DORF KETAL

Innovation isn't just what we do.
It's who we are.™

PROGRESS BEYOND CHEMISTRY

DORF KETAL
SUSTAINABILITY REPORT
2021

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1. The Nucleus: Dorf Ketal's DNA

1.1. About Dorf Ketal

Chemistry is the core of Dorf Ketal. We help our clients progress with our innovative solutions based on advanced chemistries. Climate change is one of the most defining problems of our era, that requires global cooperation amongst governments, businesses and citizens at an unprecedented scale. As a responsible care organization engaged in the manufacture of advanced process chemicals impacting several major industries, we believe Dorf Ketal has an important role to play in society. Our **Progress Beyond Chemistry** approach to Environmental, Social and Governance (ESG) helps us break boundaries and strive for a better future, while keeping chemistry at the core.

Founded in 1992 in Mumbai, Dorf Ketal is a global specialty chemicals manufacturer and service provider offering its customers innovative chemical solutions. We are a global leader in the development, commercialization, marketing, and application of specialty engineered additive chemistries for the refining, fuels retailing & petrochemical industries. The company has two divisions: Dorf Ketal Chemicals and Dorf Ketal Speciality Catalysts.

Dorf Ketal Chemicals is the largest India-based manufacturer of formulation-based specialty chemicals used in the treatment of refineries, retail fuels, petrochemical plants, and ancillary units throughout the world. Today, the company is a preferred supplier of a variety of performance-engineered specialty chemical programs in countries as diverse as India, Europe, China, South East Asia, South Korea, UAE, South Africa, Saudi Arabia, Brazil, Qatar, Japan, Kuwait, and the USA to name a few.

Dorf Ketal Specialty Catalysts is the global leader in the development, manufacturer, and sales of specialty catalysts based on organic titanate and organic zirconate chemistries. The company has grown through the acquisition of the industry's leading brands and technologies. The products have many applications including coatings, silicone sealants, plasticizers, oil field exploration, corrosion control, polymer manufacturing, ink additives, etc.

Dorf Ketal's global presence allows us to serve our clients in all major markets with local expertise and global perspectives. Our chemical experts, manufacturing plants, and warehouses are spread across key industrial centres in India, the U.S.A., China, Brazil, Argentina, Italy, Germany, Netherlands, UAE, Bahrain, Singapore, and Malaysia.

With more than **300 patents, including 50 U.S. patents,** Dorf Ketal develops new chemistries that solve our customer's most difficult technical problems, add value and deliver reliable results.

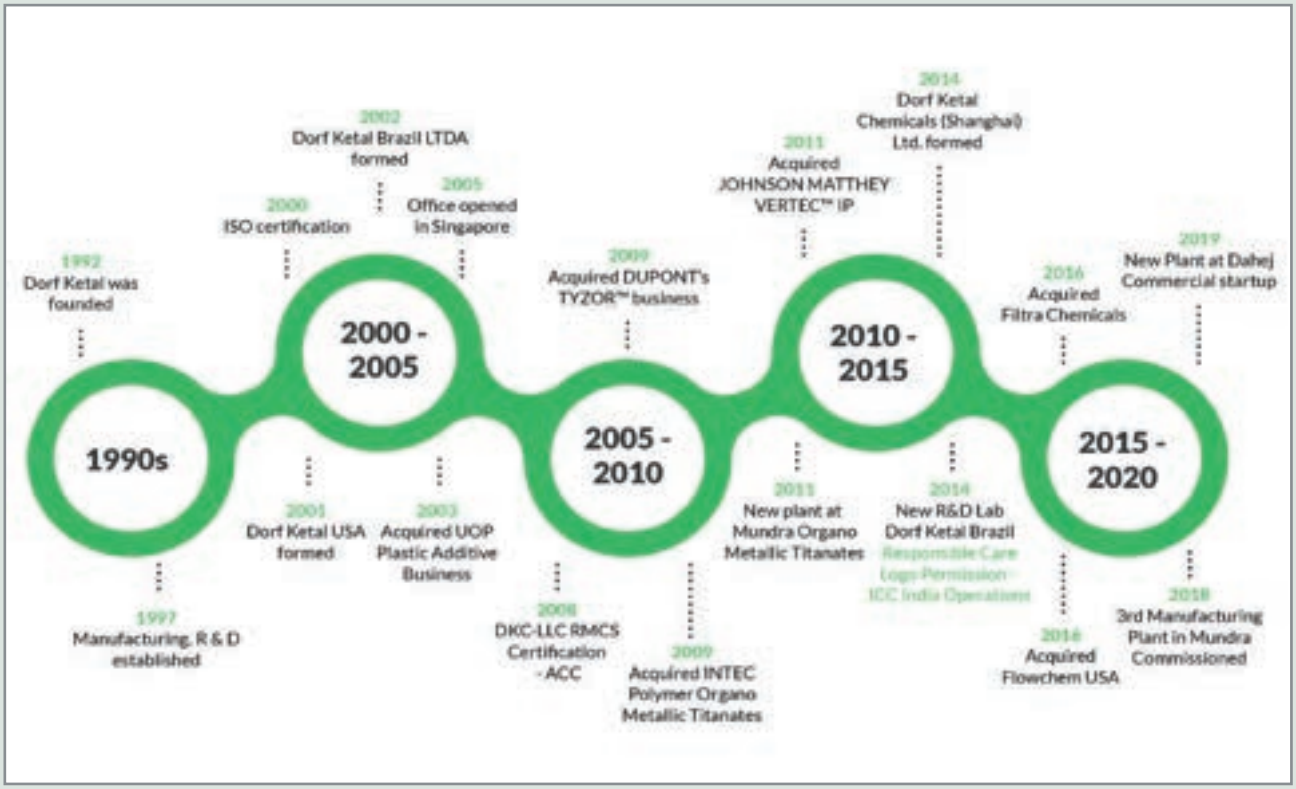
We have progressed today to become a leading player in the process chemicals industry:

- World's largest manufacturer of Organometallic Titanates and Zirconates.
- 30% | The percentage of the world's large refineries that we treat.
- 20% | The percentage of the world's ethylene plants that use our process chemical solutions.

1.2. Our History

Since our founding in 1992 and establishment of manufacturing and R&D facilities in 1995, we have grown steadily with multiple manufacturing plants in India and abroad. Our plants are strategically located to optimally address the needs of our key petrochemical, fuel and refining customers in India and export markets.

Recognizing the need for building competence in global markets, we started our USA operations in 2001 and Brazil operations in 2002 and built manufacturing capabilities in both these markets.



1.3. Our Vision

Our vision is to emerge as the global specialty company, powered by our technology, innovation, customer-centricity, and exemplary levels of service to maximize the incremental financial, social, and environmental benefits to our customers, our team, our vendors, communities we operate in and other stakeholders.

Manufacturing Plants

Mundra

Dadra

Dahej

Lote

1.4. Message from Chairman & Managing Director

Our approach to sustainability starts with chemistry at the core. Through our advancements in chemistry, we strive for progress and positively impact our key stakeholders – customers, employees and the larger community around us.

The world is struggling with the after effects of rapid industrial growth and the impacts of climate change are very much at our doorstep. At the recently concluded COP 26 in Glasgow, India has pledged to have Net Zero emissions by 2070. This will entail novel decarbonization pathways, and energy efficiency is expected to play a major role especially in heavy industries that have a large energy footprint. I am happy to share that many of our product innovations are directly focussed on improving operational efficiencies for our industrial customers, thereby significantly reducing their environment footprint.

As a chemicals company, we have modelled our ESG approach with the nucleus of innovation at the core having strong bonds on environmental, social and governance that inspire us to achieve leadership in these areas.

We believe that our ESG approach will further enhance our commitment to developing innovative products in the most safe, healthy and sustainable manner.

Mr. Sudhir Menon
(Chairman and Managing Director)

1.5. Message from Founder, Director - Operations and Business Development

Our focus since inception has been on inclusive development, long-term growth and on building fulfilling relationships will all our stakeholders. We regard ourselves as a responsible business with strong emphasis on business ethics, equal opportunity creation, environment, health, safety and corporate social responsibility.

As a process chemicals company, our impact on sustainability is channelized through innovation in our products and continuous improvement in our manufacturing operations.

We are consciously developing products that enhance energy efficiency, extend equipment life, reduce wastage in operations and have lower environment footprint than the previous generation.

While we impact our customers' operations in an environmentally positive manner, we are also constantly optimizing our internal processes and manufacturing standards to improve our energy efficiencies, reduce waste and lower our environment footprint.

We are proud of our health and safety commitments and have embraced best-in-class practices and trainings to ensure that the right culture is built in the organization. Our management systems on safety have enabled us to adopt scientific and process-driven approach for health and safety across all our manufacturing plants and offices.

We believe that the ESG molecules can permeate through the organization in a meaningful way to reinforce our commitments as a responsible organization.

Mr. Subodh Menon
(Founder, Director – Operations and Business Development)

1.6. Awards and Certifications

Dorf Ketal's achievements have been consistently recognized by industry bodies and associations, both at the organizational and individual level. Some of the notable recognitions include:

- Certificate of appreciation in recognition of appreciable achievement in Occupational, Safety and Health by the National Safety Council of India for the years 2018 and 2020
- Award for Excellence in Management of Health and Safety by the Indian Chemical Council, 2018
- Safety Award from APSEZ for best HSE practices
- Chairman Mr. Sudhir Menon awarded "Business Leader of the year 2017- Chemical Engineering" in the CHEMTECH CEW Leadership & Excellence Awards 2017

To further excellence in our processes, Dorf Ketal has adopted several global best practices and is proudly certified under the following:

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- Responsible Care, Indian Chemical Council
- REACH certificate of compliance for specific products

In addition, Dorf Ketal has memberships at leading industry associations such as the Indian Chemical Council, American Chemical Council and Chemtrec.

DNV

MANAGEMENT SYSTEM CERTIFICATE

This is to certify that the management system of

Dorf Ketal Chemicals India Private Limited

HO: No. 1, Dorf Ketal Tower, D'monte Lane, Orlem, Malad West,Mumbai – 400064, Maharashtra, India

and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Occupational Health and Safety Management System standard:

ISO 45001:2018

This certificate is valid for the following scope:

Research & development, manufacture and sale of speciality chemicals used in oil & gas drilling, refining & petro chemical operations including fuel and lubricant additives, plastic additives; speciality catalysts viz., organic titanates, zirconates, poly vinyl formal, poly isocyanates; catalysts, adsorbents & organic chemicals for refinery, petro chemicals, disinfectants, coatings & resin industry

DNV·GL

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has been found to conform to the Quality Management System standard:

ISO 9001:2015

This certificate is valid for the following scope:

Research & development, manufacture and sale of speciality chemicals used in oil & gas drilling, refining & petro-chemical operations including fuel and lubricant additives, plastic additives; speciality catalysts viz., organic titanates, zirconates, poly vinyl formal, poly isocyanates; catalysts, adsorbents & organic chemicals for refinery, petro-chemicals, disinfectant, coatings & resin industry

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and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Environmental Management System standard:

ISO 14001:2015

This certificate is valid for the following scope:

Research & development, manufacture and sale of speciality chemicals used in oil & gas drilling, refining & petro chemical operations including fuel and lubricant additives, plastic additives; speciality catalysts viz., organic titanates, zirconates, poly vinyl formal, poly isocyanates; catalysts, adsorbents & organic chemicals for refinery, petro chemicals, disinfectants, coatings & resin industry

ICC Membership No: ICC-WR/RM/D-10

RC Logo No: 028

Responsible Care®

OUR COMMITMENT TO SUSTAINABILITY

Presented to

DORF KETAL CHEMICALS (I) PVT. LTD.

With permission to use the RC Logo

[Valid from FEBRUARY 2021 – JANUARY 2024]

ICC Indian Chemical Council

1.7. Progress through innovation

Dorf Ketal innovation is a commitment to solving challenging customer problems with new chemistry and application technology, not incremental improvements to existing chemistries. We invest in extensive research to identify new chemistries and we embrace failure in our laboratories to assure success in our customers' operations.

Product development includes sophisticated proprietary simulations that allow us to predict results across a range of feedstocks under operational stresses that exceed "real-world" conditions.

A few of the company's most recent global firsts include:

- Emulsion breaker technology has provided Dorf Ketal performance leadership in desalting for over twenty years. Unequalled by any competitor, Dorf Ketal emulsion breaker technology has proven superior in head-to-head field trials against top-tier competitive brands at the world's leading refineries.
- ACtify™ is new chemistry for anti-polymerization in styrene production. The portfolio of ACtify™ products is based upon an innovative chemical activator that dramatically improves the performance of styrene polymerization inhibitors and retarders.
- TANSCIENT™ is a breakthrough in corrosion science that allows for safe and reliable refining of high TAN opportunity crudes. Its superior phosphorous efficiency means you gain more control of your corrosion protection and reduce your risk in addressing variations in naphthenic acid composition. TANSCIENT™ offers more effective passivation and ongoing protection with up to 80% less phosphorus than competitor HTCI products.

In line with the WHO COP26 UN resolution of 2021, Dorf Ketal is continuously working to identify chemicals & chemical processes to maximize recycling of plastics. Circular economy namely plastic recycle is an area with immense potential to innovate. It is expected that in Europe alone, by 2030, 30-40% of petrochemical plant liquid feed can be from recycled plastic. However, these types of processes are capital intensive and require very high amount of heat energy. Dorf Ketal has developed a process where certain grades of plastics can be directly recycled by blending/mixing it with vacuum residue stream in crude oil refining. Generally, this vacuum residue is further processed in a visbreaker or delayed coker for getting more valuable products. In this process, using Dorf Ketal technology, capital expenditure can be minimized. As per lab studies conducted on more than 100 different grades of plastics, it has been proved that this process helps in increasing yield of more valuable products as compared to coke & can hence improve additional profitability for end users.

We are working with companies involved in this domain for commercialization of the technology.
Companies who do not want to follow above mentioned path through crude oil refinery process, can still use catalyst developed by Dorf Ketal & gain more beneficial yields in the route of direct pyrolysis of waste plastic.

1.8. Product Stewardship

Dorf Ketal has invested consistently in product stewardship to solve client problems in the oil and gas industry in a sustainable and safe manner. Our featured products below play a significant role in improving efficiencies, extending life of equipment, reducing wastage, lowering energy use and reducing emissions.

Fuel Additives for improved combustion | Milex and MPH

MilEx and MPH are multi-functional performance additives that are designed to control injector deposits in direct and indirect injection engines and improve combustion of fuel. These products have been formulated with patented combination of novel synthetic and patented non-metallic combustion improver/friction reducers.

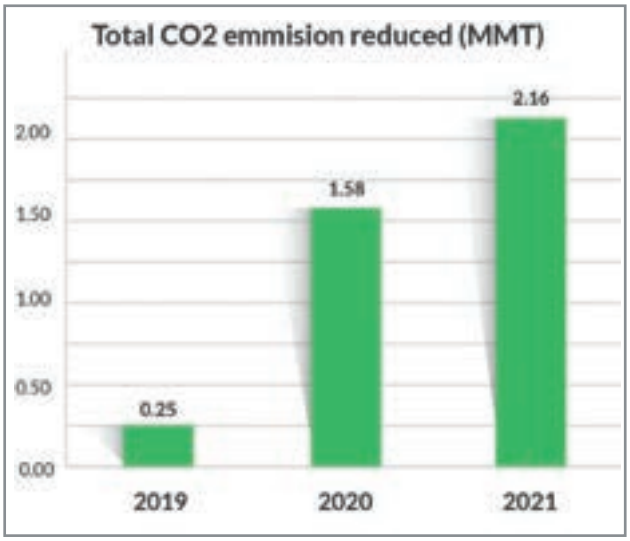
At the recommended treat rates, these additives offer the following performance benefits:

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

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

Over the recent years, mph and milEx fuel additives have contributed significantly in saving CO2 Emissions for our customers.

The following graph provides details of the total CO2 emissions reduced over the course of last 3 years.



Lubricity Improvers for reducing wear and extending life of engines | SR 2008 and SR 2010

Severe hydro-treating and other processes in the refinery remove naturally occurring lubricity enhancing compounds like sulphur. This leads to increased wear of fuel system components resulting in poor engine performance and eventually failure of engines. Usage of lubricity improving additives in these low-sulphur fuels has been found to be most cost-effective approach to meet the lubricity requirements of diesel fuels. It is well-established that usage of small quantities of lubricity additives can eliminate the fuel system wear problems associated with the use of low sulphur fuels. Distinctive features of SR2008 and SR2010 are:

I. Cost Effective: Provide wear protection to most demanding fuels at minimum treat rate
II. Safe Handling: No special materials required. For instance, carbon steel is satisfactory for tanks & lines
III. Proven Compatibility & Neutral: Compatible with the constituent materials of the engine and fuel system and has complete absence of interaction with engine lubricants.

Marine Fuel Additives for enhanced efficiencies | DORF MARINE

DORF MARINE fuel additive chemistries provide the marine industry the flexibility to handle various blends of fuel oils and enhance efficiencies. For example, DORF MARINE 7528 helps ship owners improve fuel economy due to better fuel atomization and combustion.

Friction Modifier for enhancing engine life | SR 8213

SR 8213 gasoline performance additive is a multi-functional performance additive that has the following performance benefits when used in gasoline engines:

- Controls and remove deposits on injectors and intake valves to maintain and restore lost engine performance
- Provides protection against corrosion, emulsion or haze in wet fuel systems for a more reliable engine operation and longer engine life
- Decreases wear coefficient along metal-metal surfaces inside engines resulting in increased efficiencies, improved fuel economy, longer parts life, and restored performance

Green Retarder for Styrene Monomer plants | ACtify™ 2680

ACtify™ 2680 is a "green" blended retarder designed to completely replace DNBP (Dinitro Butyl Phenol) where regulations or risk-management policies restrict DNBP use. Use of ACtify™ 2680 reduces the risk of a plant relative to DNBP. ACtify™ 2680 chemistry is:

I. Lower in acute toxicity via both oral and dermal routes, has no sensitization potential, lacks eye and skin irritation potential, and has a significantly lower acute and chronic aquatic toxicity.
II. Importantly, it has shown none of the potential hazards for reproductive toxicity nor short-term exposure fatalities which led to the initial withdrawal of DNBP from the market.
III. Finally, the requirements for an industrial hygiene program are lowered owing to the use of substance with less restrictive Occupational Exposure Levels (OELs).
IV. Other benefits of ACtify™ 2680 are that it does not carry over into styrene product or tower overheads and is stable over long-term storage.

Reactive Adjunct Chemistry (RAC) for improved reliability and performance | SR 8120

SR 8120 is a proprietary aldehyde used for improving desalter performance in crude distillation unit of a petroleum refinery. Some of the key benefits observed in desalter treatment with usage of SR 8120 are as follows:

I. Better interface management inside desalter, leading to lower process upsets.
II. Improves solid removal across desalter leading to lower fouling in downstream process equipment & hence help in reducing fuel demand in furnaces.
III. Reduces oil under carry, leading to better management of effluent water treatment plant & hence improves quality of final effluent discharge to natural water reservoirs.

At higher dosages, product can deliver following additional benefits:

I. Replaces/ stops usage of acid for metal removal across desalters.
II. Helps removal of amines from crude unit, which otherwise can lead to corrosion & fouling in downstream equipment.

Further being an aldehyde, it is much less harmful to human & aquatic life compared to mineral & organic acids.

Sulfiding agent for reduced coke formation | DA 2628 & SA 400

DA 2628 is a polymeric sulphur based coke inhibitor designed to prevent & reduce coke formation in steam cracker furnaces of ethylene plant. With DA 2628 treatment application, there is a considerable safety in handling due to low toxicity and higher flash point of product compared to DMDS (Dimethyl Disulphide). Benefits include:

I. Extended furnace run-lengths
II. Reduced maintenance cost due to reducing decoking cycles
III. Reduced SO2 and CO formation

SA 400 is a sulfiding agent used for catalyst sulfidation purposes. The product undergoes early decomposition compared to DMDS & hence helps in reducing overall catalyst sulfidation time. This helps in lowering generation & handling of harmful gas of H2S.

Cracked Gas compressor Antifoulant for preventing shutdowns | DA 2339

The CGC (Cracked Gas Compressor) is the single most important system in an ethylene plant because the capacity of this high-speed, multistage centrifugal compressor effectively determines maximum plant output. CGC systems operate continuously at high temperatures and pressures that are very conducive to fouling. Fouling occurs when organics in the feedstock are polymerized by heat, a process that is often catalysed by system metallurgy and peroxides.

As deposits accumulate & harden, compressor efficiency declines, which further increases system temperature & fouling worsens. Critical clearances change and imbalances occur that can damage high-speed CGC rotating components and force costly unplanned shutdowns. Some of the key features & benefits of the product are as follows:

- It's a multi-functional antipolymerizer, resistant to high operating temperatures. This helps in dosage reduction to deliver same performance compared to competitor products.
- Product is low in nitrogen & completely free of basic nitrogen. This reduces risk of NOx formation in downstream cold-box. Due to low nitrogen in product, it can easily work in acidic environment inside compressor.
- Avoids polymer deposition due to presence of dispersing agents in its formulation.

1.9. Reporting Boundary

Our first sustainability report seeks to present an overview of our environmental, social and governance measures related to the operations of Dorf Ketal Chemicals India Private Limited. We have considered the core manufacturing operations within India for presentation of non-financial performance indicators for the calendar years of 2020, 2019 and 2018. The report also highlights the measures taken by the organization on the environmental, social and governance fronts and the impact of our products on our customers around the world.

2. The Environment Molecule

The Environment is a Valuable Asset. Being a Responsible Care company, tending towards the environment's preservation is one of our core principles. We strive to reduce production of toxins or harmful emissions from any of our processes. Hence, Dorf ketal has focused innovations for eco-friendly solution in both our products and our manufacturing facilities.

Our efforts towards being a green and sustainable company comes from our adherence to the Responsible care initiative.

Responsible Care

Responsible Care® (RC) is the global chemical industry's voluntary initiative to drive continuous improvement in safe chemicals management and achieve excellence in Environmental, Health, Safety and Security (EHS&S) performance .

Dorf Ketal Chemicals India Private Ltd. signed the Responsible Care Global Charter in 2015, demonstrating the company's commitment to actively strengthen the Responsible Care initiative worldwide. Since then, Dorf Ketal has followed Responsible Care's Global Charter that includes a commitment to continuously improve health, safety, security and environmental performance in facilities, technology and processes.

The Responsible Care initiative lays down 7 codes of management practice, that are imbibed within the processes of Dorf Ketal, namely:

1. **Process Safety code**
2. **Employee Health and Safety code**
3. **Pollution Prevention and Safety code**
4. **Emergency Response code**
5. **Distribution code**
6. **Product Safety and Stewardship code**
7. **Security code**

Dorf Ketal has made efforts to inculcate these principles in all our innovations and products, making it our key companion towards our progress in and beyond chemistry. Apart from initiatives in our core business units, we also undertake multiple environmental awareness programmes.

This Section provides various insights to our overview of environmental performance at Dorf Ketal and initiatives for environmental preservation.

2.1. Overview of Environmental Performance

Dorf Ketal is committed to ensuring that it complies with all the applicable local environment related regulations by ensuring that the sites have environment clearance from respective State Level Environment Impact Assessment Authority (SEIAA) and that sites comply with their respective EC / CCA related conditions.

The 3R principle of reducing waste, reusing and recycling resources and products is actively used to improve and sustain our performance across environment parameters, particularly water and solvent consumption and air emissions. Some of the notable work that has been carried out in this area are:

- Improvements pertaining to Solvent / Acid Consumption
  - Reduction in solvent and acid consumption by optimizing processes and by implementing recycle schemes in solvents used for cleaning
  - Intermediate of Fuel Additives: Recover Mix Xylene recycling started
  - Intermediate of Diesel Additive: Eliminating Toluene uses in process
  - Intermediate of Conductivity improver: Recycle of recovered Toluene
  - Intermediate of Corrosion Inhibitor: Recovered MeOH recycle
  - Intermediate of Corrosion Inhibitor: Eliminating Toluene uses in process

- Improvements pertaining to water conservation
  - Reduction in fresh-water consumption by recycling in process equipment cleaning
  - Optimization of process unit operations to reduce waste
  - Recycle of second cycle of RO reject to raw water
  - Intermediate of Gasoline Detergent: Reuse of wash water (approx qty: 6 KL per batch)
  - Reuse of primary treated effluent for de-canter washing instead of fresh water (approx. 10 KL)
  - Use of high-pressure jet system for reactor cleaning
  - Recycle of condensate and flash steam for boiler feed water
- Reduction of air emissions
  - Providing vent scrubbers on storage tanks to avoid VOC emissions
  - Use of wet scrubbers to reduce SOx emissions

Energy conservation is an important aspect of environment management. Inputs are taken from process experts, energy audit reports, employee suggestions and through adoption of technology to conserve energy. A glimpse of the efforts taken in this area are

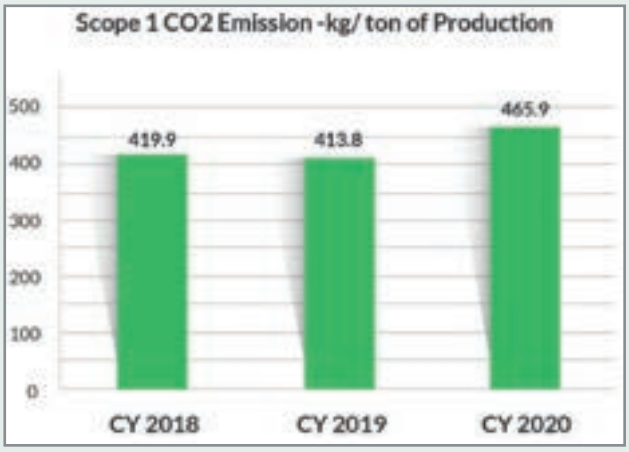
- Maintaining electrical power factor >0.99
- Recovery and reuse of steam condensate
- Installation of solar energy panels of 36 KWs capacity
- Automation of high energy consuming equipment like HVAC, pumps to optimize their running hours
- Replacing multistage vacuum pump with twin screw vacuum pump with low power consumption
- Replacement of conventional lights with LEDs
- Use of VFDs to optimize use of energy

Another important lever to improve energy conservation is by optimizing the unit operations involved in the manufacturing process. The manufacturing processes at Dorf Ketal get periodically reviewed to identify opportunities for process optimization. Some of the notable improvements made in this area are

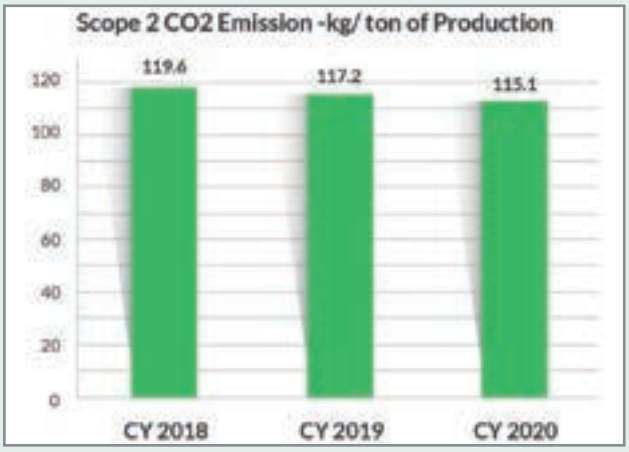
- Optimizing unit operations in manufacturing process
  - Corrosion Inhibitor: Eliminating circulation pump by 6 hours and 6 hours of agitator motor power
  - Lubricity Additive: Eliminating agitation during filtration
- Pour Point Improver: BCT Reduced by 3 days
- Cross Linked Polymer: BCT reduced by 1 day
- Intermediate of Fuel Additives: BCT reduced by 3 days
- Catalyst: BCT reduced by 2 days
- Catalyst: BCT reduced by 1 day
- Lubricity Additive: BCT reduced by 3 days
- Diesel Intermediate: BCT reduced by 1 day
- Intermediate of Corrosion Inhibitor: BCT reduced by 1 day

As a requirement of being certified to ISO 14001 and Responsible Care company, environment parameters are tracked and reviewed periodically. Dorf Ketal's performance across key environment parameters is presented below. During the period CY 2018 to CY 2020, production volumes grew at a CAGR of 7%.

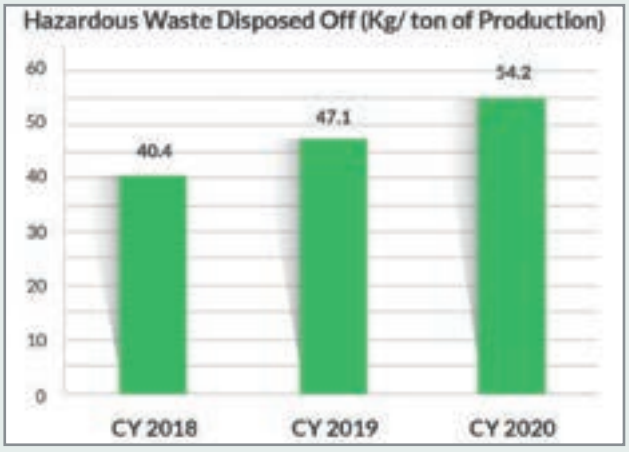
Scope 1 Specific CO2 Emissions



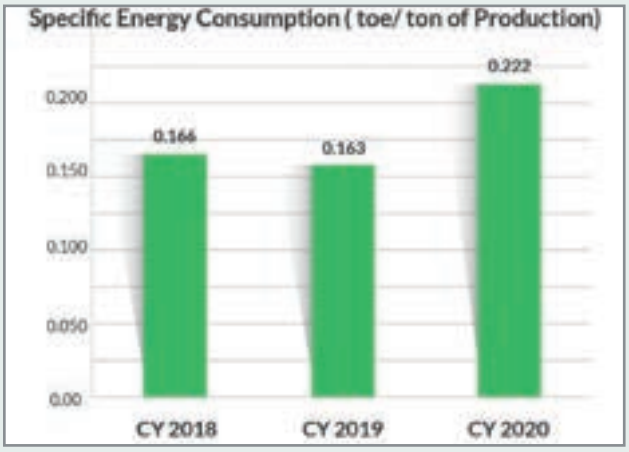
Scope 2 Specific CO2 Emissions



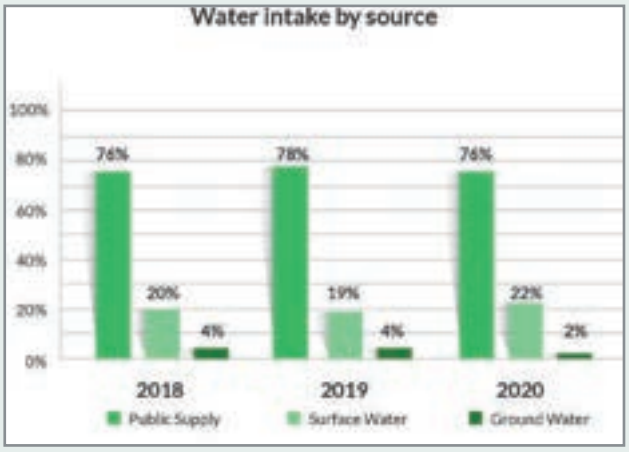
Hazardous Waste



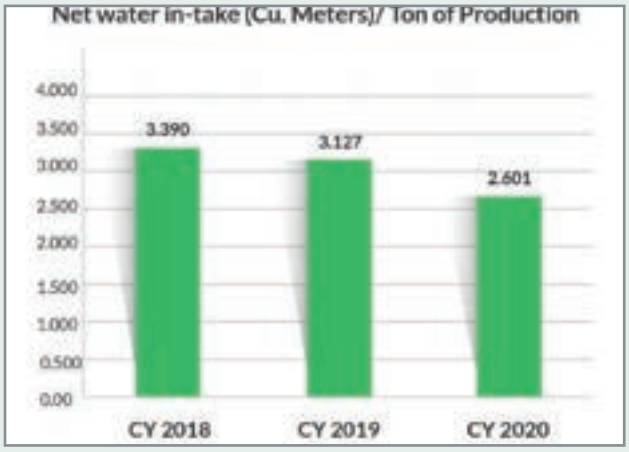
Specific Energy Consumption



Water intake by source



Specific WATER Consumption



Few of Environment related capabilities

- *Aspect –impact study performed for all the products, processes and activities*
- *Hazardous waste management system in place at all manufacturing sites*
- *Environment monitoring systems are in place as per the requirements*
- *Dedicated sewage treatment plant (STP) for domestic wastes*
- *Effluent treatment plant (ETP), ultrafiltration (UF) and Reverse Osmosis (RO) plants at manufacturing sites*
- *Taloja site is a Zero Liquid Discharge (ZLD) facility*
- *Dedicated, well-equipped laboratory for effluent analysis*
- *Scrubbers for scrubbing process as well as fugitive emissions*
- *Vent condensers provided for highly volatile solvents*
- *Regularly scheduled environment monitoring; in house and by competent MoEF approved laboratory*
  - *Effluent Monitoring*
  - *Ambient Air Monitoring, Stack Monitoring, Noise Monitoring*
  - *Work place monitoring , Illumination Monitoring*
- *Online fixed monitors (H2S, Ammonia, HCl, H2, EO, VOC) and other portable instruments*
- *Hazardous waste analysis and disposal (co-processing) at authorized TSDF site*
- *E-waste, biomedical waste, non-hazardous waste management system in place*
- *Recycle & reuse of IBC's cubes / HDPE drums wherever feasible*
- *Re-cycle of steam condensate for boiler*
- *Ongoing initiatives on energy conservation, water conservation, solvent losses reduction, reduction in hazardous waste & effluent generation*
- *Tree plantation at all sites during World Environment Day celebration.*

2.2. Environment Management and Improvements

This section highlights a few case studies that have led to improvements in reducing environmental impacts during production process.

Our process innovations have led in elimination of oil usage in identified areas, reduction of freshwater consumption for boiler makeup and reduction of SOx emissions, all of which have contributed to lower impact on the environment.

Case Study: Elimination of Oil Usage

Environmental Aspect:	***Generation of contaminated oil due to use of oil ring based vacuum pumps in vacuum system***
Environmental Impact:	***Increase of Hazardous waste generation due to contaminated oil***
Improvement:	***Replaced oil ring vacuum to dry vacuum pump***
Benefits & value addition:	***Resulted in elimination of oil usage, reduction in waste oil generation and disposal cost reduction***

Case Study: Reduction in freshwater consumption by recovery and recycling of steam condensate in boiler make up water

Environmental Aspect:	***Water consumption in boiler make up***
Environmental Impact:	***Increase of fresh water consumption and waste water generation due to raw water treatment***
Improvement:	***Recycle of steam condensate collected from steam traps as make up water***
Benefits & value addition:	***Reduction of fresh water consumption and reduction of waste water generation***

Case Study: Reduction of Sulphur dioxide emissions to atmosphere

Environmental Aspect:	***SOX emissions to atmosphere***
Environmental Impact:	***SOX pollutant to atmosphere***
Improvement:	***By Installation and operation of Wet Scrubber for coal fired boiler to reduce SOX emissions to atmosphere.***
Benefits & value addition:	***Reduction of SOX Emissions to atmosphere***

Creating Environmental Awareness at Dorf Ketal

All sites of the company DKC are engaged in environmental promotional activities with our employees, contractors, suppliers, transporters for environmental protection, waste reduction wherever feasible.

Environmental promotional activities include:

- Environmental trainings and awareness for employees and stakeholders
- World environment day celebrations by conducting various competitions
- Tree plantation and sapling distribution
- Conducting contractors and transporters meeting for environmental & safety awareness.
- Visiting nearby schools and community centres to promote and increase environmental awareness

3. The Social Molecule

Our 'Progress beyond Chemistry' approach encompasses our employees and the larger community that we operate in. The health, safety well-being and professional development of our employees is our responsibility. Keeping this in mind, we have established appropriate systems, manuals and polices in place, which undergo periodic reviews.

Our community development efforts play a vital role at Dorf Ketal in formulating a wholistic business approach. Being a responsible care company, we ensure to contribute to the areas of education, health, environment, and other key reforms, essential in the uplifting of the society. We have implemented a Corporate Social Responsibility policy in 2014 which guides our prospects in all our initiatives.

Since the first lockdown back in March 2020, unemployment increased, businesses declined and most importantly people's lives were at stake. We partnered with NGOs in supporting the displaced labourers during the lockdown and also organised a virtual rehabilitation programme for people with Chest and lung problems post covid. Dorf Ketal also takes great pride in its Indian heritage and culture. This motivated us to partner with an NGO in reviving the performing arts in Kerala.

The following sections highlight the social attributes of Dorf ketal and the initiatives taken for the upskilling and safety of employees, health and safety procedures and the CSR activities undertaken.

3.1. Employees- Health, Safety and Wellbeing

Employees

Dorf Ketal has a total of 837 as of year 2020-21, with part time employees being 37 (corporate and contract). Given a large employee base, we understand our duties towards their well-being and fair treatment. We are an equal employment opportunity employer with a diverse and inclusive work force. We strive to create a work environment where each employee is treated with dignity & respect. We not only consider our employees as an integral part of our business, but also see them beyond their ethnicity, religion, race, caste, disability or gender. We ensure an equal and welcoming workplace for on the basis of their merits and abilities.

Our Equal Employment Opportunity (EEO) and Anti-Discrimination Policy aims to achieve the following:

- Dorf Ketal employees or potential employees do not suffer unfair discrimination in the workplace
- Individuals and groups within Dorf Ketal, work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities and merit

Employees are prohibited from making any discriminatory remarks, action or gestures based on race, colour, ethnicity or national origins, religion, gender, sexuality, marital status, age, social background & disability. Personnel actions, such as compensation, promotions, benefits, transfers, domestic and international deputations, layoffs, company-sponsored training programs, social and recreational programs, are administered on a non-discriminatory basis. The policy also covers equal opportunity for people with disabilities and the LGBTQA+ community of the country by providing inclusive amenities and support systems within the management.

Any violation of this policy by any employee is reported to the Corporate Human Resource Head who will investigate the matter in a fair and equitable manner. They shall finalise the resolution action as per the Company's Code of Conduct and Business Ethics.

A Comfortable Place for Women

Dorf Ketal is resolute towards providing inclusive & safe work environment for women. In this regard, Dorf Ketal has implemented 'Prevention of Sexual & Workplace Harassment' policy applicable to all employees across all locations. An Internal Compliance Committee is in place for monitoring & resolution, if any such instances are brought to its attention.

We have also amended our policy related to maternity benefits for women employees in India in 2017. The amended policy expands the maternity benefits on several fronts, such as extending paid maternity leave to 26 weeks, provision of Creche (day care) facilities or allowances and other one-time allowances etc. Thus, Dorf Ketal celebrates its female workforce by supporting their women employees during the most special experience of their lives.

Health and Safety

Dorf Ketal manufactures specialty chemicals to stringent, consistent quality, health, safety, security and environmental (QHSSE) standards in every country in which it operates. Globally, we believe in meeting or exceeding the QHSSE regulations, both explicit and implied, by our governmental and regulatory partners.

Dorf Ketal relies upon a robust integrated management system (IMS) that conforms to the highest industry requirements. We have successfully completed IMS surveillance and certification audit for ISO 45001, ISO 9001, and ISO 14001 for Dorf Ketal. Dorf Ketal has been awarded for "Excellence in Management of Health & Safety" from Indian Chemical Council (ICC) and National Safety Council (NSC).

Dorf Ketal manufacturing operations were audited and approved as meeting Responsible Care requirements as defined by the Indian Chemical Council.

Dorf Ketal is committed to providing and maintaining a safe and healthy workplace for all employees, reducing any impact our operation might have on the environment and providing the information, training and supervision to all employees and contractors needed to achieve this.

Each employee is encouraged to play a vital and responsible role in maintaining a safe and healthy workplace and caring for our environment through:

- Being involved in the workplace Health, Safety, Security, and Environment system
- Sticking to correct procedures and equipment use
- Wearing protective clothing and equipment as and when required
- Ensuring all incidents and near misses are reported immediately and acted upon
- Helping new employees, trainees and visitors at the workplace to understand the right procedures and why they exist
- Informing manager immediately of any Health, Safety, Security and Environment concerns, if any
- Keeping the work place clean and organized to minimize the risk of any accidents or mishaps
- Act responsibly to minimize damage to the environment, where we operate

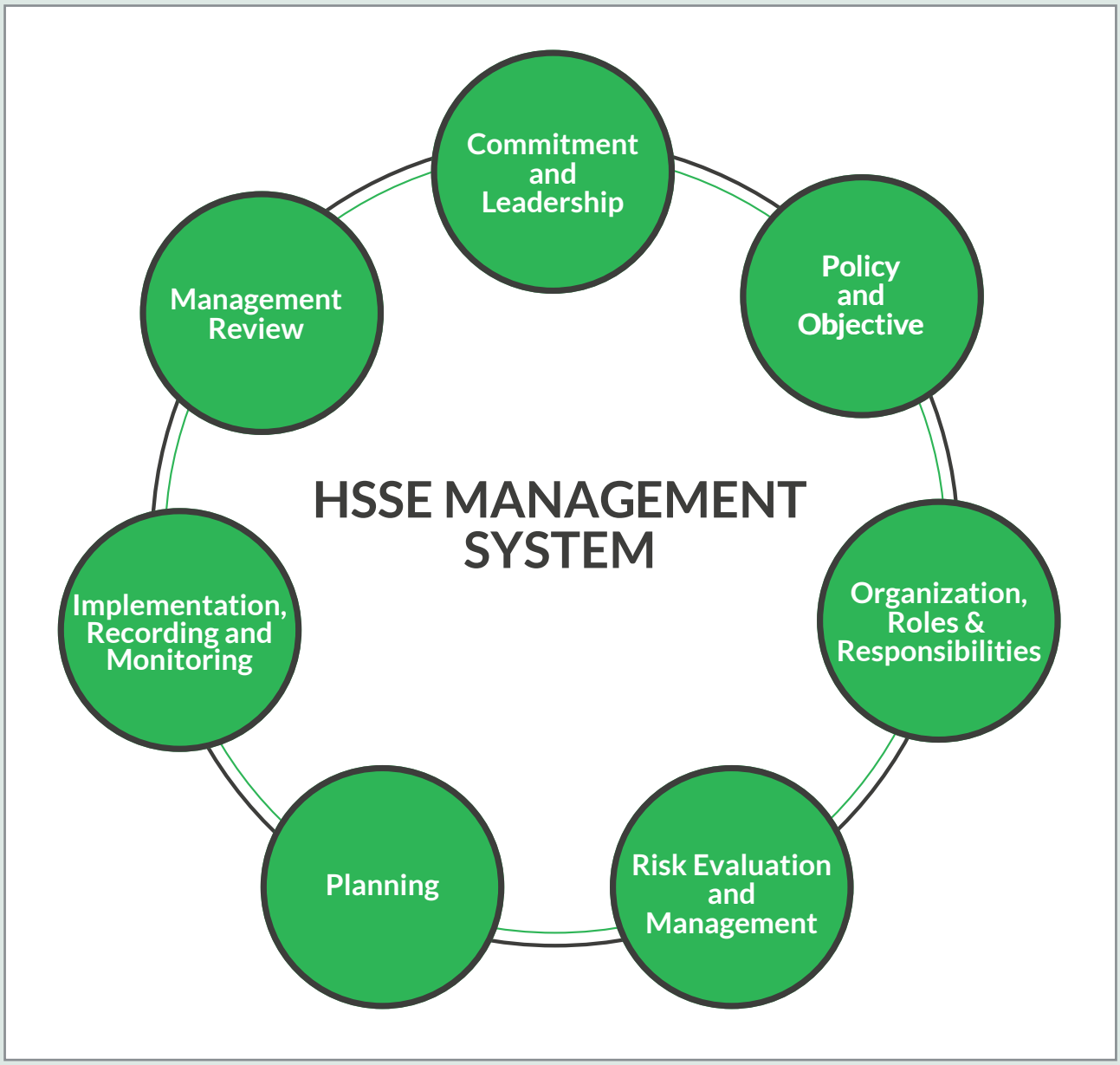
Dorf Ketal, values its employees, contractors, customers and the environment and communities in which we operate and live. We are committed to complying with Health, Safety, Security, and Environment (HSSE) laws and the voluntary standards to which our organization subscribes.

The Dorf Ketal HSSE management system is to support the company HSSE Policy and provide the basic guidelines to ensure that the HSSE Policy is successfully implemented throughout organization. Below are the key elements of our HSSE management system, by which we conduct our operations across the company to ensure that the HSSE Policy is successfully implemented.

HSSE Management System

Dorf Ketal, values its employees, contractors, customers and the environment and communities in which we operate and live. We are committed to complying with Health, Safety, Security, and Environment (HSSE) laws and the voluntary standards to which our organization subscribes. We act on our responsibilities to identify and remove potential and recognized risk to a healthy and safe workplace. To achieve this we develop and implement HSSE management system.

The Dorf Ketal HSSE management system is to support the company HSSE Policy and provide the basic guidelines to ensure that the HSSE Policy is successfully implemented throughout organization. Below are the key elements of our HSSE management system, by which we conduct our operations across the company to ensure that the HSSE Policy is successfully implemented.



Highlights of our Health and Safety Capabilities

Few of our Health related capabilities

- *All manufacturing sites are having Occupational Health Center (OHC) - health services are provided through OHC and is accessible to all employees and contract workers*
- *Qualified & experienced Factory Medical Officer and male nurse available 24/7*
- *Employees trained in first aid are also available 24/7*
- *Ambulance and driver available on the premises 24/7*
- *Doctor on call for immediate emergency response*
- *Continuous industrial hygiene monitoring*
- *Pre-employment, periodic and post employment medical check-ups*
- *First-aid boxes provided and maintained at multiple locations*
- *Tie up /Mutual aid with neighboring hospital*
- *Automated external defibrillator (AED) installed at all manufacturing Sites, HO and training is given to all employees.*

Few of our Safety related capabilities

- *Dedicated HSSE department with well qualified and experienced HSSE professionals*
- *All operating procedures includes HSE hazards, consequences and precautions*
- *Specific HSE related procedures*
- *Procedure for Management of Change including expert EHS assessment*
- *Audits-Pre-commissioning/start up, periodical internal audits, external audits*
- *Electrical cables are "fire retardant low smoke (FRLS)"*
- *Static discharge points at tank farms and other chemical loading/unloading points.*
- *Close handling of chemicals, solvents & powders*
- *Site safety committees*
- *Work permit systems*
- *Incident reporting and investigation*
- *Contractor safety management systems*
- *Industrial hygiene program*
- *Training need identification for contract and company employees*
- *Work environment monitoring -Noise, Illumination, Air*

QHSSE Policy

At Dorf Ketal, we believe in sustainable development and are committed to effective management of Quality, Health, Safe, Security and Environment as an integral part of our business. The health, wellbeing, safety and security of our employees who may be impacted by the company's operations is of paramount importance and our aim is zero incidents/ injury to the employees and minimizing damage to the environment, where we operate.

DORF KETAL

Innovation isn't just what we do. It's who we are.™

Quality, Health, Safety, Security and Environment (QHSSE) Policy

The Dorf Ketal Group manufactures specialty chemicals to stringent, consistent quality standards. Innovative research & development enables our group to deliver cost-effective value-added products and chemical programs to our customers.

Dorf Ketal Group sustainability principles drive continuous QHSSE performance improvement in all business processes.

The Dorf Ketal Group is committed to:

Prevention of work related ill health and injury by providing safe and healthy working conditions, eliminating hazards and reducing risk to workers health, wellbeing & safety through hierarchy of controls.

Operate in a manner that protects the health, wellbeing, safety and security of our stake holders.

Sustainable development, prevention of pollution and protection of environment by taking appropriate measures.

Make sustainable utilization of all resources impacting the environment.

Integrate QHSSE considerations in all decision-making processes.

Meet or exceed all legal, regulatory and other requirements applicable to products, activities and services.

Operate in compliance with the guiding principles, codes of practice and all other applicable elements of Responsible Care®.

Implement and adhere to good product - stewardship practices.

Continually improve our QHSSE management systems, performance and culture by assigning authority, roles, responsibility & accountability of all persons working under the control of our organization through:

- Employees, stake holders and or their representatives' involvement, participation and consultation
- Recognition and career advancement of noteworthy QHSSE performance
- Employee wellbeing and empowerment
- Provision of adequate resources, support and adopting new technologies
- Providing framework for setting QHSSE & wellbeing objectives and improvement opportunities
- Provision of training, competence building, information, instruction and adequate supervision
- Feedback on customer satisfaction

This policy will be reviewed periodically for its relevance, appropriateness and effectiveness and will be communicated to all persons working for or on behalf of our organization and will be made available to all interested parties.

Subodh Menon

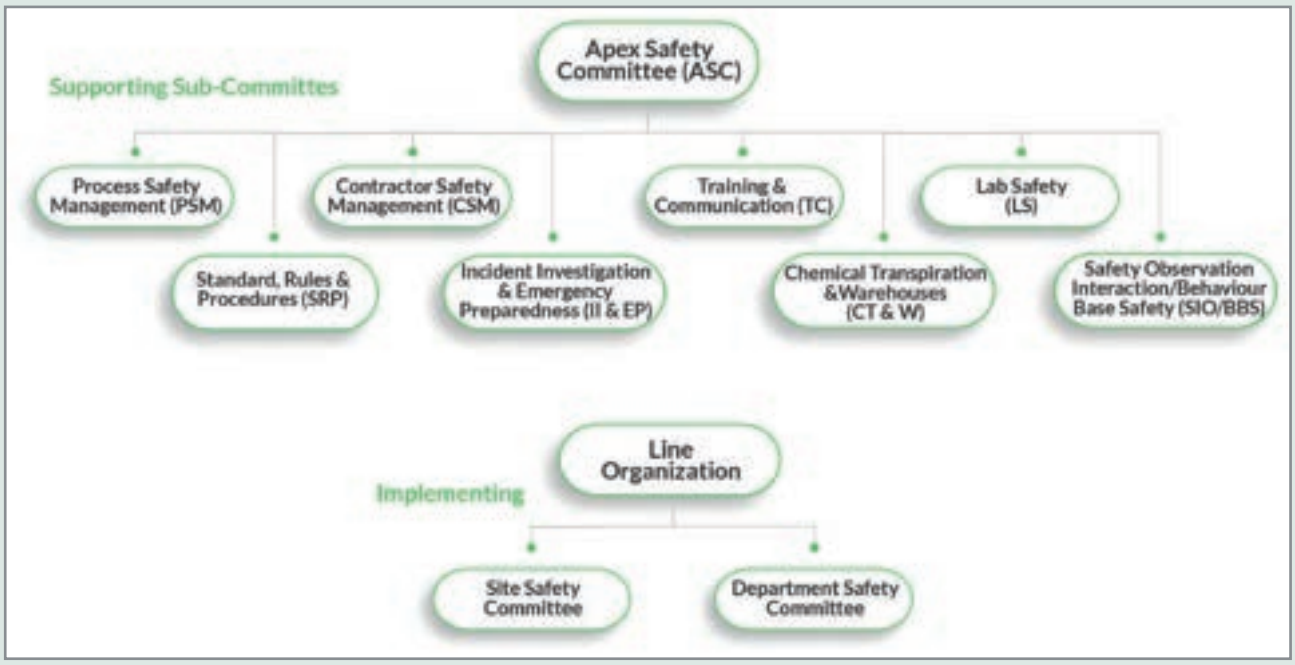
Founder and Director
Business and Operations

Leadership Commitment

Management provides strong visible commitment, leadership and personal involvement in Health, Safety, Security, and Environment. HSSE policy is reviewed periodically by Dorf Ketal Leadership Team and approved by the Founder and Director Business and Operation.

All the divisions integrate the HSSE requirements into their business and site management systems and standard operating procedures (SOPs). Management ensures availability of resources necessary to achieve our HSSE objectives. HSSE cultures are understood, important HSSE issues are identified, and Management seeks to continually improve HSSE performance and lead by example.

Dorf Ketal has institutionalised a system of Apex Safety Committee supported by Sub-committees to support and enhance the Company's Safety Program.



Training Programs

In the wake of the lockdown, our commitment towards the skill and development of all our teams remained undeterred. Employees were kept trained through online learning events from June 2020 onwards. An average of 6.9 hrs per employee were devoted towards corporate Trainings in the year '20-'21. Topics included the following: Stress management, Time Management, Problem Solving and decision making, Talent management, Communication Skills etc.

Additionally Technical trainings and Safety trainings are conducted regularly at all the Manufacturing locations for upskilling our teams. Approximately 2 man-days per employee were devoted towards these trainings in '20-'21 for all employees and about 1.3 man-days per employee for contract employees at Manufacturing locations.

2 man-days for all employees

1.3 man-days for all contract employees

spent on technical trainings and safety trainings

Emergency Preparedness

Dorf Ketal has established and implemented Emergency Preparedness Plan. The plan also addresses a situation that may arise because of an Epidemic or a Pandemic. Mock Drills are regularly carried out to ensure that ERT members have sufficient practice and exposure to respond to the emergency.

Safe manufacturing During covid – Employee safety & wellbeing our priority

When Covid-19 has taken every industry by surprise, Dorf Ketal has successfully managed to contain the disruption with a swift strategy and focus on health & wellbeing of its workforce. We monitored public health communications about coronavirus recommendations for the workplace and ensured that workers have access to and understand that information. In addition to this, we further engaged with the local authorities and healthcare providers to improve workplace infrastructure and devise effective mechanisms to prevent infection. Key elements to this strategy were maintaining effective communication across our manufacturing network & providing necessary training to our employees. As a result, Dorf Ketal formulated 'We care Manual' and implemented the same across our manufacturing units which ensured safe working environment for our workforce.

Covid Manual implementation in our workforce

This manual is a part of our ISO management system. To maintain and monitoring its compliance, various Annexures and Checklists were developed and made available at all of manufacturing sites and offices. This manual lays down on-site personnel and material movement norms such as practicing sensible social distancing and maintaining 6 feet between co-workers, providing alcohol-based hand sanitizer (60% alcohol or higher) for employees who do not have access to soap and water, providing pick-up and drop facility from door to door and making temporary stay arrangement at workplace or near to workplace for our employees etc.

We Care Manual

- ***Part of ISO management system.***
- ***Annexures and Checklists are maintained to monitor the compliance***
- ***Provides Personnel and material movement norms Behaviour Based Safety (BBS) etc***
- ***Installed Thermal and Health screening at workplace entry and exit***
- ***Necessary protective equipment such as masks, gloves, hand sanitizers were provided***
- ***Mitigation measures for employees contacting COVID-19.***
- ***Prepared & circulated Post Discharge COVID Patients Home Quarantine Information booklets***

We encouraged our employees & workers to report any safety and health concerns and further ensured that our sick employees get everything they need for their speedy recovery. We also smoothly adopted remote working (Work from Home) for non-essential workforce and implemented Behaviour Based safety (BBS) program at workplace for rest of the employees to monitoring and prevent unsafe observation related to COVID-19. With these measures we were able to successfully control our workforce's exposure to Covid.

Industrial Hygiene (IH) Road Map

Dorf Ketal is committed to observe stringent & consistent Quality, Health, Safety, Security & Environmental norms across its sphere of operations & influence. This naturally translates to providing safe working conditions to our entire workforce. We have been recognized for "Excellence in Management of Health & Safety" from Indian Chemical Council (ICC). To further our efforts, we have undertaken a new Industrial Hygiene Initiative recently.

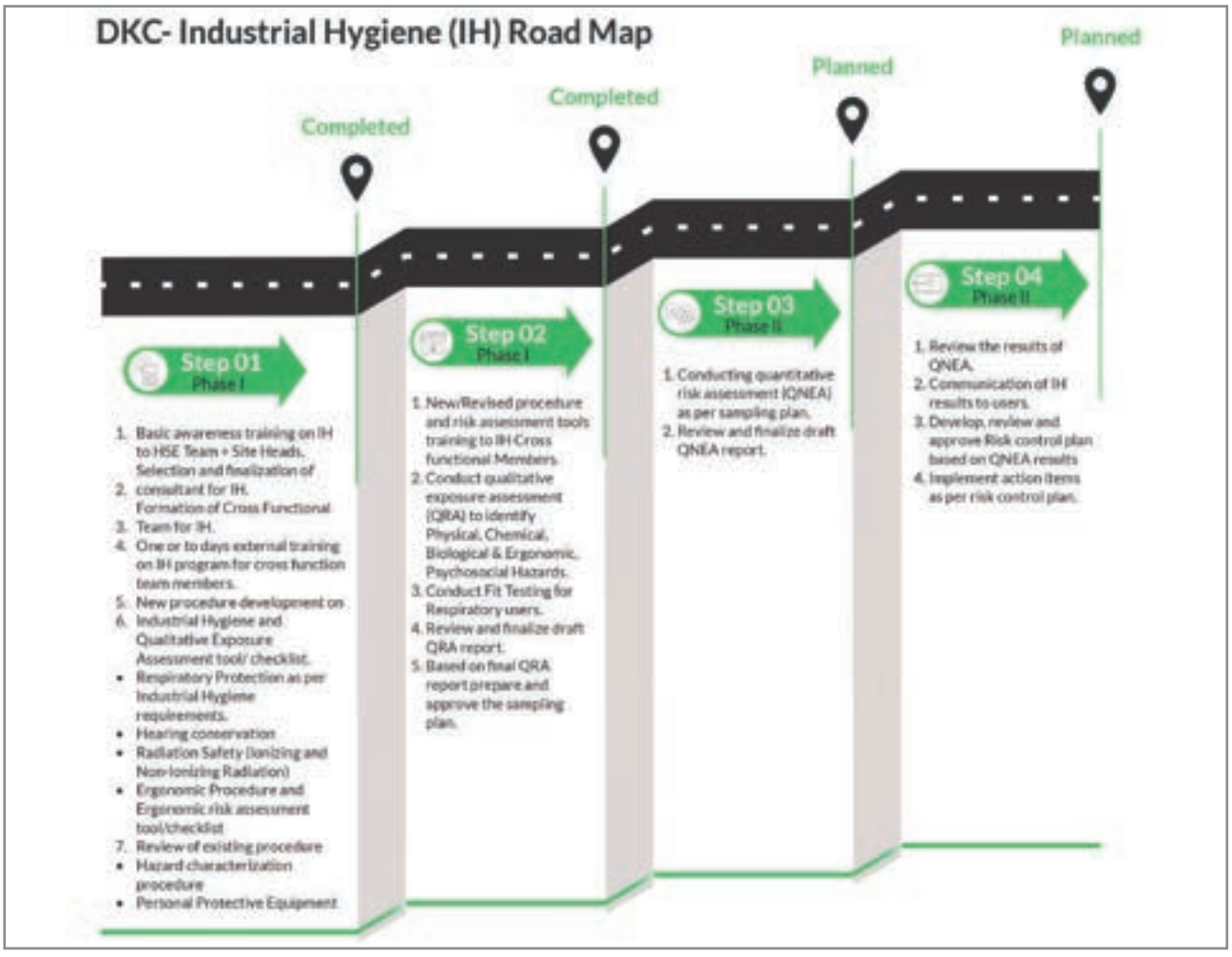
The purpose of Industrial Hygiene related protocol is to provide guidance on the anticipation, recognition, evaluation, and control of occupational health hazards at the Upstream facilities with the goal of protecting employee's & workers health. Occupational health hazards include chemical, physical, biological, and ergonomics. This document provides the framework for the management of exposures through a comprehensive exposure assessment strategy. The occupational hygiene program aims to achieve the following:

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

The benefits of the Industrial Hygiene program are:

- Improve health of the employees
- Reduce incident compensation
- Improve job satisfaction
- Reduce absenteeism due to illness
- Reduce injuries – specially caused due to poor working style / habit / working station
- Improve productivity
- Improve workers attitude towards management

The Industrial Hygiene Road map consists of two phases and each phase is broken down in two steps. Starting in Sept-2021, we are making steady progress to complete the implementation of Phase-II by May-2022.



Nicer Globe – initiative by Responsible care

To strengthen safe transport, we have partnered with NICER GLOBE, an initiative of Indian Chemical council in Jan 2022. It is an initiative to proactively adopt safe practices in transportation of hazardous goods. The requirement for this initiative arises from the presence of multiple plants, customers, transporters and tracking windows along with a real time update on drivers, violations and shipment status. For the effective functioning of this initiative, Dorf Ketal has adopted the following services:

- Hazmat GPS Tracking
- Email alerts based on configuration of over-speed, route-deviation and driving-time violations
- Points of Interest displayed along with their locations on an interactive map indicating the presence of Fire Brigade, Police Stations, Hospitals and Ambulance, Crane Services, Chemical Companies and Emergency Response Experts.
- Gate Check Tool enables digitizing periodic Vehicle Checks and consequent monitoring or required compliance.
- Forum for community awareness and education in chemical emergencies.

nicerglobe

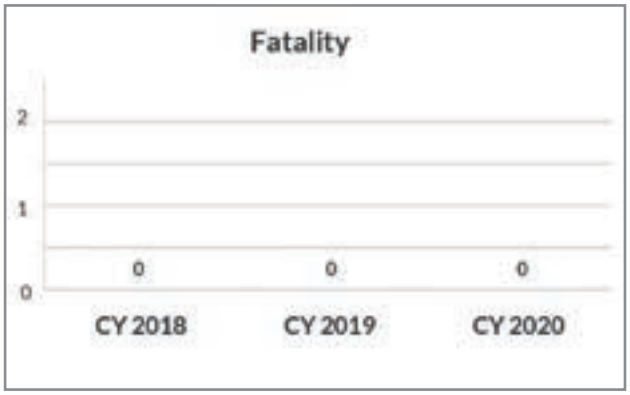
Responsible Care® Initiative

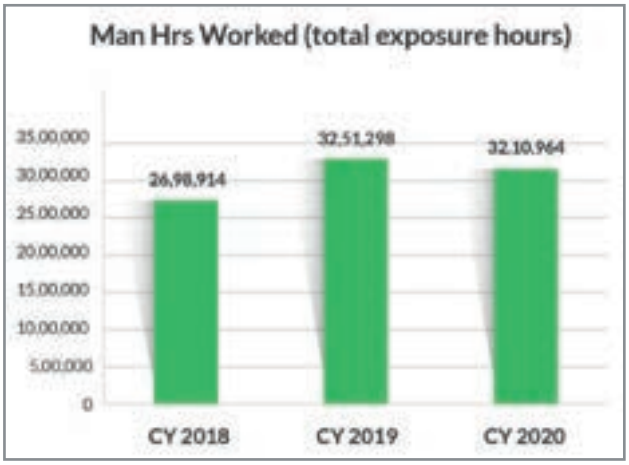
Safety Performance

Dorf Ketal has had an impressive safety record in the last three years and is proud to have achieved a consistent zero fatality figure over the last three years. Dorf Ketal is committed to maintain its strong focus on safety processes and safety trainings.

0

fatalities in the last three years





3.2. Community Engagement: CSR vision and activities

Since our inception, we have worked with vulnerable communities to help make them resilient and self-sufficient through our Corporate Social Responsibility (CSR) activities. Our CSR vision is to be the best corporate citizen with a social responsibility to transform lives of the underprivileged sections of our society who do not have an access to the resource systems of our country.

Our CSR mission is to transform the lives of the underprivileged sections of our society by facilitating them to unfold their hidden potential in the areas of education, skill & livelihood, health, performing arts and sports.

Doing our bit during the Covid 19 Pandemic

Supporting Indian labourers during the pandemic

On 24th March 2020, the Government of India announced a nationwide lockdown across the country, effectively limiting the movement of the entirety of its population. In India, the informal laborers bore the worst brunt. Usually surviving on daily wages, the labour workforce was left economically devastated, and in extension was also the most vulnerable to COVID-19 with no resources to protect themselves against the health calamity.

Motivated to help, the founder of Dorf Ketal – Mr. Subodh Menon, came up with the idea of direct monetary support to provide financial support to the labourers. The activity was carried out through a partnership between the CSR department of Dorf Ketal and SAPREM NGO, a Non-Governmental Organisation working as a grass root social service provider.

> ***"My family feels that God has sent you people during this critical Coronavirus lockdown. You have phoned us and offered a support of Rs. 5000/- and due to your help my children are able to eat sufficient food, me and my husband may survive without food but our children may not. We are doing a lot of work to earn money for survival but due to the situation; it is not possible and no earning. I am very thankful to Dorf Ketal Chemical Company and SAPREM NGO for this help."***
>
> ***-Ms. Lalita Kupindar Pinar Rathod,***
> ***Anandnagar, Ambernath***

"Hello, I am Suresh Gaikwad, from Palghar. I am a driver. I don't have my own car. Due to lockdown and no income source; the shopkeeper also stopped to borrow and saying that he would have to pay for ration in cash. Living on rent. There is a ray of hope to all like us will get help like Dorf Ketal and SAPREM have come forward."

-Mr. Suresh Gaikwad,
Palghar

"I am landless labour of Dist Wardha, Maharashtra. Before lockdown; I was working as a farm labourer and also on construction site after the Farm with Rs. 250-300/- per day. I couldn't save money and there are 6 family members. After the lockdown; all things have stopped and can't go outside for work and we have survived till 15 days through balanced food material. Dorf Ketal Company people phoned us for support and provided Rs. 5000/- in bank account, it was a very big support to us. If it was not then we could eat only once in the day or die in the situation.

This type of situation is happening with us and many of families around us, so after getting support from you; I helped 3 families from the amount given to us and provided 15 kg. rice and 500 each to 3 families. Because they are my neighbours and it becomes my prime responsibility for helping as you have helped me. I am very much thankful to Dorf Ketal Pvt. Ltd and SAPREM NGO."

-Mr. Ratnakar Gulabrao Thakre
Wardha, Maharashtra.

Health Care Support during Covid- Virtual Rehabilitation Program for post Covid19 cases

Dorf Ketal Chemicals India Pvt. Ltd. came forward to support the rehabilitation of Covid19 recovered cases even during the economic downturn faced by the company due to the lockdown. The program comprised Pulmonary Rehabilitation, Musculoskeletal Rehabilitation and Mental health counselling sessions. Interactive sessions were conducted on Zoom lasted for a week for every batch of registered cases.

The program was inaugurated by Dr. Adkikar -Jt. Director Health Services (Leprosy & TB). Dr. Mangala Gomare – Executive Health Officer, MCGM, Dr. Pranita Tipre – DHO & CTO Mumbai gave their messages. Mr. Santosh Jagdhane – Head CSR- Dorf Ketal Chemicals India Pvt Ltd highlighted the importance of the project. Dr. Jyoti Salve – WHO NTEP Consultant and DTOs among others participated in the inaugural program.

S NO.	PARTICULARS	NUMBER
1	No. of programs conducted	10
2	No of total sessions	52 sessions of one hour each
3	No of individuals registered	285
4	No attended	101: M=52; F=49
5	No gave feedback	45
6	Reasons for not attending regularly: • Time not suitable: • Was unwell • Poor internet connection	 8 4 12

Promoting art, culture, and education

Folkland is a non-profit NGO committed to promoting and preserving folklore and culture. Conceived in the Indian state of Kerala, it has spread its roots across multiple states in India and other countries. Registered under the Indian Societies Act of 1860, Folkland has been around since 1989. Since its inception, the institution has seen developments in the field of performance, production, documentation, and research, apart from the preservation of folk art and culture. Folkland has successfully made performing arts and culture education more accessible through cultural practices.

Creating awareness among the younger generation about different art forms and thereby preserving and propagating the heritage value of art forms is a key objective of Folkland. Dorf Ketal recognizes and appreciates the core vision of sustainable development imbibed in Folkland and strives to support them in their endeavour towards the same.

Programs in Folkland are organized in a manner to empower marginalized communities to make them a part of mainstream society through art education. The organization also works on promoting women empowerment through art forms, and also supports artists by designing tangible projects for their livelihoods. Dorf Ketal's financial contribution were for about Rs. 87.75 Lakhs.

	2017-18	2018-19	2019-2020	Total
Number of Artists impacted	3677	5397	7738	16812
Number of beneficiaries	8317	9196	21825	39338
Women Empowerment related training beneficiaries	5205	5044	21231	31480
Number of centres operating	54	93	58	203

Educational Development

Dorf Ketal contributed a combined Rs. 3.13 Crs for projects with Arshamshala and the revival for Sumitra Public school in Babai.

We further improved the infrastructure hygiene and all other teaching related resources inside the school premises at both the institutions.

1. Ashramshala (since 2015)- The grade of the Ashram Shala has upgraded from C to B and the Ashram Shala is doing well on all the educational parameters after our intervention. Besides that, tailoring training have been provided to around 100 girls' students and local women. The success story of this program and effective pedagogy will be replicated in other Tribal Ashramshalas
2. Sumitra Public School (since 2017)- teachers and training as per the National Curriculum Framework (NCF) has been offered. Overall, the strengths of the students increased and the school is progressing well on all parameters.

Support to the schools of Cognitively Challenged Children

Around 50 plus cognitively kids and their families are getting benefited. Teachers' salaries, setup of school and school bus, CCTV surveillance etc. have been provided to run the program effectively. Skill development training is being given to the students to make them

1. Inclusive Centre of Education at Andheri, Mumbai and Thane, Maharashtra – Rs 75.20 Lakhs since 2012
2. 'Bring A Smile'- Managed by the SAPREM NGO since 2015 at Dombivli, Kalyan Dombivli Municipal Corporation (KDMC), Maharashtra Rs 29.70 Lakhs.

Livelihood & Skills Development Program

Women from Economically weaker sections were upskilled and trained by two organisations. Our Financial contributions to these organisations are listed below.

1. De Bagd Tracss Association in Imphal, Manipur for Rs. 28 Lakhs since 2015. Around 100 women were trained in various items of craft making and most of them have started making selling their own crafts.
2. Muktangan (Rs 48.53 Lakhs) where Around 77 nos. of educated unemployed women were trained in the Early Childhood Development (ECD) Teacher Training program for a year for the job of Pre-Primary Section. These teachers have been employed by the Muktangan as a trained teacher. The project had started sine year 2014

Treatment and Rehabilitation Program

Drug De-addiction Awareness, Punjab

Around 500 Drug addicted youths have been treated for drug De-addiction and more than 10,000 people participated in the Drug De-addiction Awareness rally, tailoring training centres have been started for the women of affeycted families etc since 2016.

Dorf ketal contributed around Rs. 1.23 Crore. The Ministry of Social Justice, Govt. of Maharashtra has honoured Dorf Ketal by giving it the Rashtrapita Mahatma Gandhi Vyasanmukti Seva Puraskar, 2016-17 for this initiative.

Sports Development

1. National Sports Development Programme – The programs have been initiated to help the high potential Sports Persons who lack resources to fulfil their desires from 2015. We adopt such sports persons and provide them Coach, Strength & Conditioning and nutrition consultant, monthly stipend for diet, nutrition supplements, sports equipment, re-imbursement of an incidental expenses, regular monitoring and medical insurance as well. The Project contributions to over Rs. 32.02 Lakhs. Till date we have adopted 11 international sports persons and with our support few of them even qualified for the Rio Olympic trial, played World Championship and won National Championships as well.
2. Mary Kom Regional Boxing Foundation (MKRBF), Manipur. - We've set up a full-fledged Physiotherapy Centre in 2015 with the fulltime physiotherapist to treat the injuries of boxers for Rs. 19.43 Lakhs. Now they are self-reliant to treat their boxers and prevent their injuries.

CSR Awards

Dorf-Ketal's commitment to CSR has resulted in multiple recognitions by leading organizations over the years.

A few chosen awards include:

- ***ET NOW CSR Leadership Awards, 2019 for Best Social Responsibility Practices***
- ***Indian Chemical Council's ICC Award for Social Responsibility, 2017***
- ***Ranked 8th best on CSR practices and programs by CMO's Best CSR Practices Awards***
- ***National Awards for Excellence in CSR and Sustainability for Best CSR Impact Initiative***
- ***Government of Maharashtra, Rashtrapita Mahatma Gandhi Vyasanmukti Seva Puraskar, 2016-17***

These recognitions have strengthened our CSR efforts to contribute in a more meaningful and sustainable manner to the society and the larger community that we are part of.

4. The Governance Molecule

4.1. Business ethics/ Code of conduct

Dorf Ketal's policies aim to ensure fair and uniform implementation of rules and regulation across the organisation. Our 23-point code of conduct guidelines have been formulated keeping in mind our large stakeholder base and our responsibility towards our Nation.

The first guideline in our code of conduct recognises Dorf Ketal's duty to work towards the national interest of the country and contribute towards its economic development. We understand the regulatory requirements and laws of the country and encourage every employee to strictly adhere to them. Further, employees may not engage in activities which generate or support any unfair trade practices.

Dorf Ketal believes in a healthy competitive environment and strives to achieve competitive advantage through fair, honest and superior performance business practices. We ensure all our goods and services supposed are of the highest quality and provide an efficient after sales services to the customers. The code of conduct has also listed misconduct and indiscipline actions and any breach of such codes are reviewed by the Compliance committee.

Compliance committee consists of the following members:

- Head of Internal Audit
- Senior Vice President Human Resource
- Chief Financial Officer
- One Director

4.2. Key Internal Policies

Anti- Money Laundering Policy

The Anti-Money Laundering (AML) Policy was implemented to prevent the intentional and unintentional involvement of company in such business activities, as well give guidance to recognise and correct if at all such event arises. The Scope of this policy covers all the employees of the Dorf Ketal group working in all levels and grades. Compliance steps to be undertaken by the employees as laid down by the AML policy are as follows:

- Know your business partners
- Report any suspicious activity
- Cooperate fully for enforcing anti money laundering laws
- Reporting/Action by the Compliance committee

If any violation to the policy is identified by the Committee, corrective actions or penalties shall be enforced.

Anti-Bribery and Anti-Corruption Policy

Dorf Ketal's Anti Bribery and Anti-Corruption policy establishes zero tolerance for such activities and ensures compliance of all the laws in this respect in the jurisdictions it operates. This policy provides information, guidance and corrective measures to deal with bribery and corruption issues. The Policy lays down governance steps, wherein the Internal Audit department of the company periodically reviews and monitors the effectiveness & adherence to this policy. Dorf Ketal personnel and Business Partners who are or become aware of or suspect a violation of this Policy and / or anti-corruption laws are under an obligation to report the same to the compliance committee of the Company.

Non-reporting of such instances of bribery in spite of knowledge of such actions shall be deemed to be misconducts / violation of Code of Conduct and shall be subject matters of formal disciplinary proceedings.

Prevention of Sexual and Workplace Harassment

The scope of this policy includes physical or mental abuse of a person, any malicious rumours or acts to demean another person, humiliation and constant ridicule of a person.

Sexual harassment included acts of verbal abuse, sexual innuendoes via any form of media and communication mode and any form of sexually-oriented advancement towards others. The policy clearly states the reasonable steps to be taken by the person abused to file a complaint while respecting their privacy.

All employees at Dorfketal go through "POSH Awareness Program" each year, with the purpose to sensitise employees and make the workplace a better workplace for overall well-being and harmony; prevent any untoward incidences.

364 employees

underwent the "POSH awareness Program" through the online training mode in '20-'21.

5. Looking Ahead

The chemical industry has an important role to play in arresting the effects of climate change and build a safer, cleaner and healthier planet. At Dorf Ketal we are working with the world's leading refining and petrochemical companies in making their processes more efficient and lowering their impact on the environment.

Ever since inception, Dorf Ketal has invested in R&D and developed new products that have addressed customer challenges. Over the last few years, we have consciously added sustainability into the realm of product development thereby lowering the environmental impact of our products. As synonymous with the building blocks of chemistry, the environment, social and governance (ESG) pillars are the molecules that define our framework of sustainability. Within the ESG molecules in turn, we have looked at distinct and critical elements that define each one of them.

In our first sustainability report, we have highlighted our ***Progress Beyond Chemistry*** approach that helps us break boundaries and strive for a better future, while keeping chemistry at the core. We realize that there are many milestones that we have to further cover in the ESG journey. As we look ahead for the next financial year, we plan to continue to integrate ESG related practices in our business processes and to spur innovation. We also plan to institutionalize a governance mechanism with top leadership oversight for ESG that would monitor our progress and ensure that we stand true to our ***Progress Beyond Chemistry*** approach.

DORF KETAL™

Innovation isn't just what we do.
It's who we are.™

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