorocarbon
HFOs	Heavy Fuel Oil
HIRA	Hazard Identification & Risk Assessment
HPP	High Performance Products
HR	Human Resource
HSE	Health Safety and Environment
ICC	Indian Chemical Council
IMS	Integrated Management System

INR	Indian Rupees
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
JSA	Job Safety Analysis
KL	Kilo liters
KMP	Key Management Personnel
KRA	Key Result Area
KWH	Kilo Watthours
MD	Managing Director
MEGCs	Multiple Element Gas Containers
MMJC	Makarand M. Joshi & Company
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
MW	Megawatt
N2O	Nitrous oxide
NF3	Nitrogen trifluoride
NGO	Non-Governmental Organization
No.	Number
NOx	Nitrogen Oxides
NRC	Nomination Remuneration Committee
NRIC	Navin Research Innovation Center
OGQ	Olympic Gold Quest
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series
PBT	Profit before Tax
PCB	Pollution Control Board
PFCs	Perfluorocarbons
PLC	Programmable Logic Controller
PM	Prime Minister
PM	Particulate Matter
POSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
PSSR	Pre-Start-up Safety Review
QEHS	Quality, Environment, Health and Safety
R&D	Research and Development
RC	Reaction Calorimetry
RO	Reverse Osmosis
ROCE	Return on Capital Employed
RPM	Revolutions per Minute
SCADA	Supervisory Control and Data Acquisition
SDGs	Sustainable Development Goals
SF6	Sulfur Hexafluoride
SOP	Standard Operating Procedure





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