

Business Responsibility Report

Section A: General Information about the Company

1.	Corporate Identity Number (CIN)	L01122DD1991PLC002959
2.	Name of the Company	Multibase India Limited
3.	Registered address	74/5-6, Daman Industrial Estate, Kadaiya, Nani Daman – 396210 (U.T)
4.	Website	www.multibaseindia.com
5.	Email id	compliance.officer@multibaseindia.com
6.	Financial year reported	2019-20 (for the year ended 31 st March 2020)
7.	Sector(s) that the Company is engaged in (industrial activity code-wise)	20133
8.	List three key products / services that the Company manufactures/ provides (as in balance sheet)	TPO, Thermoplastic elastomer and Silicon masterbatch
9.	Total number of locations where business activity is undertaken by the Company Number of international locations (Provide details of major five) Number of national locations	The Company is carrying out business activity across all States of Union of India with its manufacturing facility in Daman Major international locations where business activities are undertaken include Korea, Singapore and Thailand
10.	Markets served by the Company - Local / State / National / International	Multibase serves both National and International markets

Section B: Financial Details of the Company

1.	Paid up Capital of the Company	₹ 1262.00 lacs
2.	Total turnover	₹ 5,977.61 lacs
3.	Total profit after tax	₹ 753.99 lacs
4.	Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%):	Total CSR expenditure required to be spent was 2% of average net profits (before tax) of the company made during the three immediately preceding financial years. The details of CSR activities are provided in Annexure II to Director's Report
5.	List of activities in which expenditure in four above was incurred:	During the year the company has spent an amount of ₹ 28.83 lacs under Social & Economic development, education, promoting health care and Prime Minister relief fund for CSR activity of the Company

Section C: Other Details

1.	Does the Company have any Subsidiary Company / Companies?	No
2.	Does the subsidiary Company / Companies participate in the BR initiatives of the parent Company? If yes, then indicate the number of such subsidiary company(s).	Not applicable
3.	Does any other entity / entities (e.g. suppliers, distributors etc.), that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/ entities? [Less than 30%, 30-60%, More than 60%]	No

Section D: BR Information

1.	Details of Director / Directors responsible for BR		
	a)	Details of the Director / Directors responsible for the implementation of the BR policy / policies	Managing Director
		DIN	03157491
		Name	Deepak Dhanak
		Designation	Managing Director
	b)	Details of the BR head:	Managing Director
		Name	03157491
		Designation	Deepak Dhanak
		Telephone No.	02606614400
		E-mail ID	compliance.officer@multibaseindia.com

1. Principle-wise (as per NVGs) BR Policy / policies (Reply in Y / N)

Sr. No	Principal wise Policies
1.	Does the Company have a policy/policies for the principles? - Yes
P1	This forms part of the Code of Conduct of the Company.
P2	The policy is part of the Code of Conduct of the Company.
P3	This principle is covered under various policies of the Company, namely Code of Conduct for all employees and Prevention of Sexual Harassment.
P4	The Company does not have a specific policy, however certain aspects of this principle forms part of the CSR policy.
P5	This forms part of the Code of Conduct of the Company.
P6	This forms part of the Code of Conduct of the Company and Company's CSR policy.
P7	The Company does not have a separate policy. It works with collective platforms, such as trade and industry chambers and associations, to raise matters with the relevant government bodies, if required.
P8	The Company has a CSR policy.
P9	The Company does not have a specific policy. This forms part of the Code of Conduct of the Company.

Note: Multibase India Limited being part of DuPont DeNemours Inc. (erstwhile DowDuPont) follows the core values namely Safety and Health, Protect the Planet, Respect for People and Highest Ethical Behavior. These core values form part of the Code of Conduct of the Company.

Sr. No	Principle wise policies	P1	P2	P3	P5	P5	P6	P7	P8	P9
2.	Has the policy been formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Does the policy conform to national / international standards? These policies have been framed keeping in view the goals of the organization and the economic environment of the operations of the Company	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Has the policy been approved by the Board? If yes, has it been signed by the MD / Owner / CEO appropriate Board Director?	Y	Y	N	Y	Y	Y	N	Y	Y

Sr. No	Principle wise policies	P1	P2	P3	P5	P5	P6	P7	P8	P9
5.	Does the Company have a specified committee of the Board/ Director / Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6.	Indicate the link to view the policy online?	http://www.multibaseindia.com/policies.php								
7.	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8.	Does the Company have in-house structure to implement its policy / policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
9.	Does the Company have a grievance redressal mechanism related to the policy / policies to address stakeholders' grievances related to the policy/ policies?	Y	Y	Y	Y	Y	Y	N	Y	Y
10.	Has the Company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y

2. If answer to question at Sr. No. 1 against any principle, is 'No', please explain why? (Tick up to two options)

Sr. No	Principle wise policies	P1	P2	P3	P5	P5	P6	P7	P8	P9
1.	The Company has not understood the Principles	Not Applicable								
2.	The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified Principles									
3.	The Company does not have financial or manpower resources available for the task									
4.	It is planned to be done within next six months									
5.	It is planned to be done within next one year									
6.	Any other reason (please specify)									

3. Governance related to BRR

1.	Indicate the frequency with which the Board of Directors, Committee of the Board or the CEO or the policy owner assess the BR performance of the Company. Within 3 months, 3-6 months, annually, more than 1 year	In case if there are any incidents under the Code of conduct, whistle blower policy or prevention of sexual harassment at workplace the same has to be reported to the Audit Committee / Board. However there have been no such instances reported during the year. All the other policies are reviewed by the policy owners every 3 years.
2.	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing the report? How frequently it is published?	The BRR is applicable to the Company for the financial year 2019-20. Accordingly, the report is published in the Annual report for FY 2019-20 and also is available on the website of the company www.multibaseindia.com

Section E: Principle wise Performance

Principle 1: Ethics, Transparency and Accountability

Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

<p>1.</p>	<p>Does the policy relating to ethics, bribery and corruption cover only the Company? Yes / No. Does it extend to the Group / Joint Ventures / Suppliers / Contractors /NGOs / Others?</p>	<p>The Company has a separate code of conduct for the Board of Directors and Senior Management of the Company. An annual confirmation affirming compliance with the Code of Conduct is obtained from the Board members and senior management every year</p> <p>The company also has a Whistle Blower Policy where the employees can report violation of code of conduct or law or questionable Accounting or Auditing matters by any employee/director in the company, leak of a unpublished price sensitive information (UPSI) or any suspected leak of UPSI unethical behavior, malpractices, fraud or violation of the company’s policies to the Chairman of Audit Committee.</p> <p>Being part of the global Multibase group and DuPont DeNemours Inc., your Company is in addition guided by the DuPont policies related to Ethics, Code of Conduct and Compliance, which ensures practice of ethical business practices in normal course of operations. The DuPont Code of conduct (Ethics and Business Conduct) is applicable not only to the employees, but it also extends to all our business associates as well. This policy provides a platform to these stakeholders for reporting suspected unethical behavior, malpractices, wrongful conduct, fraud, violation of the Company’s Policies including Code of Ethics and Conducts, violation of law without fear of retaliation and help in eliminating any kind of wrongful conduct in the system. The policy also includes wrongful conduct with respect to discrimination or sexual harassment.</p> <p>It is a must for every employee to follow ethical professional conduct in their day to day activities. All employees have to read and understand this code and undertake annual trainings and agree to abide by it.</p>
<p>2.</p>	<p>How many stakeholder complaints were received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof in about 50 words or so.</p>	<p>There were 5 stakeholder complaints received and resolved by the company and mostly were related to non-receipt of share certificates, annual reports.</p>

Principle 2: Product Lifecycle Sustainability

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

1.	List three of your products or services whose design has incorporated social or environmental concerns, risks and / or opportunities	Thermoplastic Elastomer grades ('TPE grades') are used as a material for air bags for ensuring safety of human beings. Also, the company is exploring opportunities for usage of TPE grades in internal parts of e-vehicles.
2.	For each such product, provide the following details in respect of resource use (energy, water, raw material and so on) per unit of product (optional)	The resources used for manufacturing the products is uniform throughout. There are no additional resources. The company has replaced lights with LED lights. This has reduced the electricity consumption and the Company installed 30KWp capacity roof top solar plant, helps to reduce carbon emission of 48 MT / Year, as well cost saving approximately of Rs. 2,25,000 yearly. The Company also installed RO Plant and the recycled water is used for cooling tower.
3.	Does the Company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? Also provide details thereof, in about 50 words or so	The Company over the years, has worked towards embedding sustainability throughout its inbound supply chain and will continue to do so. Sustainability is an integral part of our business and value chain. In the area of ethical sourcing, we avoid any conflict of interests as well as we discourage the use of forced labour and child labour at our business associates' premises.
4.	Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work? If yes, what initiatives were taken to improve their capacity and capability of local and small vendors?	All machine and maintenance related spare parts are procured from local suppliers. The local suppliers are developed by providing our technical inputs and suggested designs to improve the performance and efficiency of their products.
5.	Does the Company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling them (separately as <5%, 5-10%, >10%)? Also provide details thereof, in about 50 words or so	Less than 1% waste is generated. The process generated waste and laboratory generated waste is recycled and converted to a product which can be used in door stoppers, handles.

Principle 3: Employee Wellbeing

Businesses should promote the wellbeing of all employees

1.	Total number of employees.	24
2.	Total number of employees hired on temporary / contractual / casual basis	25
3.	Total number of permanent women employees	1
4.	Total number of permanent employees with disabilities	0
5.	Do you have an employee association that is recognized by the Management?	No
6.	What percentage of your permanent employees are members of this recognised employee association?	NA
7.	Please indicate the number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year	0
8.	What percentage of your under-mentioned employees that were given safety and skill up-gradation training in the last year?	100%

Principle 4: Stakeholder Engagement

Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised

1.	Has the Company mapped its internal and external stakeholders? Yes / No	Yes. We recognize employees, communities surrounding our operations, business associates (network of suppliers and dealers), customers, shareholders/investors and regulatory authorities as our key stakeholders.
2.	Out of the above, has the Company identified the disadvantaged, vulnerable and marginalized stakeholders?	Yes, the Company has identified the underprivileged communities in and around its plant and business locations. The Company conducts various activities, which upholds its philosophy and values towards underprivileged communities and serving the wider interests of society through CSR activities. This helps in social and economic development of the communities.
3.	Are there any special initiatives undertaken by the Company to engage with the disadvantaged, vulnerable and marginalised stakeholders?	<p>The Company contributes in community development through CSR activities.</p> <p>Development and deployment of need-based community programmes in the areas of health, education, skill development, sanitation, as part of corporate social responsibility (CSR) initiatives. Some of the initiatives taken during the financial year are towards:</p> <ol style="list-style-type: none"> 1. Socio-Economic development 2. Education 3. PM relief fund

Principle 5: Human Rights

Businesses should respect and promote human rights

1.	Does the policy of the Company on human rights cover only the Company or extend to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others?	Human rights are given utmost respect and promoted in the Company. These rights are covered in the Code of Conduct (Ethics & Business Conduct) and various human resource practices and policies. Equal opportunity is given to all the employees of the Company based on merits. The safety and health of employees is of utmost importance. The Company treats its employees with dignity, apart from maintaining a congenial work environment free from all sorts of harassment (physical, verbal or psychological). We also prohibit the use of child labour, forced or compulsory labour at our units and discourage the same with our business associates.
2.	How many stakeholder complaints were received in the past financial year and what percent was satisfactorily resolved by the Management?	No complaint was received pertaining to human rights violation during the financial year.

Principle 6: Environmental Management

Businesses should respect, protect, and make efforts to restore the environment

1.	Does the policies related to Principle 6 cover only the Company or extends to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others?	The Environment and Pollution control policy is applicable to the Company.
2.	Does the Company have strategies / initiatives to address global environmental issues, such as climate change, global warming, and others? If yes, please give hyperlink for webpage etc.	Protecting the Planet is one of the core values of the Company. The details of the initiatives undertaken are provided in the Conservation of Energy and Technology Absorption' in the Annexure 'VI' to the Directors' Report.
3.	Does the Company identify and assess potential environmental risks? Y / N	Yes
4.	Project(s) related to Clean Development Mechanism	There are no special projects under Clean Development Mechanism
5.	Has the Company undertaken any other initiatives on clean technology, energy efficiency, renewable energy and so on? If yes, please give hyperlink to web page and others.	The company has replaced lights with LED lights. This has reduced the electricity consumption and the Company installed 30KWp capacity roof top solar plant, helps to reduce carbon emission of 48 MT / Year, as well cost saving approximately of Rs. 2,25,000 yearly. The Company also installed RO Plant and the recycled water is used for cooling tower. The details of the initiatives undertaken are provided in the Conservation of Energy and Technology Absorption' in the Annexure 'VI' to the Directors' Report.
6.	Are the emissions / waste generated by the Company within the permissible limits given by CPCB / SPCB for the financial year being reported?	Our operations falls under the green zone. Hence we do not generate any emissions and hazardous wastes.
7.	Number of show cause / legal notices received from CPCB / SPCB, which are pending (i.e. not resolved to satisfaction) as on the end of the financial year	NIL

Principle 7: Public Advocacy

Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner

1.	Does the Company represent in any trade and chambers/ association? If yes, name only those major ones that the Company deals with	The Company is member of All India Plastics Council ('PLEX')
2.	Has the Company advocated / lobbied through the above associations for the advancement or improvement of public good? If yes, specify the broad areas (drop box: governance and administration, economic reforms, inclusive development polices, energy security, water, food security, sustainable business principles and others)	No

Principle 8: Inclusive Growth

Businesses should support inclusive growth and equitable development

1.	Does the Company have specified programmes / initiatives / projects in pursuit of the policy related to Principle 8? If yes, provide details thereof	The Company has adopted the CSR policy. During the year under review the focus under the CSR activities was towards socio-economic development, healthcare and education.
2.	Are the programmes / projects undertaken through in-house team / own foundation / external NGO / government structures / any other organisation?	The Company has conducted various CSR activities during the year through external NGOs.
3.	Has the Company done any impact assessment for its initiative?	No
4.	What is the Company's direct contribution to community development projects (Amount in? and the details of the projects undertaken)?	During the year the Company contributed an amount of ₹ 28.83 lacs towards CSR activities The company contributed in setting up creche facility In Daman for children of migrant workers thus allowing them to work. The Company also set up a school for autistic children in Daman in order to provide the requisite education and skill development of such children. The Company also promoted a nutrition literacy programme 'Eat Right'. The CSR initiatives of the Company are provided in detail at the end of the Annual Report
5.	Has the Company taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in around 50 words	The company keeps track of its project and has a monitoring mechanism

Principle 9: Value for Customers

Businesses should engage with and provide value to their customers and consumers in a responsible manner

1.	What percentage of customer complaints / consumer cases is pending, as on the end of the financial year?	NIL
2.	Does the Company display product information on the product label, over and above what is mandated as per local laws? Yes / No / N.A. / Remarks (additional information)	The Company ensures that it adheres to proper labelling content and safety protocols.
3.	Cases filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and / or anti-competitive behaviour during the last five years and pending as on the end of the financial year. If yes, provide details thereof, in about 50 words or so	No cases are filed.
4.	Did the Company carry out any consumer survey / consumer satisfaction trends?	Customer satisfaction is of prime importance for any business. The employee personnel interact with the customers frequently to understand their experience and feedback on the products.