

ALKYL

ANNUAL REPORT 2017 - 2018



Responsible Care®
OUR COMMITMENT TO SUSTAINABILITY

Alkyl Amines Chemicals Limited

FINANCIAL HIGHLIGHTS

₹ in Lakhs

Year Ending	31.03.2014	31.03.2015	31.03.2016	31.03.2017	31.03.2018
Gross Revenue	49,443.03	53,011.13	53,797.46	55,712.94	69,576.86
Revenue Growth %	21.58%	7.22%	1.48%	3.56%	24.88%
Net Sales	44,028.65	46,798.01	47,260.79	48,862.45	60,500.14
EBIDTA	8,660.55	8,848.96	9,340.63	9,627.37	11,959.45
% EBIDTA to Gross Revenue	17.52%	16.69%	17.36%	17.28%	17.19%
EBIDTA Growth (%)	47.04%	2.18%	5.56%	3.07%	24.22%
Profit before Tax	6,462.41	6,690.81	7,248.06	7,393.19	9,577.36
PBT Growth (%)	79.87%	3.53%	8.33%	2.00%	29.54%
Profit After Tax	4,288.06	4,542.13	4,985.48	5,035.80	6,428.90
PAT Growth (%)	79.18%	5.93%	9.76%	1.01%	27.66%
Gross Fixed Assets	26,764.49	30,410.00	33,744.73	26,770.29	40,304.57
Net Fixed Assets	15,738.84	18,161.09	20,327.66	25,484.58	37,357.13
Net Current Assets	13,887.63	12,879.92	11,962.62	6,444.81	5,882.65
Equity Share Capital	1,020.61	1,020.61	1,020.61	1,020.61	1,020.61
Reserve & Surplus (excl. Deferred Tax)/ Other equity	12,998.04	16,460.61	18,739.90	23,535.96	28,694.75
Book Value (Rs)	68.73	85.71	96.88	120.40	145.69
Earning per Share - Basic (Rs)	21.02	22.27	24.44	24.69	31.52
Equity Dividend (%)	80.00	80.00	200.00	100.00	140.00
Net Sales to Gross Fixed Assets (%)	164.50	153.89	140.05	182.52	150.11
Return on Capital Employed (%)	37.49	33.42	32.98	26.30	25.64
Return on Net worth (%)	30.59	25.98	25.23	20.51	21.63
PAT to Net Sales (%)	9.74	9.71	10.55	10.31	10.63

* Figures of March 31, 2017 have been regrouped according to Ind AS.

BOARD OF DIRECTORS

Yogesh M. Kothari	<i>Chairman & Managing Director</i>
Hemendra M. Kothari	<i>Director</i>
Dilip G. Piramal	<i>Independent Director</i>
Shyam B. Ghia	<i>Independent Director</i>
Shobhan M. Thakore	<i>Independent Director</i>
Premal N. Kapadia	<i>Independent Director</i>
Tarjani Vakil	<i>Independent Director</i>
Kirat Patel	<i>Executive Director</i>
Suneet Kothari	<i>Executive Director</i>

K.P. Rajagopalan	<i>General Manager (Secretarial & Legal) & Company Secretary</i>
Rahul Mehta	<i>General Manager - Finance & Accounts (Chief Financial Officer)</i>

Auditors

N.M. Raiji & Co.

Bankers

State Bank of India
Axis Bank Ltd.
Standard Chartered Bank
Citibank

Registrar & Transfer Agents

Sharex Dynamic (India) Pvt. Ltd.
Unit No. 1, Luthra Ind. Premises, 1st Floor, 44-E, M. Vasanti Marg,
Andheri Kurla Road, Safed Pool, Andheri (E), Mumbai - 400 072
Tel.: 022 28515606, 28515644 • Fax: 022 2851 2885
E-mail : sharexindia@vsnl.com • Website: www.sharexindia.com

Registered Office :

401-407, Nirman Vyapar Kendra,
Plot No. 10, Sector 17, Vashi,
Navi Mumbai - 400 703
Tel.: 022 6794 6618
Fax : 022 6794 6666
E-mail : legal@alkylamines.com

Manufacturing Sites :

Patalganga Plant
Plot No. A-7 & A-25,
MIDC Patalganga Industrial Area,
Dist. Raigad - 410 220
Maharashtra

Kurkumbh Plant :

Plot No. D-6/1 & D-6/2,
MIDC Kurkumbh Industrial Area,
Tal. Daund,
Dist. Pune - 413802
Maharashtra

Dahej Plant :

Plot No. D-2/CH/149/2,
GIDC Dahej-2 Industrial Area,
Tal. Vagra,
Dist. Bharuch - 392110
Gujarat

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NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that the 38th Annual General Meeting of **ALKYL AMINES CHEMICALS LIMITED** will be held at Chandragupt Hall, 2nd Floor, Hotel Abbott, Sector 2, Vashi, Navi Mumbai 400 703 on Tuesday, July 31, 2018 at 2.30 PM, to transact the following business:

ORDINARY BUSINESS:

- To consider and adopt:
 - the audited Standalone financial statements of the Company for the financial year ended March 31, 2018, the reports of the Board of Directors and Auditors thereon; and
 - the audited Consolidated financial statements of the Company for the financial year ended March 31, 2018.
- To declare dividend on equity shares.
- To appoint a Director in place of Mr. Suneet Kothari (holding DIN 00021421) who retires by rotation at ensuing Annual General Meeting and being eligible, offers himself for reappointment.
- To appoint Statutory Auditors and fix their remuneration and in this regard, to consider and if thought fit, to pass the following as an **Ordinary Resolution**:

“RESOLVED THAT M/s. N.M. Raiji & Co., Chartered Accountants (Firm Registration No. 108296W), be and are hereby appointed as Statutory Auditors of the Company, to hold office from the conclusion of this Annual General Meeting till the conclusion of the next Annual General Meeting of the Company, at such remuneration as shall be fixed by the Board of Directors of the Company.”

SPECIAL BUSINESS:

- To consider and if thought fit, to pass with or without modification(s), the following as an **Ordinary Resolution**:

“RESOLVED THAT pursuant to the provisions of Section 148 and other applicable provisions, if any, of the Companies Act, 2013, read with the Companies (Audit and Auditors) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), M/s. Hemant Shah & Associates, Cost Accountants, (Firm Registration No. 394), appointed by the Board of Directors of the Company to conduct the audit of the cost records of the Company for the Financial Year ending March 31, 2019 be paid remuneration, as set out in the Statement annexed to the Notice convening the Meeting.

RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorized to do all acts and take all such steps as may be necessary to give effect to this resolution.”
- To consider and, if thought fit, to pass, with or without modification, the following resolution as an **Ordinary Resolution**:

“RESOLVED THAT pursuant to provisions of Section 20 and other applicable provisions, if any, of the Companies Act, 2013 and relevant Rules prescribed thereunder, upon receipt of a request from a member for delivery of any document through a particular mode an amount of ₹ 50/- (Rupees Fifty Only) per each such document, over and above reimbursement of actual expenses incurred by the Company, be levied as and by way of fees for sending the document to him in the desired particular mode.

RESOLVED FURTHER THAT the estimated fees for delivery of the document shall be paid by the member in advance to the Company, before dispatch of such document.

RESOLVED FURTHER THAT for the purpose of giving effect to this resolution, the Key Managerial Personnel of the Company be and are hereby severally authorized to do all such acts, deeds, matters and things as they may in their absolute discretion deem necessary, proper, desirable or expedient and to settle any question, difficulty, or doubt that may arise in respect of the matter aforesaid, including determination of the estimated fees for delivery of the document to be paid in advance.

NOTES :

- An Explanatory Statement setting out all material facts relating to Business at Item Nos. 3, 5 and 6 is annexed herewith.
- A MEMBER ENTITLED TO ATTEND AND VOTE AT THE MEETING IS ENTITLED TO APPOINT A PROXY TO ATTEND AND VOTE INSTEAD OF HIMSELF/HERSELF AND THE PROXY NEED NOT BE A MEMBER OF THE COMPANY. PROXIES IN ORDER TO BE VALID MUST BE LODGED AT THE REGISTERED OFFICE OF THE COMPANY NOT LESS THAN 48 HOURS BEFORE COMMENCEMENT OF THE MEETING. A PERSON CAN ACT AS PROXY ON BEHALF OF MEMBERS NOT EXCEEDING FIFTY (50) AND HOLDING IN THE AGGREGATE NOT MORE THAN TEN PERCENT OF THE TOTAL SHARE CAPITAL OF THE COMPANY.
- Register of members and Share Transfer Books will remain closed from July 24, 2018 to July 31, 2018 (both days inclusive) for the purpose of Annual General Meeting and dividend.
- All documents referred to in the Notice and the Explanatory Statement shall be open for inspection at the Registered Office of the Company during normal business hours (11.00 am to 4.00 pm) on all working days except Saturdays and Sundays, up to and including the date of Annual General Meeting of the Company.
- (a) Please note that pursuant to Section 124,125 of the Companies Act, 2013 all unclaimed/unpaid dividends up to 2009-2010 have been transferred to the Account of Central Government. Pursuant to the provisions of Investor Education and Protection Fund (Uploading of information regarding unpaid and unclaimed amounts lying with companies) Rules, 2012, the Company has uploaded the details of unpaid and unclaimed amounts lying with the Company as on July 25, 2017 (date of last Annual General Meeting) on the website of the Company (www.alkylamines.com), as also on the website of the Ministry of Corporate Affairs (www.mca.gov.in).

- (b) 24134 equity shares are lying in the unclaimed suspense account. Concerned shareholders have been again reminded to claim their shares.
6. We have been offering the facility of electronic credit of dividend directly to the respective bank accounts of our shareholders, through National Electronic Clearing Service (NECS) and National Automated Clearing House (NACH). This is in addition to the Bank mandate facility that already exists whereby bank account details are printed on the dividend warrants. Shareholders who would like to avail of the ECS facility or the Bank mandate facility (if not done earlier) are requested to complete and submit the ECS/Bank Mandate Form that is also sent with this Annual Report to the Company's Registrar and Transfer Agents. Kindly note that shareholders holding shares in dematerialised form and who have registered their email would receive their dividend directly to the bank account nominated by them to their Depository Participant, as per SEBI directives.
7. The members are requested to notify change of address, if any, to the Company's Registrar and Transfer Agent.
8. The shareholders holding shares in physical form are once again advised to seek their shareholding changed to dematerialised form since in terms of SEBI and Stock Exchange guidelines no physical shares can be traded on the Stock Exchanges.
9. The members may note that the Company's Equity Shares are listed on the BSE Limited and the National Stock Exchange of India Limited and the listing fees to the stock exchanges have been paid.
10. Electronic copy of the Annual Report is being sent to all the members whose email IDs are registered with the Company/Depository Participants(s) for communication purposes unless any member has requested for a hard copy of the same. For members who have not registered their e-mail address, physical copies of the Annual Report for 2017-18 is being sent in the permitted mode.
11. Members may also note that this Notice and the Annual Report for 2017-18 will also be available on the Company's website www.alkylamines.com for their download. The physical copies of the aforesaid documents will also be available at the Company's Registered Office for inspection during normal business hours on working days, except Saturdays and Sundays. Even after registering for e-communication, members are entitled to receive such communication in physical form, upon making a request for the same, by post free of cost. For any communication, the shareholders may also send requests to the Company's investor email id: legal@alkylamines.com
12. Voting through electronic means
- a. In compliance with provisions of Section 108 of the Companies Act, 2013 and Rule 20 of the Companies (Management and Administration) Rules, 2014, as amended, the Company is providing the e-voting facility to its Members holding shares in physical or dematerialized form, as on the cut-off date, being July 24, 2018, to exercise their right to vote at the 38th Annual General Meeting (AGM) by electronic means on any or all of the businesses specified in the Notice (the "Remote e-voting"), and the business may be transacted through e-Voting Services provided by National Securities Depository Limited (NSDL). The Remote e-voting commences on July 26, 2018 (9:00 A.M.) and ends on July 30, 2018 (5:00 P.M.). Details of the process and manner of Remote e-voting along with the User ID and Password are given in the attached sheet.
- b. The Company is also offering the facility for voting by way of physical ballot at the AGM. The Members attending the meeting should note that those members who are entitled to vote but have not exercised their right to vote by Remote e-voting, may vote at the AGM through ballot for all businesses specified in the accompanying Notice. The Members who have exercised their right to vote by Remote e-voting may attend the AGM but shall not vote at the AGM. The voting rights of members shall be in proportion to their shares of the paid up equity share capital of the Company as on the cut-off date i.e. July 24, 2018.
- c. The Company has appointed Mr. Prashant S. Mehta, Practising Company Secretary (Membership No. A5814), as the Scrutinizer to scrutinize the e-voting process in a fair and transparent manner.
- d. The Scrutinizer shall, immediately after the conclusion of voting at general meeting, count the votes cast at the meeting, thereafter unblock the votes cast through remote e-voting in the presence of at least two (2) witnesses not in the employment of the Company and will make, within a period not exceeding three (3) working days from the conclusion of the meeting, a Scrutinizer's Report of the votes cast in favour or against, if any, to the Chairman of the Company. The results shall be declared within 48 hours of the conclusion of the AGM of the Company. The results declared along with the Scrutinizer's Report shall be placed on the Company's website www.alkylamines.com and on the website of NSDL within two (2) days of passing of the resolutions at the AGM of the Company and communicated to the Stock Exchanges.
13. Members are requested to bring attendance slip alongwith the copy of the Annual Report at the meeting.

By order of the Board

K. P. RAJAGOPALAN

General Manager (Secretarial & Legal)
& Company Secretary

Registered Office :

401-407, Nirman Vyapar Kendra, Plot No. 10,
Sector 17, Vashi, Navi Mumbai 400 703.

CIN: L99999MH1979PLC021796

Dated: May 18, 2018

ANNEXURE TO THE NOTICE

EXPLANATORY STATEMENT AS REQUIRED UNDER CORPORATE GOVERNANCE AND SECTION 102 OF THE COMPANIES ACT, 2013

ITEM 3

Mr. Suneet Kothari, Executive Director, retires by rotation at the ensuing Annual General Meeting and being eligible offers himself for reappointment

At the Annual General Meeting held on July 7, 2015 the shareholders had approved appointment of Mr. Suneet Kothari as Executive Director for a period of 5 years upto December 31, 2019 upon the terms and conditions including remuneration decided thereat. He retires by rotation at the ensuing Annual General Meeting and being eligible offers himself for reappointment.

Mr. Suneet Kothari is working with us since January 15, 2001. He is in-charge of our Commercial Operations, especially Marketing and Procurement. Mr. Suneet Y. Kothari aged 41 years, is a Chemical Engineer and Chemistry/Biochemistry Graduate from Cornell University, U.S.A. He has successfully completed a one year MBA (Masters in Business Administration) course at INSEAD, France / Singapore. Prior to employment with us, he has one and half years' experience with Diamond Technology Partners, U.S.A. as a Management Strategy Consultant. During his tenure with us since January 2001, he played a significant role in setting up the new product development effort and seeing it started off successfully.

Mr. Suneet Kothari is on the Board of Purjeeko Trading & Investment Pvt. Ltd. and Atreya Innovations Pvt. Ltd.

Mr. Suneet Kothari is son of Mr. Yogesh M. Kothari, who is the Promoter of the Company. They alongwith their relatives and entities controlled by them hold 1,51,32,788 equity shares (approx. 74.19% of the equity capital) of the company. As on March 31, 2018 a sum of Rs.66.50 lakhs is kept with the company by way of inter corporate deposit/unsecured loans by the entities controlled by them/their relatives.

None of the Directors, except Mr. Suneet Kothari and Mr. Yogesh M. Kothari, may be considered to be interested in the Resolution.

ITEM 5

At the last Annual General Meeting, the shareholders had approved appointment and payment of remuneration of M/s. Hemant Shah & Associates for the year ended March 31, 2018. The Board of Directors has reappointed them to conduct cost audit for the year ending March 31, 2019. The remuneration as recommended by the Audit Committee and approved by the Board of Directors is Rs.1,25,000/- (exclusive of GST) plus out-of-pocket expenses. The members are requested to pass the resolution for appointment and remuneration payable to M/s. Hemant Shah & Associates, as set out at item no.5 of the Notice.

None of the Directors/Key Managerial Personnel of the Company/their relatives, is, in any way, concerned or interested, financially or otherwise, in the resolution.

ITEM NO. 6

As per the provisions of Section 20 of the Companies Act, 2013 a document may be served on any member by sending it to him by Post or by Registered post or by Speed post or by Courier or by delivering at his office or address or by such electronic or other mode as may be prescribed. It further provides that a member can request for delivery of any document to him through a particular mode for which he shall pay such fees as may be determined by the company in its Annual General Meeting. Therefore, to enable the members to avail of this facility, it is necessary for the Company to determine the fees to be charged for delivery of a document in a particular mode, as mentioned in the resolution. Since the Companies Act, 2013 requires the fees to be determined in the Annual General Meeting, the Directors accordingly commend the Ordinary Resolution at item no. 6 of the accompanying notice, for the approval of the members of the Company.

None of the Directors/Key Managerial Personnel of the Company/their relatives, is, in any way, concerned or interested, financially or otherwise, in the resolution.

By order of the Board

K. P. RAJAGOPALAN

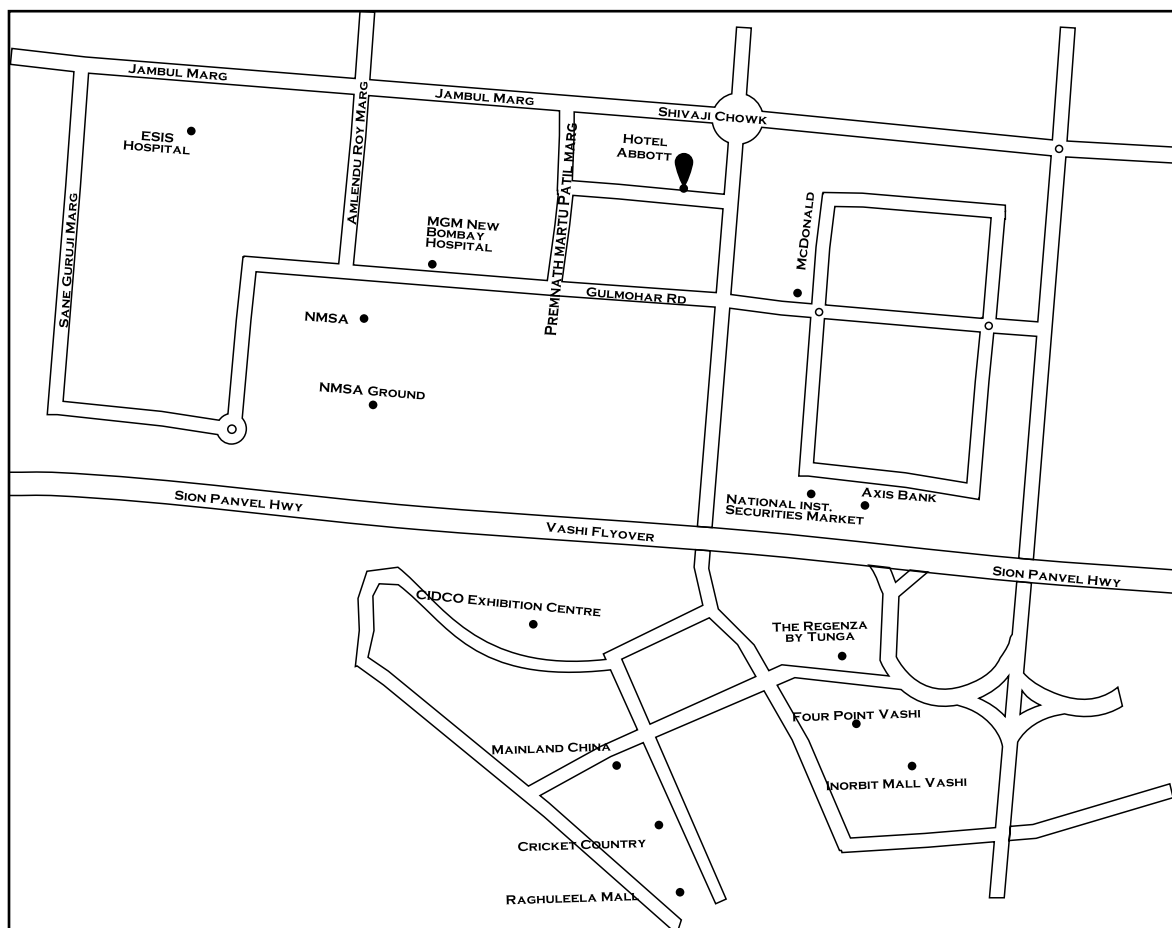
General Manager (Secretarial & Legal)
& Company Secretary

Registered Office :

401-407, Nirman Vyapar Kendra,
Plot No. 10, Sector 17, Vashi,
Navi Mumbai 400 703.
CIN: L99999MH1979PLC021796

Dated: May 18, 2018

ROUTE MAP OF Annual General Meeting venue



HOTEL ABBOTT

DIRECTORS' REPORT TO THE MEMBERS

Dear Shareholders,

Your Directors take pleasure in presenting the 38th Annual Report on the business and operations of your Company together with Audited Statement of Accounts for the financial year ended March 31, 2018.

1. FINANCIAL RESULTS:

The financial performance of your Company is as summarized below for the year under review:

	2017-18 Rs. In Lakhs	2016-17 Rs. In Lakhs
Revenue from operations	62482	54179
Other Income	316	113
Total Income	62798	54292
Profit before interest, depreciation & taxation	11959	9628
Finance costs	815	806
Depreciation	1567	1429
Profit before tax	9577	7393
Provision for tax	3148	2357
Net Profit after tax	6429	5036
Other Comprehensive Income	(47)	(66)
Total Comprehensive Income	6382	4970
Opening balance in retained earnings	18925	13969
Profit available for appropriations	25307	18939
Other adjustments due to IND AS:		
- Impact of adjustment in derivatives financial instruments	63	9
- Amalgamation of subsidiary	0	(23)
Dividends paid for the year 2016-17	(1020)	-
Tax on dividends	(207)	-
Closing balance in retained earnings	24143	18925

The Company has adopted Ind AS with effect from 1st April, 2017 with a transition date of 1st April, 2016. Accordingly, results for the year ended 31st March, 2018 have been prepared in accordance with Ind AS prescribed under Section 133 of the Companies Act, 2013 and other accounting principles generally accepted in India. Previous periods figures have been restated as per Ind AS to make them comparable.

2. PERFORMANCE HIGHLIGHTS:

During the year under review, total Income increased from Rs.54292 lakhs to Rs. 62798 Lakhs, an increase of 16%.

Profit before tax for the year was Rs.9577 Lakhs compared to Rs.7393 lakhs of the previous year (an increase of 30%) and Profit after tax was Rs. 6429 Lakhs as against Rs.5036 lakhs of the previous year (an increase of 28%).

Further details of operations are given in the Management Discussion and Analysis Report annexed (Annexure 1).

3. DIVIDENDS:

Your Directors are pleased to recommend for your approval dividend of Rs. 7/- on Equity Share of Rs.5/- each for the year ended March 31, 2018 (Previous Year: Dividend of Rs.5/- per share of Rs.5/- each). The total amount of dividend including Income tax thereon amounts to Rs. 1718 Lakhs (Previous Year Rs.1227 Lakhs). You are requested to approve the same.

4. MANAGEMENT DISCUSSION AND ANALYSIS REPORT:

The Management Discussion and Analysis Report as required under Schedule V of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 is included in this Annual Report. (Annexure 1)

5. NEW PROJECTS:

We are pleased to report that our Methylamines Plant at Dahej was commissioned on March 24, 2018. Commissioning of the project was delayed due to unexpected heavy rains at Dahej.

Our proposed capital expenditure includes:

- a) Enhancing aggregate capacity of aliphatic amine hydrochloride at various locations;
- b) Enhancing DEHA capacity at Kurkumbh;
- c) Enhancing capacity of Acetonitrile;
- d) Adding to hydrogenation capacity; and
- e) Investment in environment sustainability and safety aspects.

6. SUBSIDIARY/ASSOCIATE COMPANIES

- a. Alkyl Speciality Chemicals Limited:

Application for merger of this subsidiary company with our Company was approved by National Company Law Tribunal and the Subsidiary Company is merged with this Company with effect from April 1, 2016.

- b. Diamines & Chemicals Limited, Vadodara:

Diamines and Chemicals Ltd., Vadodara, our associate company, has achieved a total income (net) of Rs.3994.29 Lakhs as against Rs. 3882.38 Lakhs of the previous year. They made a profit after tax of Rs. 708.90 Lakhs as against Rs.479.81 Lakhs of the previous year. They have declared a dividend of Rs.2.50 per equity share of Rs.10/- each for the year ended March 31, 2018.

Pursuant to IND AS 110, Consolidated Financial Statements presented by the Company include the financial information of Diamines and Chemicals Ltd.

7. RESPONSIBLE CARE®:

Responsible Care is a voluntary initiative of International Council of Chemical Associations, implemented in India by Indian Chemical Council to safely handle the products from inception in the research laboratory, through manufacture and distribution, to ultimate reuse, recycle and disposal, and to involve the public in the decision making processes. We have got our company recertified for Responsible Care® in Sept 2017. Several programs and studies related to safety, environment and health have been taken up and are being implemented.

Your Company has participated in developing Product Safety and Stewardship and Product distribution code as a part of initiative taken by Indian Chemical Council (ICC) along with other chemical companies. The objective was to update codes after rigorous implementation of Responsible Care program and findings of audits.

7.1. ENERGY CONSERVATION AND TECHNOLOGY ABSORPTION:

The information on conservation of energy, technology absorption and other details stipulated under Section 134(3)(m) of the Companies Act, 2013 read with Rule 8 of The Companies (Accounts) Rules, 2014, is annexed herewith in "Annexure 2".

7.2. SAFETY, HEALTH AND ENVIRONMENT:

Keeping in line with the core values of being a responsible corporate citizen, an Integrated Management System to ensure an effective Environment Management and Occupational Health Management has been established by your Company.

In the new manufacturing site at Dahej, which was commissioned recently, safety and Environment management systems, similar to those followed in Kurkumbh and Patalganga are being implemented. Safety performance would be monitored regularly on monthly basis in monthly review meetings.

- (a) Safety: We encourage a high level of awareness of safety issues among our employees and strive for continuous improvement. All incidents are investigated by team and discussed in safety committee meetings and corrective actions, wherever necessary, are taken immediately. Employees are trained in safe practices to be followed at workplace. Compliance of safety training has improved over the years and there is active participation from employees. Safety Professional meetings are organized by Industrial Association in Mutual Aid scheme in the respective industrial areas. We are one of the leading members of Local and District Crisis Group and have earned reputation amongst society around and statutory authorities for prompt support during Disaster Management events.

External safety audit is carried out by outside agencies and the audit recommendations are being implemented. No major deviation has been observed.

Safety promotional activities such as celebration of National Safety Week, World Environment Day, Fire Service Day are celebrated with active participation of employees and contract workers. Competition are held and prizes are awarded to successful participants. Persons from neighboring industries and Govt. officers are invited for closing safety week ceremony.

The Company conducts scheduled mock drill for emergency scenarios with the active involvement of its staff and occasionally in the presence of external stakeholders. The gaps, if any, are immediately addressed for closure. To strengthen the Emergency Response, the company conducts truncated drills and table top exercises to assess the performance of emergency responders. Daily tool box talks and safety talks to officers and contractors are done by the company staff.

The Company has a Disaster Management Plan within the Company, either in the form of providing risk information to the community or responding in case of any emergency, as a part of its social responsibility.

Online deviation reporting system has been installed with access to all employees including contract employees. The deviations recorded are promptly corrected by Area in-charge and closed. Employees are rewarded for good suggestions. This system encourages involvement of employees at all levels.

The Safe employee and Safe contractor awards initiated in 2015-16 were distributed accordingly in 2017-18

There have been no major incidents in any site during the year 2017-18. Minor incidents are recorded and investigated regularly. Walkthrough rounds by senior managers are conducted monthly and each area of the factory is visited regularly. Observed deviations are recorded and closed immediately. Special budget is allocated to Site Head for this activity.

- (b) **Health :** Health of employees is of utmost importance. Periodic check up of employees is done to monitor their health. Regular work area monitoring to check concentration of chemicals, noise level, and quality of ambient air is done. We also have well equipped Occupation Health Centers with a Doctor, appropriate staff and own AMBULANCE Vehicle at manufacturing sites at Patalganga and Kurkumbh. We have team of employees trained as FIRST AIDERS who contribute their skills while on duty as well as away from duties to serve the society. Occupational Health and Safety issues are continuous focus points for your Company. Both sites are certified to BS OHSAS 18001:2007.

New employees undergo medical check up before they join duty. Training programs are arranged on lifestyle diseases by eminent doctors. Health camps (including blood donation camps) are arranged. Drivers are provided training on health issues. Occupational health Centres have been upgraded and modern equipments are provided. Health promotional activities, such as celebrating International Yoga day at all our sites and conducting Yoga training of our employees and contractors were done.

- (c) **Environment:**

In line with our Alkyl Policy, we give utmost importance to Environment protection and adherence to pollution control norms. Environmental Management System at Patalganga and Kurkumbh are certified to ISO 14001:2015. We have successfully completed the upgradation to ISO 14001:2015 in August 2017.

- i) **Air Emissions** – We monitor regularly emissions from various sources and are very particular about compliance with statutory requirement. Projects are undertaken for reduction of emissions. During the year, we have provided at Patalganga, sprinkler system at coal storage, conveyor and crusher area.
- ii) **Liquid Waste Treatment** – We have integrated Effluent Treatment Plants and we maintain outlet standards within the prescribed limits by hydrocavitation method. Continuous efforts are made by improving the internal processes to minimize the quantity of effluent generated. During the year, we have enhanced the capacity of tertiary plant in ETP to bring down TSS. Our Company is also a member of the CETP located at Patalganga and Kurkumbh. We are also planning for zero discharge for our Kurkumbh Plant. First phase of the project has been commissioned. The remaining phase will be commissioned shortly.
- iii) **Solid Waste Management** – Solid wastes are disposed of to secured landfill or sent for incineration at the Hazardous waste disposal facility. The manufacturing sites at Patalganga, Kurkumbh and Dahej are members of the Authorized Common Hazardous Waste Transport, Storage & Disposal Facility namely; Mumbai Waste Management Limited, Talaja, Maharashtra Enviro Power Limited, Ranjangaon and Bharuch Enviro Infrastructure Ltd. respectively. We have a program in place for waste management using reduction/ recycle/ reuse/ recovery techniques. These programs are continuously reviewed for monitoring their progress and effectiveness.
- iv) **Green belt** – Tree plantation inside and outside the factory premises is given utmost importance and is done on a regular basis
- v) **Non conventional Renewable Energy and Natural Resource conservation** –

Our 2 MW Solar Power Plant at Bhoom, Maharashtra, is working satisfactorily. Solar Water heaters have been