



Sustainability Report

TETHYS CHEM (P) LIMITED



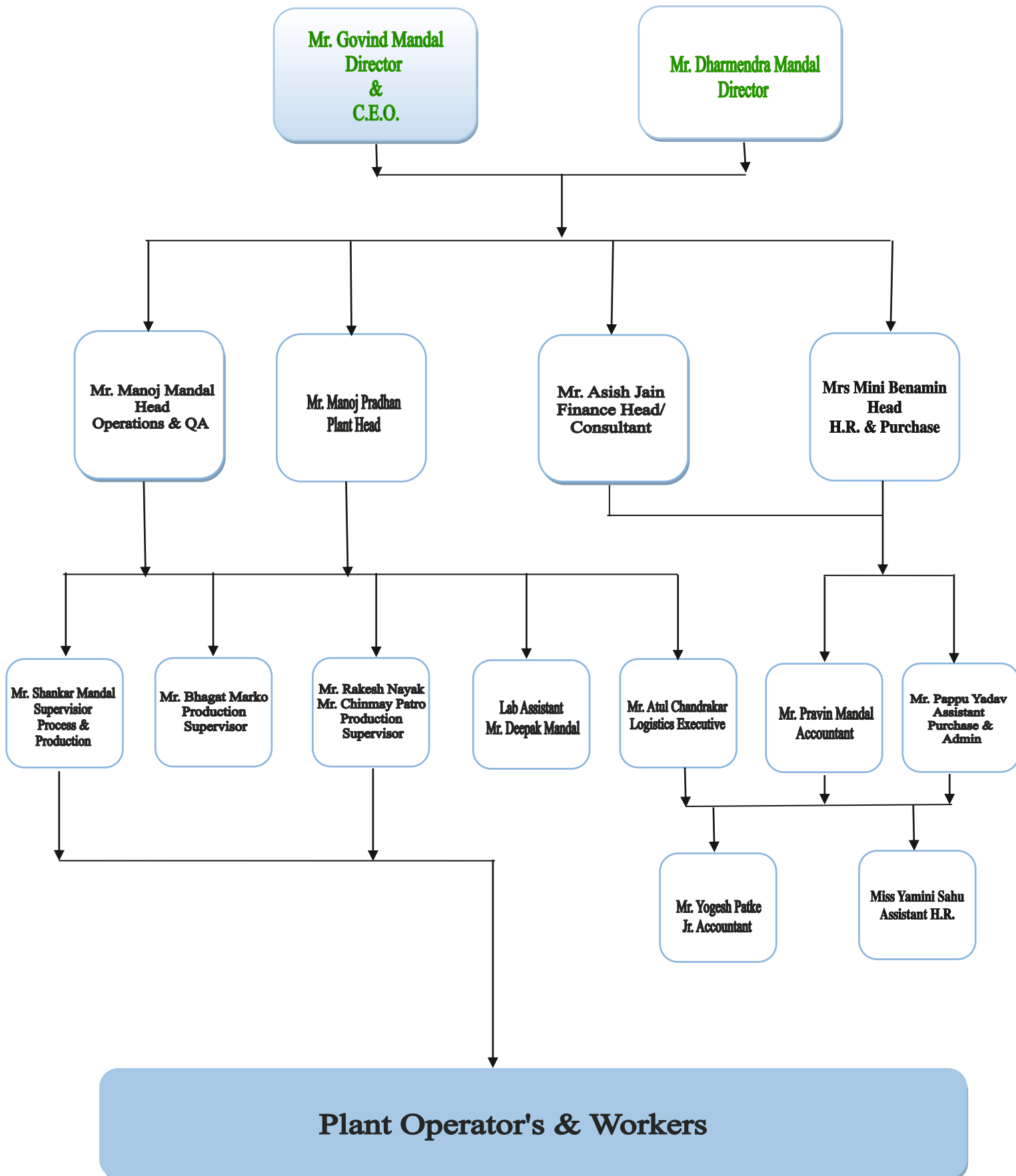
F.Y. 2023-24

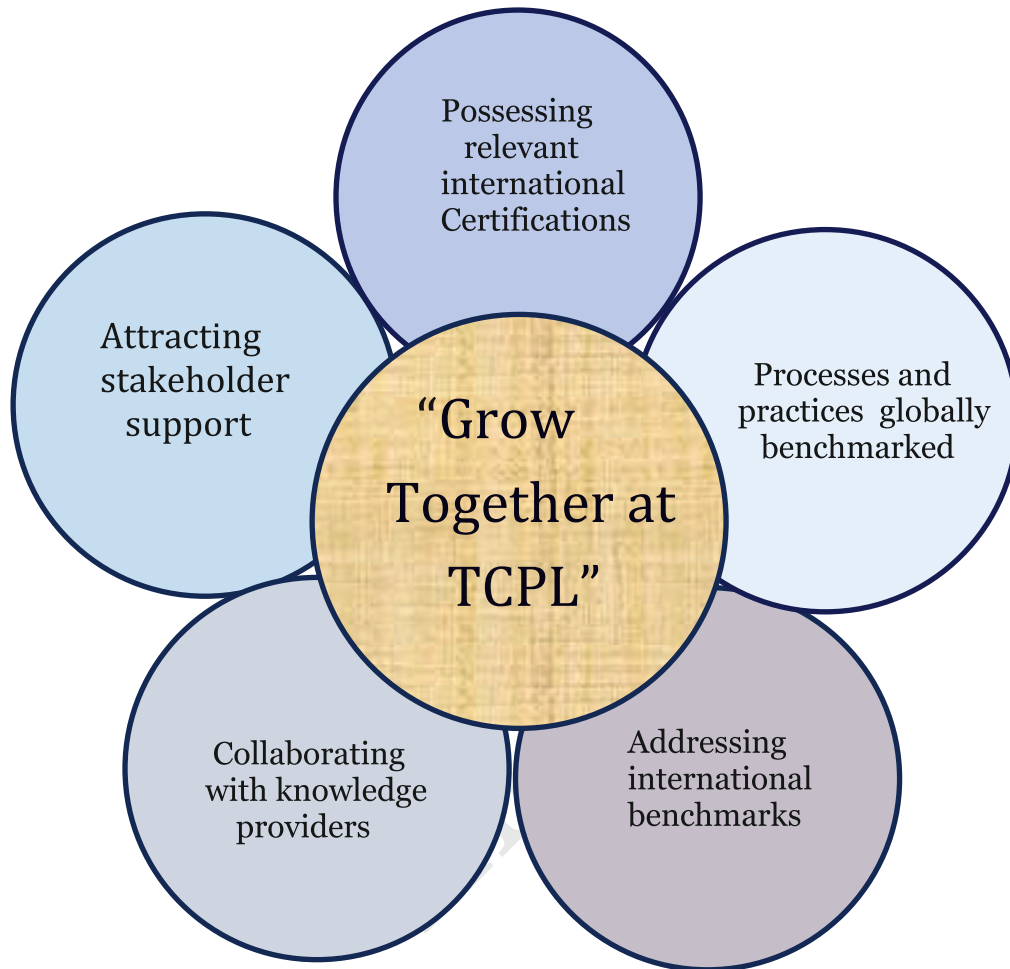


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TCPL-Organizational Flow Chart





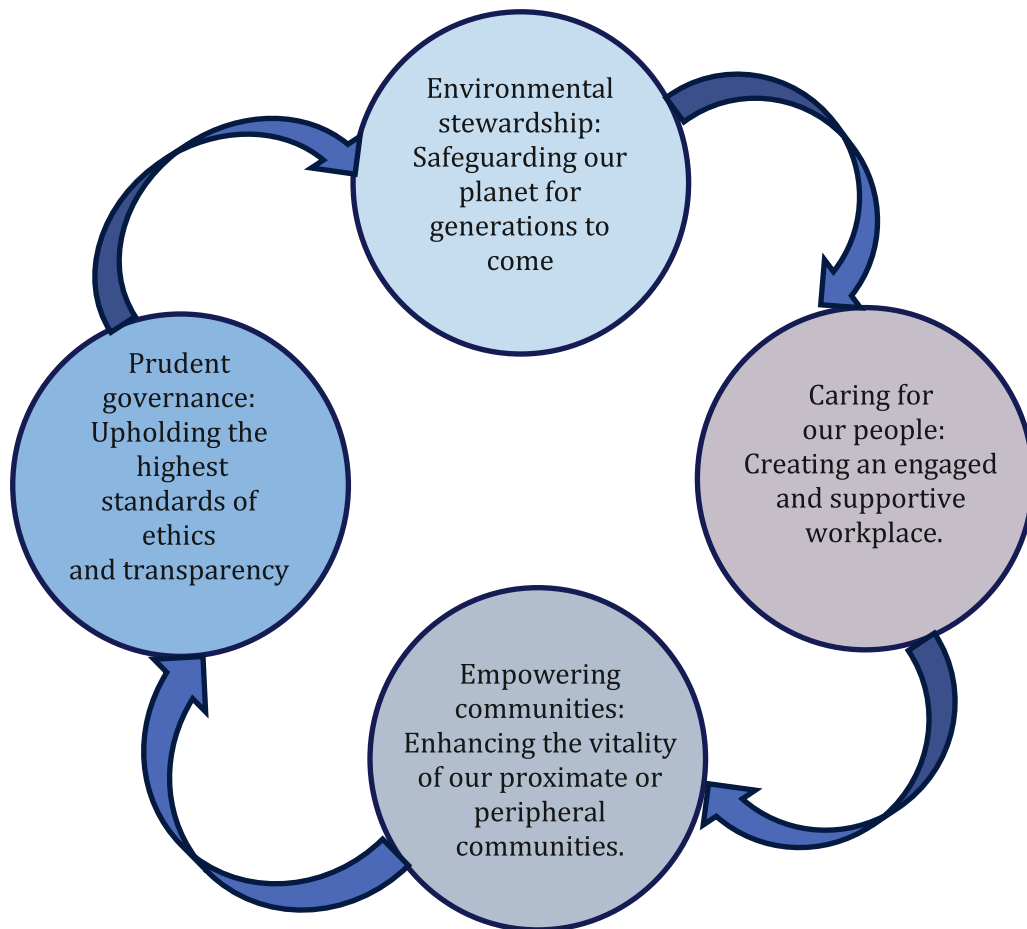
Report Overview :

At TCPL we are committed to enhance life for the moment and the future. This holistic commitment makes us relevant to the world that we see, feel and touch and a world that is yet to be. This puts a premium on the way we think, plan and act. The result is that all our decisions are rooted in a spirit of environmental stewardship and societal well-being.

The big objective is to succeed in business and make our stakeholders prosper as well. The result is that for the moment; we must succeed in a consistently sustainable manner along with momentary success that enhances stakeholder's confidence in the enduring ownership of our actions. The result is that we wish to see the business result influence and enhance the value for all stakeholders and not focus on only one particular domain. This coming together of scope, scale and spread, represents the basis of our enduring sustainability and validation of our 'Grow Together' them.

This document of FY 23-24 provides a comprehensive insight into our performance, projects and positioning to enhance value in a sustainable way. Essentially, four pillars represent the core of our approach.





Strategic overview:

Guided by our purpose, ‘Grow Together,’ we have embedded sustainability into every aspect of our corporate strategy, from research and development to product portfolio management and the organizational culture starting. Through our commitment to sustainability, we continuously drive innovation in our product offerings, focusing on creating solutions that not only meet market demands but also minimize environmental impact.



This approach allows us to deliver high-performance, eco-friendly products that contribute to sustainable value creation for our stakeholders.

With the dedication and ingenuity of our employees, we are showing that competitiveness and sustainability can go hand-in-hand to form the foundation of a thriving, resilient business model. Together, we are building a future where business success and environmental stewardship are aligned, leading the way towards a positive and sustainable impact for all.

It is my immense pleasure to present the Sustainability Report of “TETHYS CHEM PRIVATE LIMITED “ for FY 23-24. TCPL is a trusted brand with a long and distinguished legacy of innovative products and ethical business practices. Environmental stewardship and social well-being are integrated into our purposes from the inception. As a Company, we believe that our success is deeply connected to the well-being of our planet and society.

Our Company’s strategic advantage uniquely places us as a vital partner in global efforts to tackle climate change and achieve sustainability goals. With the rising demand for essential specialty chemicals, our diverse portfolio ensures a strong foundation for ongoing success. By leveraging these chemicals effectively, we play a crucial role in driving the global shift towards sustainability, fostering innovation, and promoting economic growth.

Beyond our internal operations, we are deeply committed to uplifting the communities around us. Our Corporate Social Responsibility (CSR) initiatives are designed to address critical societal needs, from education and healthcare to environmental conservation and sustainable livelihoods. By collaborating with local partners and stakeholders, we ensure that our efforts are aligned with the needs of the communities we serve, creating shared value for both TCPL and society.

As we look ahead, we extend our deepest gratitude to you, our stakeholders, for your trust and support. TCPL aspires to achieve something together, to strike out in new directions and do something that is meaningful. Together with our valued stakeholders, we are going beyond what is considered possible today and creating completely new solutions for the most important issues of our shared future, keeping our purpose at the heart of every decision.





Message from Chief Sustainability Officer :

(Mr. Pappu Yadav, Mr. Shankar Mandal, Mr. Manoj Pradhan)

I am delighted to share the transformative strides that TCPL has made as we unveil our second Sustainability Report, aligned with the Global Reporting Initiative (GRI) standards. Our ESG strategy, “Together Towards Tomorrow,” lays a robust foundation to address critical challenges such as environmental stewardship, social well-being, labour and human rights, and sustainable business growth. This forward-looking approach not only strengthens stakeholders’ confidence but also solidifies TCPL presence as a leader in the global marketplace.

Our climate resilience strategy, guided by the Taskforce on Climate related Financial Disclosures (TCFD), incorporates advanced scenario analysis to mitigate risks and identify opportunities. We are also actively developing low-carbon products, such as specialty carbon blacks and silicon-graphite anodes, to empower our stakeholders in their transition to a sustainable future.

TCPL “**Zero-Accident Vision**” highlights our unwavering focus on occupational health and safety. We aim to achieve a Loss Time Injury Frequency Rate (LTIFR) below 1 by 2025 through rigorous safety protocols, continuous employee training, and advanced monitoring systems. This commitment not only ensures a secure workplace but also builds resilience and operational excellence into our framework.

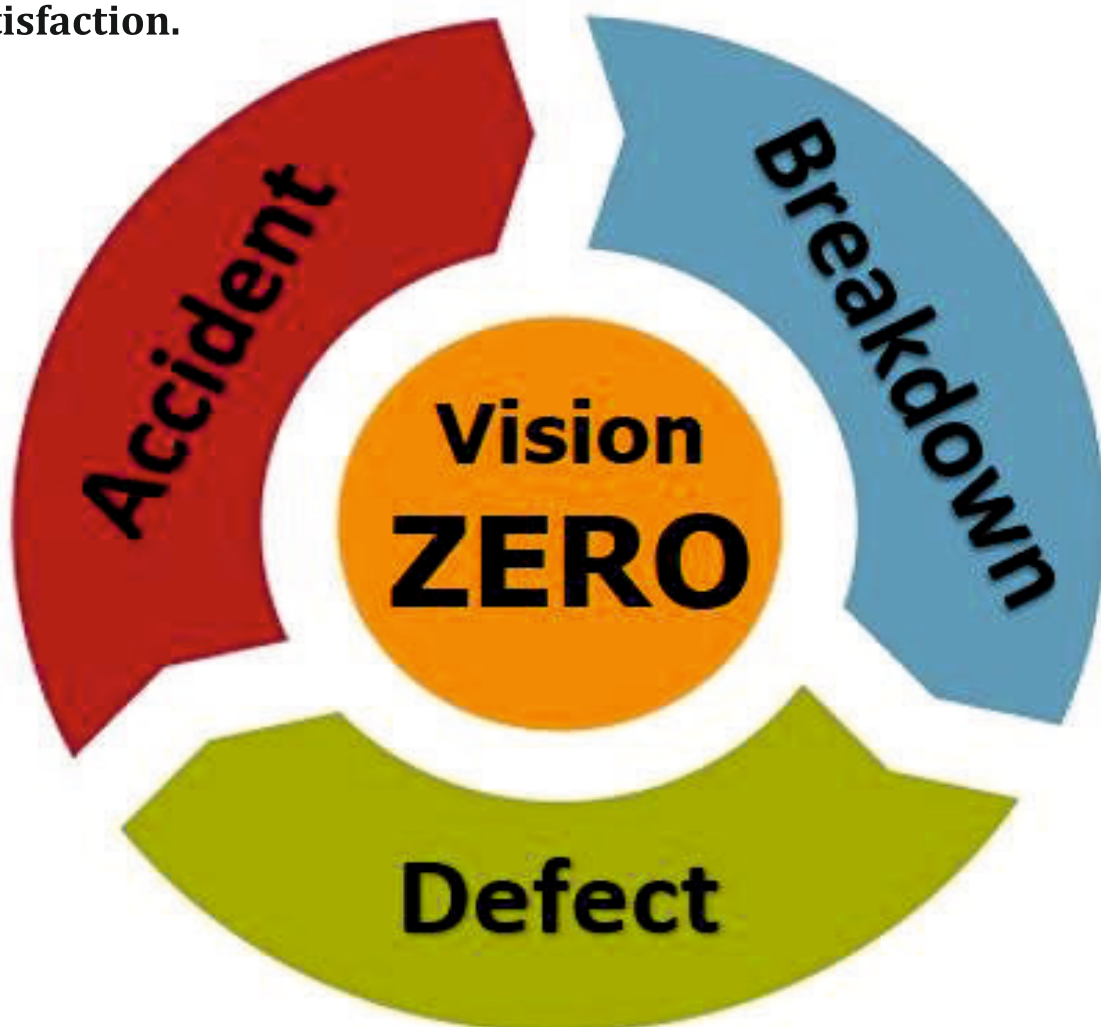
Human rights are a cornerstone of our operations. Aligned with the United Nations Global Compact principles, we foster fairness, equity, and inclusivity across our value chain. By

addressing critical labour and human rights issues and promoting an inclusive workplace, we strive to uphold ethical practices that reflect our core values.

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Sustainable procurement is a key pillar of our ESG approach. By evaluating suppliers and vendors against criteria such as emissions, water usage, and labor rights, we are fostering a responsible and transparent supply chain. Third-party audits and supplier collaborations ensure alignment with our decarbonization and circular economy goals, further enhancing accountability and environmental stewardship.

As we embed ESG principles into every facet of our operations, we continue to deliver innovative, high-performing products while enhancing stakeholder satisfaction.



About us

Tethys Chem Private Limited is a strong focus on research and development (R&D), innovation and sustainability.



Mission :

- * To be a company that constantly innovates new products and technologies.**
- * To have an unrelenting customer focus while being customer's clear choice**
- * To be a company that attracts, develops individuals to build a proud TCPL team .**
- * To stay committed to a sustainable future and to improving the social, economic and environmental well being of communities in the region of our operations.**



Vision :

TCPL harbours a vision to become a global leader in chemical products by adopting appropriate eco-friendly technologies and enhancing core capabilities through continuous product improvement, technical innovation, and customer satisfaction.



Values :

Integrity:

We are thoroughly professional in all our activities with absolute honesty, and we never compromise on our principles in any way.

Excellence:

We always strive to achieve the best level of performance in whatever we do and continuously improve ourselves in order to reach that level.

Safety:

The safety of our stakeholders - employees, suppliers, buyers and society, is of utmost importance to us, and we never settle for any practice which puts it in danger.

Sustainability:

We will continue to carry out all our business activities to positively contribute to the creation of a better tomorrow for our future generations.

Products :

Tethys Chem (P) Limited is an India-based Carbon black Oil & Coal Tar Binder Pitch chemical manufacturing company with a focus on research and development (R&D) and sustainability. The Company develops raw materials of Carbon black LS feedstock , special grade Binder & Refractory grade Pitch value chain. It is primarily engaged in the manufacturing of carbon materials and chemicals. Its segments include Carbon materials and chemicals. Its diverse product portfolio includes specialty carbon black oil, coal tar pitch, naphthalene, advanced materials, specialty oils and



others catering to various industries such as paints, refractory, tires, aluminum, graphite electrodes, defense and construction chemicals. Its product offerings include anode materials, cathode materials and graphene.

Commitment:

The Company's commitment to offer sustainable products and reduce environmental footprint has been strengthened by its 'Grow Together' roadmap. This framework outlines 11 key objectives, reducing an impact on climate and natural resources, while improving the quality of life for people and communities. This comprehensive approach to sustainability addresses GHG emissions reduction, circularity cum diversity, equity cum inclusion. These efforts have helped the Company to drive positive change, ensuring that growth remains aligned with sustainability.

Quality:

TCPL enduring endeavour to achieve the highest product quality represents the cornerstone of its corporate philosophy. This customer centric approach helps the Company consistently improve products quality. The Company's robust product development pipeline is a testament to its consistent focus on the development of innovative trend-leading products. This has also helped the Company to continuously enhance value across the value chain.

Quality Control and Manufacturing & Testing Facilities-

Tethys Chem has state-of-the-art facility of quality control processes and an elaborate setup in place to ensure overall quality assurance. The material manufactured by us goes through a rigorous quality control process which starts right at the raw material stage. Tests are done at each and every stage during production, after production, before dispatch to customer as per IS and ASTM standards.

R& D Laboratory



Measuring Instruments For Testing of Raw and Finished Goods

S.No.	Test	Name of Instrument	Calin frequency	Ref. Standard	Make/year
1	Filler Content/Asphaltenes	Muffle Furnace (900° C)	12 Months	Temperature	Petroleum/1998
2	Density	Analytical balance(Elect.)	12 Months	Mass	Petroleum/1996
3	Softening Point	Ring & Ball Apparatus	12 Months	-	Petroleum/1997
		Apparatus (Rings/Ip) 60° C			
		Thermometer			
4	CV %	Muffle Furnace (900° C)	12 Months	Temperature	
5	QI %	Vaccume pump	12 Months	-	
6	TI %	Vaccume pump	12 Months	-	
7	VM %	Muffle Furnace (900° C)	12 Months	-	
8	Ash %	Muffle Furnace (900° C)	12 Months	-	
9	Viscosity gr/cc	Brookfield Viscometer	12 Months	-	BFE/USA
10	pH	FGLI-614, pH meter	12 Months	-	BFE/USA
11	Sodium (Na ⁺) PPM	Flame Photometer	12 Months	-	Petroleum/2019
12	Potassium (K ⁺) PPM	Flame Photometer	12 Months	-	Petroleum/2019
13	Sulphur /Iron PPM	In House		-	
14	Carbon %	In House		-	
15	Flash Point deg C.	Pensky apparatus	12 Months	-	Petroleum/2019



Process:

The Company's process improvement focus has translated into enhanced efficiency, measured by superior product yield, improved throughput and better energy efficiency.

Technology:

The Company's proprietary technology has empowered global competitiveness. The development of diverse offerings - various grades of coal tar pitch, advanced carbon material and specialty carbon black - are a testament to its proprietary capabilities, marked by higher purity, lower manufacturing costs, recyclability and waste reuse.

The Company complies extensively with regulations, processes and standards that protect quality while manufacturing eco-friendly products. This quality commitment has translated into win-win partnerships and government recognition.

Coal Tar Processing : Innovation

At TCPL, we have consistently demonstrated a technical competence in staying ahead of the curve. TCPL coal tar division stands at the forefront of innovation and a commitment to extend the boundaries of excellence. We harnessed R&D tools like pilot reactors and distillation units to revolutionize new product development. Our new product development portfolio in the CTD division also includes Coal Tar Pitch/ Binder Pitch , Naphthalene ,Carbon Black Oil , Mixed Creosote oil (HCO/ATO) .



BINDER PITCH

Binder Pitch is derived from the processing of high temperature coal tar. It is a black solid material at room temperature and consists of a complex mixture of predominantly aromatic hydrocarbons.

USES

Aluminium Industry: Binder Pitch is used for manufacturing of pre-baked and soderberg anodes in the aluminium industry. These anodes are used in the electrolysis process of extracting aluminium from alumina

GRAPHITE INDUSTRY

Binder Pitch is used for manufacturing of electrodes in the graphite industry. CTP constitutes around 40 percent of graphite electrode by volume, with large part of the balance accounted for by Coke/C.P.C

ADVANTAGES

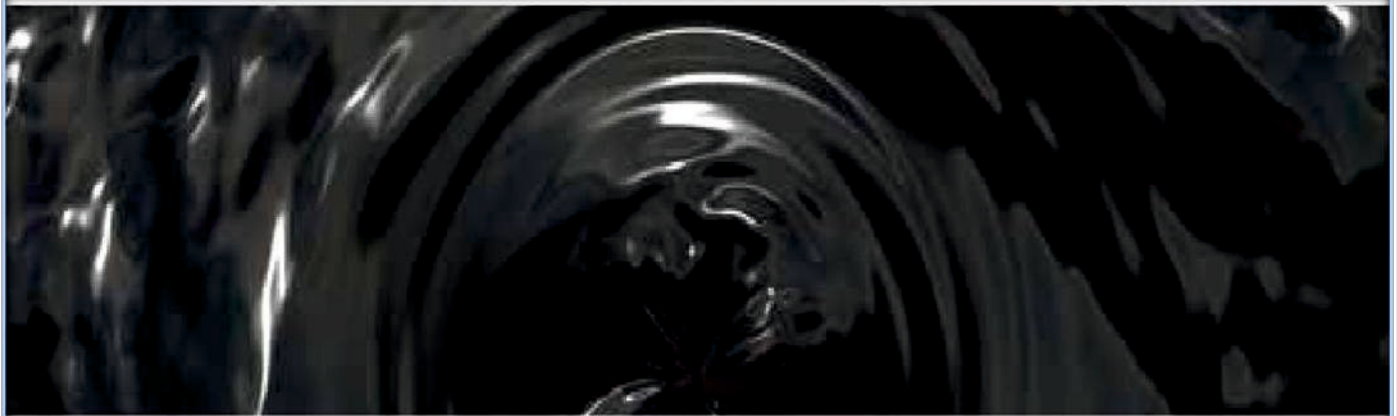
Tethys chem Pvt. Ltd has Binder Pitch manufacturing facilities of international standards with some of the best equipment, latest technology and strict processes and quality control. A melting station in Eastern India will provide better and prompt service to the customers. AVH Pvt. Ltd.'s melting station is based in a region which houses almost 70% of the volume of aluminium manufacturing

PACKAGING

Binder Pitch is supplied both in solid and liquid form. Solid pitch is packed in 50kg and 1mt bags. Liquid pitch is transported through a dedicated fleet of specialised tankers with heating facility.

S.No	Test Parameters	Unit	Testing Method	Specification	
				Aluminium Grade	Graphite Grade
1	Softening Point (Mettler)	°C	ASTM D-3107-87	104 to 117	105 to 111
2	Quinolene Insoluble matter	%	ASTM D-2318-86	7 to 12	10 to 16
3	Toluene Insoluble Matter	%	ASTM D-4312	30 to 37	26 to 30
4	Beta Resin	%	Calculation (QI-TI)	21 TO 28	16 Min
5	Coking Value	%	ASTM D-2416-84	56 Min	54 Min
6	Viscosity at 180 C	Cps	ASTM D-4402	1800 Max	300 to 600
	Viscosity at 176 C	Cps	ASTM D-4402	-	200 to 400
7	Density	g/cc	ASTM D-2320	1.3 Min	1.3 Min
8	Ash	%	ASTM D-2415-66	0.25 Max	0.3 Max
9	Flash Point (C.O.C)	°C	ASTM D-92	-	240 Min
10	Sulphur	%	IS-1448	0.5 Max	0.5 Max
11	Moisture content	%	ASTM D-95-83	0.5 Max	0.5 Max

**Pitch of any specification can be manufactured as per customer's requirement



CARBON BLACK OIL

Different fractions of oils are produced during coal tar distillation ranging between 180°C and 350°C. The heavier part of the oil is the basic raw material for manufacturing of carbon black, subsequently used in rubber and tyre Industries

USES

Carbon black oil is used as feed stock in carbon black manufacturing in the carbon black industry. Due to higher B.M.C.I. than imported feed stock, carbon black oil is often preferred by carbon black manufacturers. It is also used as a substitute for furnace oil in different industries as it is a commercially cheaper option

ADVANTAGES

Tethys Chem Pvt. Ltd. has state-of-the-art distillation facilities to segregate different fraction of oils as per our customers' requirements. We have a locational advantage as three big carbon black manufacturing units are near our plant

PACKAGING

It is marketed in liquid tankers and drums

S.No	Test Parameters	Unit	Testing Method	Specification
1	Specific Gravity at 15.56 °C	-	IS 1202-1978	1.120 to 1.150
2	BMCI (Gross)	-	In House	140 Min
3	Toluene Insoluble Matter	%	ASTM D-4312	5 Max
4	Viscosity at 98.9 °C	Sus	ASTM D-88-81	50 Max
5	N-Pentene Insoluble	%ww	ASTM-D893	2 Max
6	Sulphur	%ww	IS 1448	1 Max
7	Sodium	Ppm	By AAS	5 Max
8	Flash Point (PMCC)	°C	IS 1448	95 Min
9	Water content	V/M	IS-218	0.5 Max

** Carbon black oil is marketed in liquid tankers and drums



CREOSOTE OIL / ANTHRACENE OIL

Creosote Oil is produced during the coal tar distillation process. It is a brown liquid oil that coagulates easily under normal conditions and is combustible. It contains Kelly crystals and does not dissolve in water, can dissolve in benzene, alcohol, ethers, carbon tetrachloride, carbon disulfide etc.

USES

Creosote Oil can be used for making anthraquinone dyes, complex tan liquor, oil paint, wood aseptic, printing ink, carbon black, latex filling etc.

ADVANTAGES

Tethys Chem Pvt. Ltd. has a state-of-the-art distillation facility to segregate different fraction of oils during distillation process which will give an edge over existing suppliers.

PACKAGING

Creosote Oil/Anthracene Oil is marketed in liquid tankers and drums.

S.No	Test Parameters	Unit	Testing Method	Specification
1	Specific Gravity at 15.56 °C	-	IS 1202-1978	1.05 to 1.15
2	BMCI (Gross)	-	In House	140 Min
3	Toluene Insoluble Matter	%	ASTM D-4312	2 Max
4	Viscosity at 98.9 °C	Sus	ASTM D-88-81	50 Max
5	N-Pentene Insoluble	%ww	ASTM-D893	7 Max
6	Sulphur	%ww	IS-1448	1 Max
7	Sodium	Ppm	By AAS	20 Max
8	Flash Point (PMCC)	°C	IS-1448	150 Min
9	Water content	V/M	IS-218	1 Max

**Oil of any specification can be manufactured as per customer's requirement

COAL TAR PITCH

Binder Pitch is derived from the processing of high temperature coal tar. It is a black solid material at room temperature and consists of a complex mixture of predominantly aromatic hydrocarbons.

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GRAPHITE INDUSTRY

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ADVANTAGES

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PACKAGING

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2	Quinolene Insoluble matter	%	ASTM D-2318-86	7 to 12	10 to 16
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4	Beta Resin	%	Calculation (QI-TI)	21 TO 28	16 Min
5	Coking Value	%	ASTM D-2416-84	56 Min	54 Min
6	Viscosity at 180 C	Cps	ASTM D-4402	1800 Max	300 to 600
	Viscosity at 176 C	Cps	ASTM D-4402	-	200 to 400
7	Density	g/cc	ASTM D-2320	1.3 Min	1.3 Min
8	Ash	%	ASTM D-2415-66	0.25 Max	0.3 Max
9	Flash Point (C.O.C)	°C	ASTM D-92	-	240 Min
10	Sulphur	%	IS-1448	0.5 Max	0.5 Max
11	Moisture content	%	ASTM D-95-83	0.5 Max	0.5 Max

**Pitch of any specification can be manufactured as per customer's requirement

NAPHTHALENE

Naphthalene that is produced during coal tar distillation is called crude naphthalene. When it is further processed, in different stages, we get Refined Naphthalene of minimum 98 % purity. It is a white or light yellow, flaky or powdery crystal. It is easily volatile and has a special aromatic smell. It is highly sublime and does not dissolve in water but can dissolve in benzene, alcohol, ethers, chloroform, carbon disulfide etc

USES

Naphthalene is used in manufacturing of SNF, beta naphthol, phthalicanhydride, tanning agents, moth balls,

and domestic disinfectants. It is used in dyes, chemicals and pharmaceutical industries

ADVANTAGES

Tethys Chem Pvt. Ltd. gets an edge over other suppliers as both Crude Naphthalene and the subsequent refined naphthalene are manufactured in one plant. This enables higher quality control and reduced costs of production

PACKAGING

It is available in solid flake form and packed in 50 kg and 1 ton bags

S.No	Test Parameters	Unit	Testing Method	Specification
1	Crystallizing Point	°C	IS - 539	79.4 Min
2	Purity	%ww	GLC Method	98.6
3	Moisture Content	%ww	IS - 539	0.2 Max
4	Ash	%ww	IS - 539	0.02 Max
5	Matter Insoluble in Benzene	%ww	IS - 539	0.1 Max
6	Non Volatile matter at 160°C	%ww	IS - 539	0.1 Max

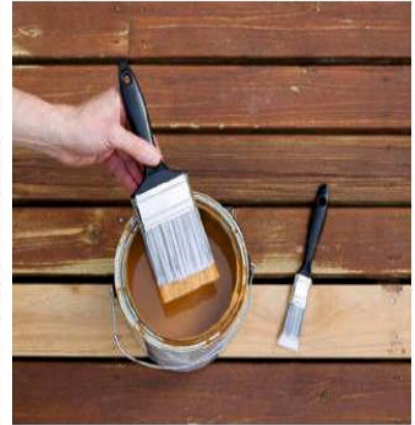
Industries to served:



Infrastructure



Construction Chemical



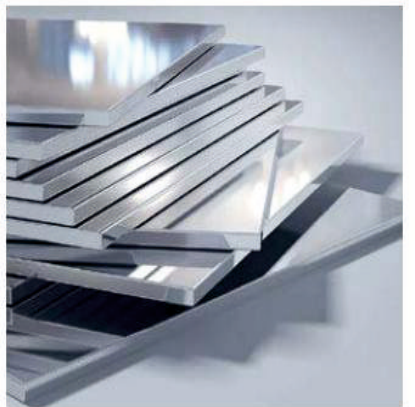
Wood Preservation Oils



Lithium - Ion Batteries



Defence



Aluminum



Anti Corrosive Material



Rubber



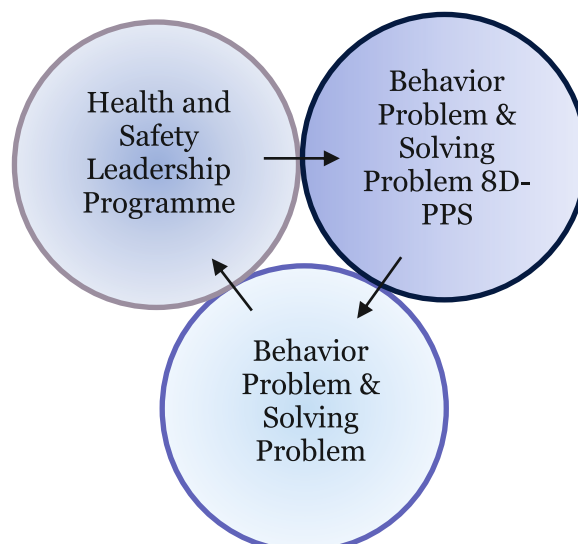
Paints, Plastic & Fibre



Occupational Health and Safety:

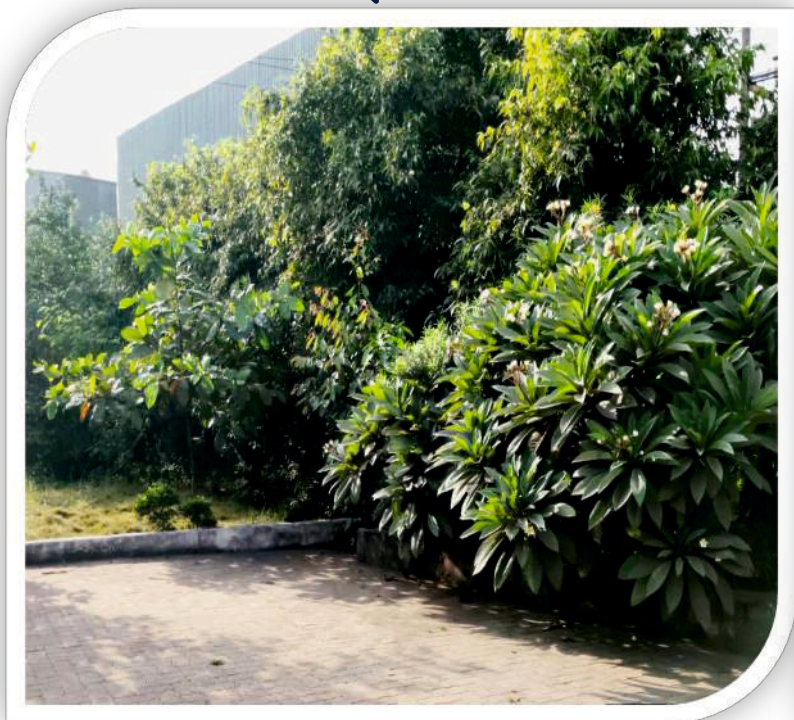
Overview:

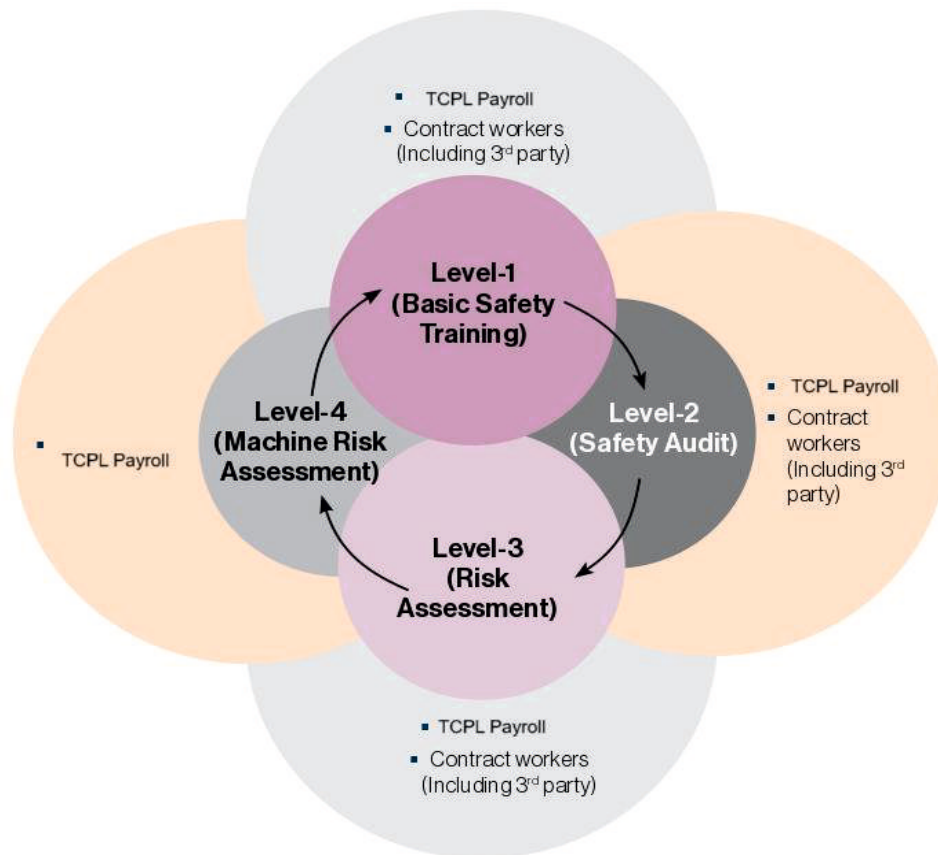
At TCPL, safety practices are marked by continuous improvement, periodic reviews and updated policies. Engaging workers (including third party) has helped percolate safety awareness across levels. During the year under review, the Company launched a new H&S Leadership training module, covering health and safety topics. During the reporting financial year, the Company covered all management category employees. TCPL prioritised a new Permit to-Work standard, training relevant employees and deploying it across divisions, integrating risk management into the system. The Company adopted the 8D (Eight Disciplines) Practical Problem Solving (PPS) method, a structured tool in accident and incident investigations. This method identifies root causes and implements corrective actions. Management employees received 8D-PPS training to investigate incidents and implement solutions.





View Of Green Belt





Training topics

Training of Health and Safety Policy

Training on Drug and Alcohol Policy

New joinee induction training

HSE awareness training (Level-1)

Safety audit with practical (Level-2)

Risk assessment (Level-3)

Machine risk assessment (Level-4)

Lock-tag-try standard

Confined space safety

Permit -to-work (PTW)

Defensive car and bus driving

Electrical safety

Safety chemical handling procedure

SCBA set use training

Basics of fire and its prevention/ protection

Fire fighting practical drill/training

Emergency preparedness

Hot work safety

Manual material lifting safety

Hazardous chemical handling

Machine safety

Management of change

Vehicle Management Standard

Accident and incident Reporting

On PPE standard

BRSR Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

Working at height

Refresher training on ISO 45001:2018 management system



Emergency Management:

Overview:

TCPL onsite emergency plan responds to workplace emergencies, comprising risk assessment covering potential hazards (natural disasters, industrial risks and health emergencies). The emergency response team manages crises, with trained personnel assigned with specific roles. The emergency management strategy maintains a 24x7, three-shift coverage to ensure continuous protection across all operational facilities. Around 15% of the Company's workforce comprises ERT professionals who undergo regular training. External support is integrated into the fire safety system, comprising a collaboration with local fire departments, emergency services, hospitals and specialized response teams. The communication plan includes an emergency contact list, established communication channels and updates. The Company established evacuation procedures, comprising designated routes, assembly points and signage, with regular drills to familiarize employees. In FY 23-24, TCPL conducted over 244 training hours in emergency responsiveness and mock drills.

Proactive risk management:

TCPL adopts a proactive approach by identifying and assessing potential hazards in its operations. Risk assessment processes cover a wide range of scenarios, including fire, chemical spills, natural disasters, equipment failures and health emergencies. Judicious planning done to mitigate measures addressing identified risks, ensure readiness to manage emergencies effectively.



Comprehensive emergency response framework:

The emergency preparedness plan outlines a well-defined response framework:

Roles and responsibilities:

Specific roles are assigned to employees including Emergency Controller, Incident Controller, emergency response teams Employee training and awareness floor wardens etc. ensuring clarity and accountability during an incident.

Evacuation procedures:

Detailed evacuation plans are in place, including mapped-out routes, assembly points and procedures for assisting individuals with disabilities with clarity of roles and proceedings during the time of emergency.

Incident command structure:

TCPL follows an incident command structure to streamline communication and decision-making during emergencies.

Employee training and awareness:

Recognizing the importance of individual preparedness, TCPL invests significantly in training programmes:

Regular drills:

Periodic fire, evacuation and emergency response drills help Resource readiness employees familiarize themselves with procedures.

Specialized training:

First-aid training, fire extinguisher handling, and chemical spill containment workshops equip employees with specific skills.



Awareness campaigns:

Posters, emails and toolbox talks regularly reinforce emergency protocols and safety tips.

Resource readiness:

At TCPL, we maintain an inventory of emergency supplies and ensures their availability at critical locations:

First-aid kits:

Strategically placed first-aid kits are stocked and inspected regularly. Periodic review and continuous improvement facilitate swift communication during emergencies.

Firefighting equipment:

Fire extinguishers, sprinklers and hydrants system are tested and maintained to ensure functionality.

Communication tools:

Alarms, public address systems and walkie-talkies facilitate swift communication during emergencies.

Periodic review and continuous improvement:

The emergency preparedness plan is not static; it evolves through regular reviews and updates:

Post-drill evaluations:

After every drill or emergency incident, a review is conducted to identify strengths and areas for improvement.

Risk assessment:

Regular audits and risk assessments ensure that the plan remains relevant to changing operational and environmental conditions.

Employee feedback:

Inputs from employees involved in drills or incidents are used to refine processes and improve readiness.



Collaboration with external agencies:

TCPL actively collaborates with external emergency response agencies:

Local authorities:

Partnerships with fire departments, police, and disaster management authorities ensure timely support.

Medical services:

Coordination with healthcare providers ensures rapid medical attention during health emergencies.

Community engagement:

The organization shares emergency plans with neighboring communities to foster collective safety.

Business continuity and recovery:

Beyond immediate response, TCPL focuses on minimizing operational disruptions through business continuity planning.

Backup systems:

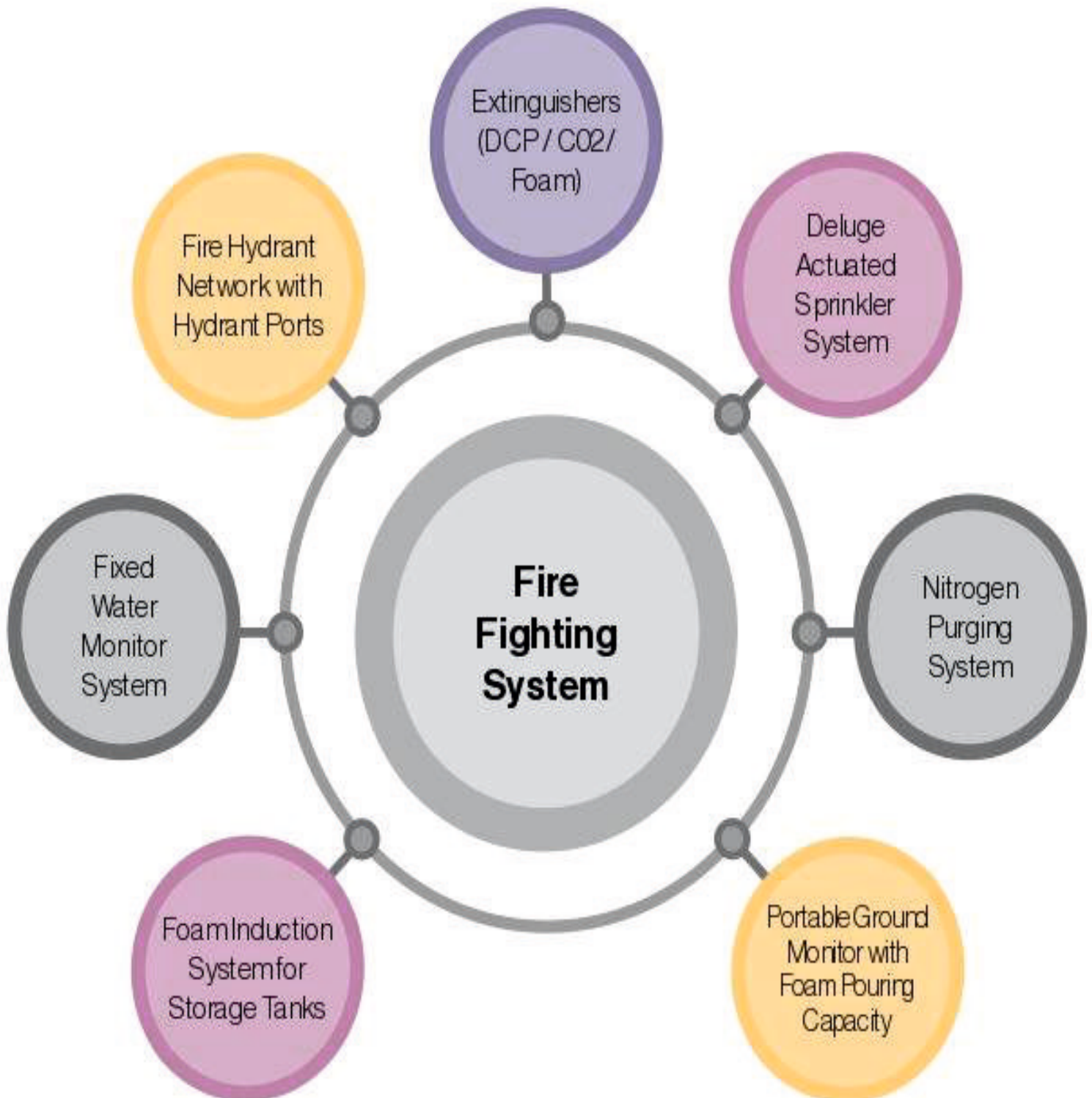
Critical systems are backed up to ensure operational continuity in the aftermath of emergencies.

Crisis management team:

A dedicated team oversees recovery efforts, restoring normalcy and addressing stakeholder concerns.

TCPL emergency preparedness reflects its commitment to creating a safe and robust workplace. By combining meticulous planning, employee empowerment, resource allocation and external collaboration, the organization ensures that it is well-prepared to handle emergencies efficiently. This proactive stance not only protects lives and assets but also builds trust among employees and stakeholders, reinforcing TCPL reputation as a safety-conscious organization

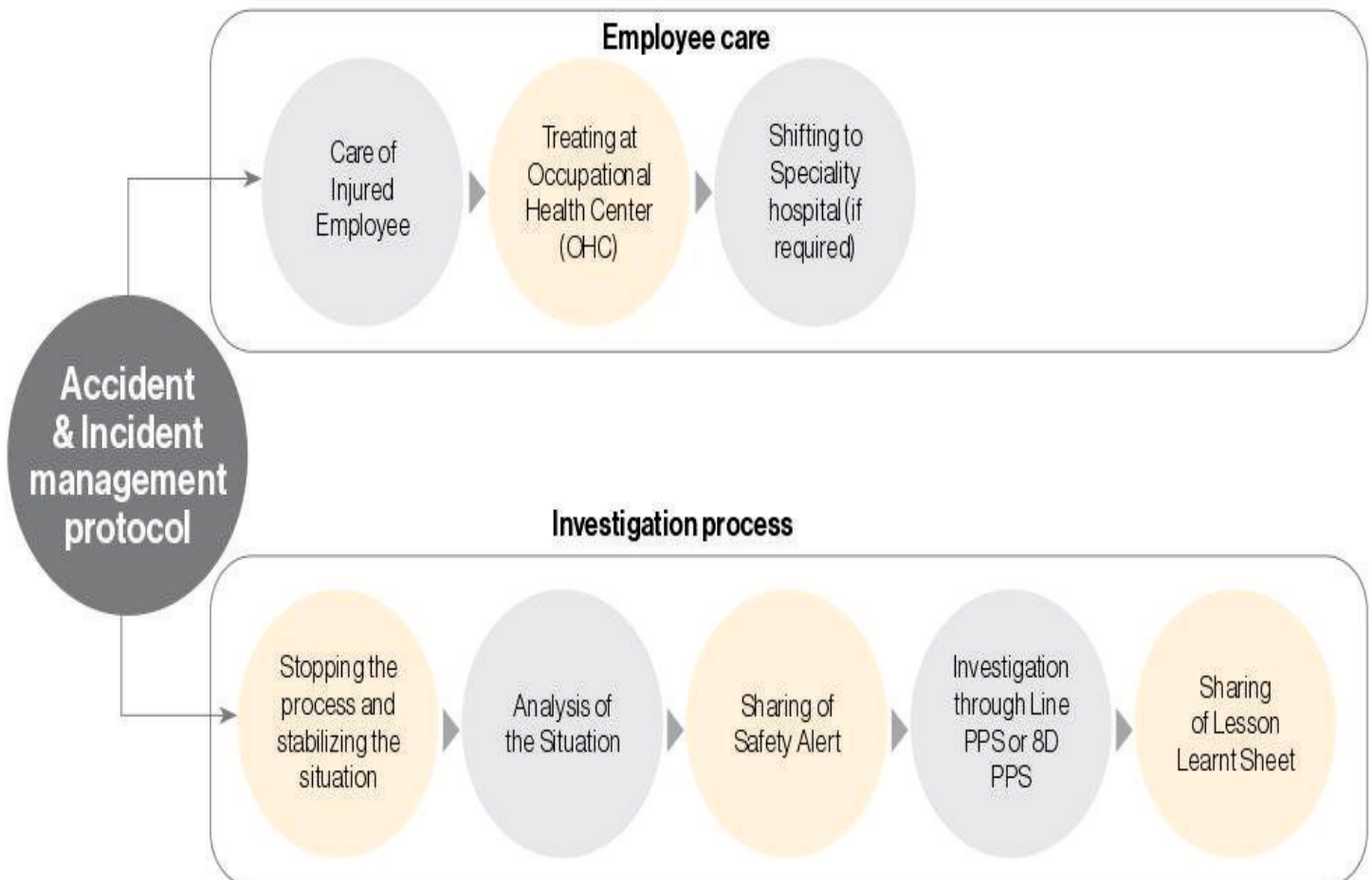
TCPL Fire emergency response equipment includes

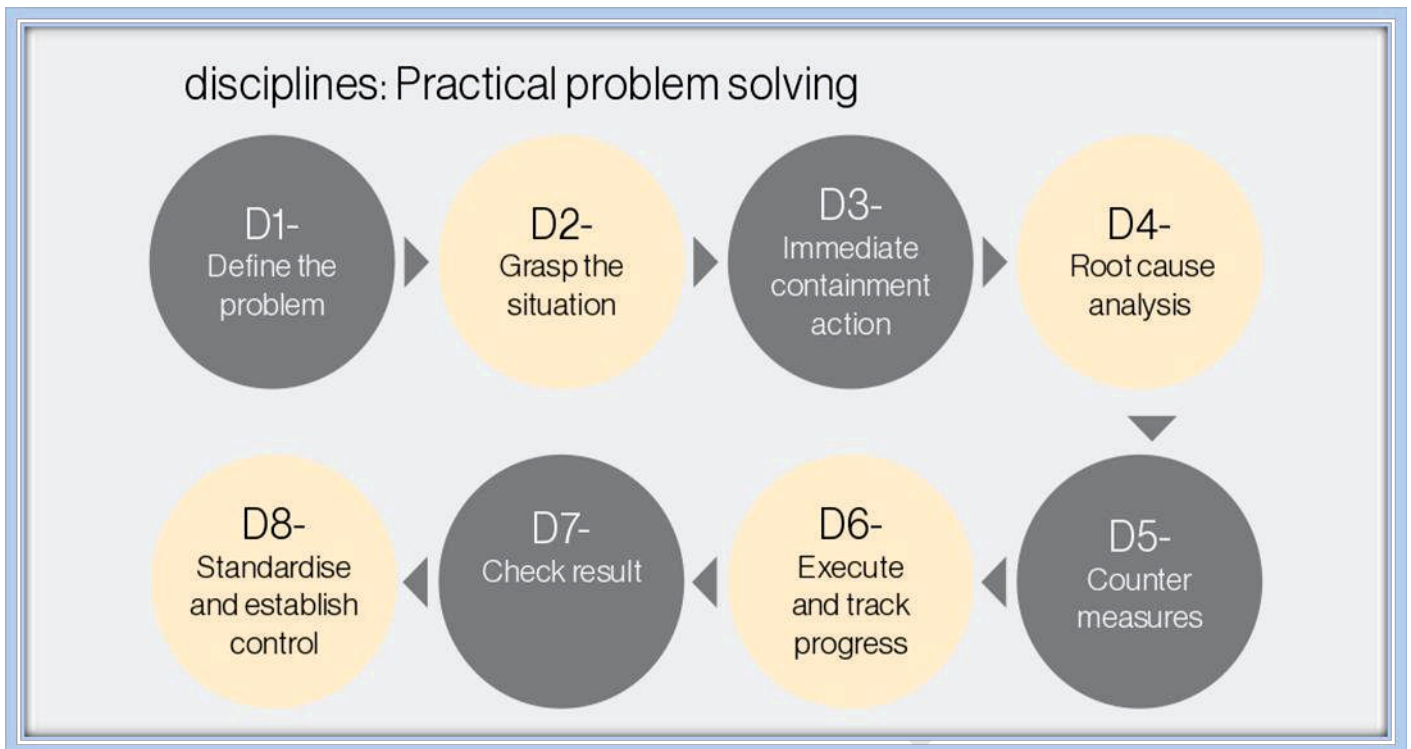


Accident and incident management :

Overview :

TCPL addresses the timely reporting of incidents (fires, explosions, material spills and other chemical releases). TCPL internal accident and incident reporting standards adopt stringent definitions for Lost Time Injuries (LTIs) and severe accidents compared to regulatory bodies. All manufacturing plants are required to report medically treated Injuries (MTIs), extending investigations to include all Dangerous Occurrences (DOs) and MTIs. TCPL investigates every accident and incident in its manufacturing plants and offices. First-aid cases and low severity DOs are addressed through the Line Practical Problem Solving tool, while MTIs, RSIs, LTIs and high severity DOs involving process-related incidents are managed using the 8D Practical Problem Solving (PPS) tool. The Company employs an internally- developed incident reporting tool to communicate incidents to stakeholders across its manufacturing sites. TCPL targeted to reach a Lost Time Injury Frequency Rate (LTIFR) of below 1.0.



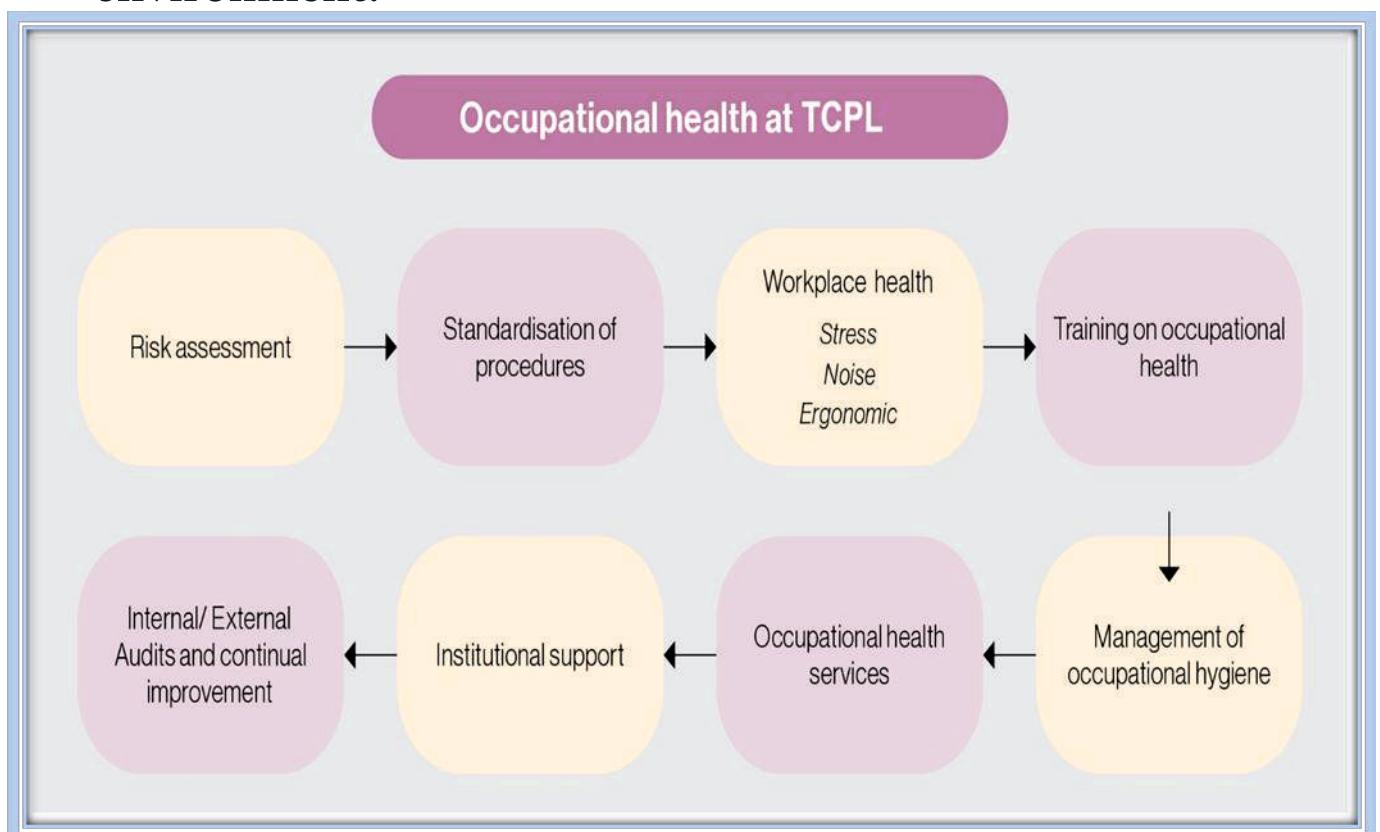


TCPL introduced a tracking sheet for logging injuries and incidents, with corrective and preventive actions shared across sites via a Lesson Learning Sheet (LLS). This helped mitigate similar risks across operations. The Company developed a skilled team of 05 management employees trained in 8D Practical Problem Solving to investigate accidents and implement preventive measures.

The Company's safety performance over recent years illustrates sustained improvements in health and safety outcomes. From FY 21-22 to FY 23-24, TCPL has achieved measurable progress in reducing workplace incidents and promoting a safer environment.

Occupational Health at TCPL:

TCPL occupational health strategy is structured around comprehensive safety initiatives. This encompasses risk assessment, standardisation of procedures, workplace health promotion, occupational health training, occupational hygiene management, Risk assessment occupational health services, rehabilitation and institutional support for work-related injuries / illnesses and audits (internal and external). The focus is on identifying potential hazards, assessing risks, establishing safety protocols and supporting well Occupational health at TCPL Workplace health Standardisation of procedures Internal/ External Audits and continual improvement being (physical and mental). TCPL emphasises hygiene standards, offers medical support and provides support (rehabilitation and institutional). This holistic approach underlines TCPL dedication to sustain a safe and healthy work environment.





A risk assessment Risk assessment is key to occupational health at TCPL ensuring the identification, evaluation and mitigation of workplace health hazards to protect employee safety and well-being. This process begins with identifying potential hazards, assessing their likelihood and severity and implementing control measures to reduce risks. TCPL Occupational health services general risk assessment comprises identifying, capturing and recording occupational health risks. Risks are categorised into high, medium and low levels based on the likelihood of prolonged exposure. High and medium risks are reviewed monthly by the senior management in the ESG Council level Training on occupational health Management of occupational hygiene to ensure proactive oversight. TCPL prioritises controls, including elimination, reduction, isolation and exposure control. Personal protective equipment is provided at no cost to all employees and contractors, reinforcing the Company's health-conscious environment.

Standardisation of procedures:

TCPL upholds occupational health standards, implementing practices that ensure workplace safety and employee well-being. These standards serve as guidelines that ensure a safe, healthy and productive work environment, aligned with national and international regulations. TCPL practices regular risk assessment, a key standard that helps identify potential workplace health hazards. By evaluating the likelihood and impact of hazards, TCPL addresses and mitigates risks, prioritising improvements in areas with the highest potential risks. services monitor employees' health and lead to early intervention. TCPL emphasises workplace health programmes focused on aspects like stress management, noise control and ergonomics. These programmes enhance employees' physical and mental health, increasing morale and reducing absenteeism. Ergonomic adjustments prevent repetitive strain injuries, while stress management resources provide employees essential support.

TCPL provides employees with training and education on occupational health. Regular training ensures that the staff is

informed of health and safety standards, equipped to handle workplace risks. Occupational health services are central to TCPL, offering employees access to medical support, routine health checks and wellness programmes. These By implementing occupational health standards, TCPL promotes a safe, healthy and supportive workplace. This not only protects employees from potential hazards but also promotes long-term well being.

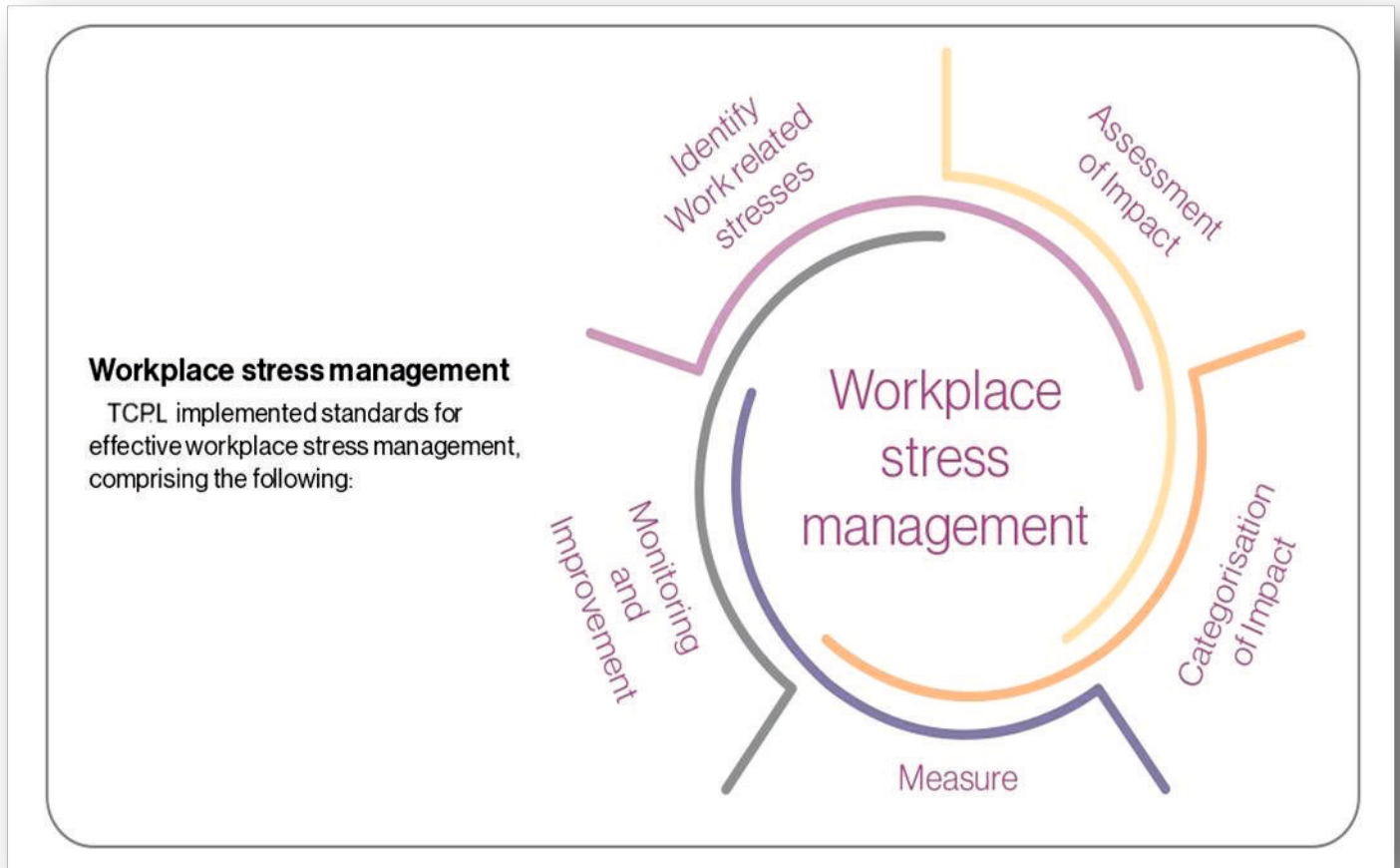
OCCUPATIONAL HEALTH



Workplace health management :

TCPL prioritizes workplace health through comprehensive programmes that focus on stress management, noise control and ergonomic practices. These areas are essential in creating a safe, comfortable and productive work environment for employees. By addressing these key aspects of workplace

health, TCPL ensures that employees are supported in their well-being, which contributes to overall job satisfaction and productivity.



Identify work related stresses > Assessment of impact > Categorisation of impact > Measure > Monitoring and improvement

Identify work-related stresses:

The initial step involves recognizing potential sources of stress, which could include workload, workplace culture, role ambiguity, or ergonomic issues. Identifying these stressors could be essential to mitigate impact on employees' health and well-being.

Assessment of impact:

Once work related stresses are identified, their impact on


employees is assessed (physical, mental and emotional). The assessment helps determine which stressors are most detrimental and require addressal.

Categorization of impact:

After assessing impact, the stressors are categorized based on their severity and influence on different groups of employees. This classification assists in prioritizing actions to mitigate high impact stressors and understanding specific challenges faced by employee segments.

Measure:

Specific metrics quantify stress levels and their effect on employees. Measurements may include surveys, feedback forms, or physiological assessments, establishing a baseline and enabling tracking. Short breaks are encouraged throughout the day, especially for employees in high-risk or non-routine jobs. Access to Employee Assistance Programmes provides counselling and support for stress or other health concerns. Mindfulness and stress reduction activities (yoga, meditation, or breathing exercises) are promoted. Workshops on time management, stress-reduction techniques and resilience equip employees with strategies for handling pressure. Achievements are recognized and milestones celebrated. Improvements may include revisiting policies, enhancing communication channels and introducing wellness programmes.



Ways to manage stress:

- ▶ Regular exercise
- ▶ Establishing a good sleep routine
- ▶ Breaks in screen time
- ▶ Effective time management
- ▶ Self-care
- ▶ Healthy boundaries



Management of Occupational Hygiene:

Adoption of WASH (water access, sanitation and hygiene)

TCPL implemented the WASH (water access, sanitation and hygiene) protocol, ensuring that all employees and non-employee workers (including third-party contractors) have access to clean water, proper sanitation and hygiene resources. This initiative includes a comprehensive risk assessment to mitigate potential health-related workplace risks, promoting well-being. In alignment with SA 8000 protocols, TCPL established a complaint mechanism, enabling employees to confidentially report WASH-related issues. This holistic approach emphasises TCPL commitment to create a safe, healthy and ethical work environment.

The WASH programme provides workers (including third-party contractors) with access to clean and safe water, adequate sanitation facilities and proper hygiene practices, all of which are essential for promoting health and preventing disease.

Water access:

TCPL ensures that all employees, particularly those working in industrial and production settings, enjoy a continuous drinking water access. Regular water testing addresses health and safety standards; the infrastructure is maintained to avoid contamination.

Sanitation:

TCPL invested in clean, modern sanitation facilities which are regularly cleaned to promote hygiene and prevent disease. Adequate hand washing and waste disposal enhance working environment integrity.

Hygiene:

TCPL promotes hygienic practices through awareness campaigns and training programmes. These programmes educate workers (including third-party contractors) on the importance of personal hygiene (hand washing and cleanliness), especially in areas where workers may be exposed to materials that warrant strict hygiene.

Training on occupational health:

TCPL approach to occupational health training is comprehensive and proactive, designed to equip employees with skills and knowledge. Recognizing that a well-informed workforce is a safer and healthier workforce, TCPL implemented a training programme across a spectrum of occupational health topics (comprising the following):

First-aid training :

TCPL first-aid training represents the foundation of its occupational health programme. The training is practical and hands-on, covering topics such as:

Basic life support:

Employees learn the fundamentals of CPR and open airways, ensuring effective intervention in life threatening situations.

Handling common workplace injuries:

Training provides guidance on managing cuts, burns, fractures and other injuries.

Emergency response procedures:

Employees are trained to respond systematically to medical emergencies, when to call for assistance and how to support the injured until professional help arrives.

Health and well-being training topics:

Beyond first aid, TCPL occupational health training includes modules that address physical and mental well being. The training topics address the needs of industrial workers, aiming to mitigate occupational health risks and promote safety cum wellness. Key training modules include: Ergonomics, noise and hearing protection, workplace stress management, health and lifestyle workshops, mental health awareness, and substance abuse awareness and prevention.

TCPL also provides specialized training for specific occupational health risks, covering the following: handling hazardous materials, heat stress prevention, preventive measures for respiratory health, training on occupational hygiene and training on healthy food habits This approach is not one-off; the Company embraces continuous learning that updates health and safety practices. Refresher sessions ensure that employees stay up-to-date with best practices; feedback helps improve training content.





Overview:

TCPL occupational health services provide comprehensive Medical attention in emergency situation Deployment of physiotherapist healthcare that supports employees, including third-party workers. These services focus on workplace health, injury prevention and well-being.



Medical examination :

Pre-employment examination:

Before any employee or worker (including third-party personnel) joins, he or she undergoes a medical evaluation to assess physical fitness, which helps identify health conditions that could need attention or ensure that individuals are fit for their duties.

Periodic medical examination:

TCPL conducts regular employee health checks. This practice can detect potential health issues early.

Case-specific medical examination:

In certain situations, employees may require specialized evaluations due to specific job risks or unforeseen health conditions. TCPL established modern facilities to address case-specific health concerns.

Medical attention in emergency situations:

TCPL occupational health framework prioritizes quick and effective emergency responses. On-site first aid treatment is readily available to handle any urgent medical situations. Providing immediate care minimizes injury severity and supports prompt recovery.

Health surveillance and counselling:

Continuous health monitoring helps identify patterns or potential risks that could affect worker health. Plant doctor's counselling assists employees in managing stress, handling health conditions and navigating through challenges (personal and professional). This holistic approach ensures a supportive work environment that values both physical and mental health.

Deployment of physiotherapists:

To enhance employee wellness, TCPL employs qualified physiotherapists who specialize in treating physical ailments, injuries, or discomfort arising from work-related activities. Physiotherapy sessions focus on rehabilitation, pain relief, mobility improvement and prevention of chronic issues. This benefits employees and workers (including third-party personnel) affected by with repetitive stress injuries, physical strain, or accidents recovery.





TCPL occupational health management extends beyond basic healthcare, focusing on robust rehabilitation programmes and institutional support systems. This comprehensive approach ensures a healthy work environment that facilitates recovery, health improvement and workforce well-being (detailed overview follows):



Rehabilitation programmes

TCPL rehabilitation services assist workers recovering from physical injuries, chronic pain, or occupational illnesses. The goal is to support employees to full recovery. Key components include:

Physical therapy and physiotherapy:

TCPL deploys qualified physiotherapists to help employees regain strength, mobility and function following injuries.

Occupational therapy:

This therapy helps employees perform their job roles safely and efficiently after experiencing injuries or developing physical limitations. Occupational therapists work with the employee and management to redesign tasks or adjust workspaces, ensuring a smooth return to work.

Customized return-to-work plans:

TCPL implements personalized return-to-work programmes that take into account specific health needs and work capabilities of the affected employee, which could include gradual reintegration, modified workloads, or flexible work hours.

Mental health and counselling services:

TCPL occupational health support extends to mental health care, acknowledging that workplace injuries and stress can have significant psychological impacts. The Company provides comprehensive psychological support through professional counsellors, stress management workshops, institutional support systems (Health and Safety Committees, collaboration with healthcare providers, employee assistance programmes and wellness programmes).

Impact and goals of rehabilitation and institutional support

TCPL rehabilitation and institutional support initiatives aim to ensure that employees recover from injuries. By offering comprehensive healthcare, TCPL demonstrates its commitment to a productively engaged workforce. This integrated approach not only protects employees from occupational risks but also contributes to a resilient, healthy and committed work environment.



10 Core safety rules:

TCPL safety rules emphasize personal accountability, adherence to protocols and proactive risk management. These rules include:

Mandatory personal protective equipment (PPE): All employees must wear PPE.

Authorised machinery and vehicle operation: Only trained and authorised personnel may operate machinery or vehicles.

Machine guarding and safety devices: Tampering with machine guarding or safety devices is prohibited.

Lock, Tag & Try procedure: Employees must lock, tag and verify machinery de-energisation before maintenance or interventions.

Permit-to-work for high-risk activities: High-risk tasks require a daily permit to ensure comprehensive oversight.

Fall protection: Workers must secure fall protection gear when working at heights.

Confined space safety: Breathing and escape equipment must be checked prior to entry into confined spaces.

Pre-job risk assessments: Risk assessments are required before jobs.

Electrical work authorisation:

Only certified and authorised personnel are permitted to perform electrical tasks. These guidelines aim to minimise risks, safeguard personnel and prevent accidents by creating a proactive safety culture. The Lock, Tag & Try process ensures safe shutdown and de energisation, while the daily permit-to work system strengthens the oversight of high-risk activities. Standard operating procedures enhance task safety, reduce errors and ensure operational consistency. TCPL safety rules emphasise personal responsibility, risk assessment and strict compliance, minimising workplace hazards and embedding safety through the organisation.



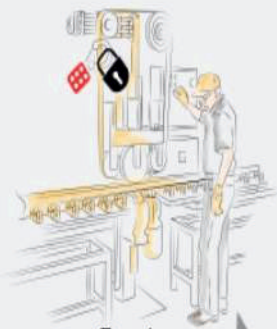
Wear Mandated Personal Protective Equipment



Trained/Authorised Operates Equipment/Vehicle



Ensure Machine Guarding In Place



Exercise Lock, Tag & Try

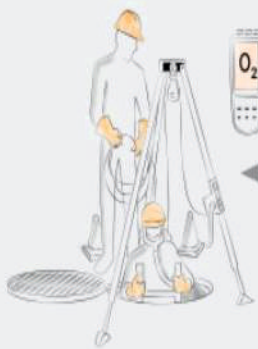
FRONT LINE EMPLOYEES

CORE SAFETY RULES

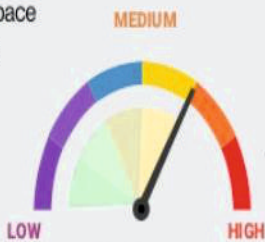
EXECUTIVE & MANAGERS



Fall Protection Is Must For Height Works



Check Confined Space Before Entering



Permit To Work For All NonStandard Activities



Risk Assessment For All Activities



Electrical Work By Certified & Authorised



SWI/SOP For All Standard Activities



Key Financial Figures, FY 23-24

At TCPL, we are deepening our capability in low-carbon transition through chemistry capability, process innovation and sustainability focus. Our principal segments — carbon black and coal tar pitch — enjoy global market and technology leadership positions marked by sustained year-on-year expansion and customer centricity.

S.No.	Particulars	FY 23-24	FY 22-23
I	Revenue from operations	24,428.92	14,784.45
II	Other income	40.42	6.75
III	Total Income	24,469.34	14,791.20
IV	Expenses		
	Cost of materials consumed	20,467.17	12,524.50
	Changes in inventories	(203.98)	42.90
	Employee benefits expense	319.14	358.63
	Finance costs	120.40	86.64
	Depreciation and amortisation expense	90.83	67.88
	Other expenses	104.22	97.99
	Freight charges inward	1,322.13	67.65
	Freight charges outward	1,138.84	1,026.75
	Repair & maintenance	282.53	91.13
	Tanker expenses	448.70	213.69
	Total Expenses	24,089.98	14,577.75
V	Profit before exceptional items and tax	379.36	213.45
VI	Extraordinary Items	-	-
VII	Profit before tax	379.36	213.45
VIII	Tax expenses		
	Current tax	105.24	54.71
	Deffered tax	(6.00)	(3.37)
	Excess/short provision relating year tax	6.66	-
IX	Profit (Loss) for the period	273.46	162.11

TCPL Certification's :



CERTIFICATE OF REGISTRATION

This is to Certify that
The Environmental Management System of

TETHYS CHEM PRIVATE LIMITED

PLOT NO. 17/N, HEAVY INDUSTRIAL AREA, HATHKHOJ, BHILAI- 490026

DURG, CHHATTISGARH, INDIA

has been assessed and found to be in accordance with the
requirements of the system standard

ISO 14001:2015

For the scope of activities described below

MANUFACTURING OF COAL TAR PITCH (SOLID/ LIQUID), HEAVY CREOSOTE

OIL, CARBON BLACK OIL (CBO), ANTHRACENE OIL (ATO), DCT/ RCT

Certificate No : EIBPLK1101

Issue Date : 26/02/2024

1st Surveillance Audit due on : 25/01/2025

Expiry Date : 25/02/2027

2nd Surveillance Audit due on : 25/01/2026

Validity of this certificate is subject to successful completion of surveillance audit on or before due date,
in case surveillance audit not conducted this certificate shall be suspended



DIRECTOR

Interglobal Business Process Private Limited

PNB Complex, Harabala Road, Ulubari, Guwahati: 781007, Assam, India

Email: info@interglobalcertification.com

Authenticity and status of this certificate can be verified at www.interglobalcertification.com or scan the barcode.

This certificate is the property of Interglobal Business Process Pvt. Ltd. and should be returned to IBP in case of non compliance of the certification procedure.



CERTIFICATE OF REGISTRATION

This is to Certify that
The Occupational Health & Safety Management System of

TETHYS CHEM PRIVATE LIMITED

PLOT NO. 17/N, HEAVY INDUSTRIAL AREA, HATHKHOJ, BHILAI- 490026
DURG, CHHATTISGARH, INDIA

has been assessed and found to be in accordance with the
requirements of the system standard

ISO 45001:2018

For the scope of activities described below

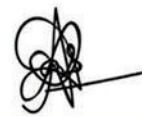
MANUFACTURING OF COAL TAR PITCH (SOLID/ LIQUID), HEAVY CREOSOTE
OIL, CARBON BLACK OIL (CBO), ANTHRACENE OIL (ATO), DCT/ RCT

Certificate No : OIBPLK1085

Issue Date : 26/02/2024
Expiry Date : 25/02/2027

1st Surveillance Audit due on : 25/01/2025
2nd Surveillance Audit due on : 25/01/2026

Validity of this certificate is subject to successful completion of surveillance audit on or before due date,
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CERTIFICATE OF REGISTRATION

This is to Certify that
The Quality Management System of

TETHYS CHEM PRIVATE LIMITED

PLOT NO. 17/N, HEAVY INDUSTRIAL AREA, HATHKHOJ, BHILAI- 490026
DURG, CHHATTISGARH, INDIA

has been assessed and found to be in accordance with the
requirements of the system standard

ISO 9001:2015

For the scope of activities described below

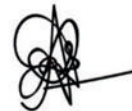
MANUFACTURING OF COAL TAR PITCH (SOLID/ LIQUID), HEAVY CREOSOTE
OIL, CARBON BLACK OIL (CBO), ANTHRACENE OIL (ATO), DCT/ RCT

Certificate No : QIBPLK1173

Issue Date : 26/02/2024
Expiry Date : 25/02/2027

1st Surveillance Audit due on : 25/01/2025
2nd Surveillance Audit due on : 25/01/2026

Validity of this certificate is subject to successful completion of surveillance audit on or before due date,
in case surveillance audit not conducted this certificate shall be suspended



DIRECTOR

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**नगर सेना, अग्निशमन एवं आपातकालीन सेवाएँ तथा राज्य आपदा मोचन बल, मुख्यालय
सेक्टर - 19 अटल नगर नवा रायपुर, जिला रायपुर (छत्तीसगढ़)**

अग्नि सुरक्षा प्रमाण पत्र

क्रमांक /00/ DUR00009158 /फायर सर्विस / एन°ओ°सी° / 2023 / दुर्ग

दिनांक : 14/07/2023


प्रमाणित किया जाता है कि श्री GOVIND MANDAL के परिसर 17/N, Heavy Industrial Area, Hathkhaj, Bhalai-490026, Dist-Durg, Chhattisgarh, India. में स्थित TETHYS CHEM PVT LTD का इस विभाग के निरीक्षणकर्ता अधिकारी श्री नागेंद्र कुमार सिंह द्वारा श्री मनोज मण्डल की उपस्थिति में दिनांक 13/07/2023 को राष्ट्रीय भवन संहिता भाग-IV 2016 के अनुसार अग्नि निवारण एवं अग्नि से बचाव संबंधित उपकरण एवं प्रणाली का निरीक्षण किया गया एवं संतोषजनक पाया गया। अतः निम्न शर्तों के अधीन एक वर्ष अवधि के लिए अग्नि सुरक्षा प्रमाण पत्र जारी किया जाता है।

शर्तें

- 1 सभी अग्नि सुरक्षा से संबंधित उपकरण/प्रणाली, निकास द्वार व्यवधान रहित एवं हमेशा अच्छी हालत में रखा जाए। इसमें किसी प्रकार की चूक के लिए प्रबंधन जवाबदार होगा।
- 2 अग्नि सुरक्षा प्रमाण पत्र जारी होने के पश्चात भवन में विस्तार एवं अन्य कार्य किया जाता है तो इस प्रमाण पत्र को निरस्त माना जावेगा।
- 3 अग्निशमन प्रणाली/उपकरणों को प्रचालित करने के संबंध में सभी कर्मचारियों को प्रशिक्षित किया जाए एवं नियमित रूप से आपदा की स्थिति में बाहर निकलने का माक ड्रिल कर इसका रिकार्ड बना कर रखा जावे।
- 4 बेसमेंट का उपयोग करने में बिल्डिंग बाय लॉज का कड़ाई से पालन किया जावे।
- 5 मकान मालिक/कबजाधारी प्रतिवर्ष अग्नि की रोकथाम और सुरक्षा की स्थिति के संबंध में एक घोषणा पत्र प्रस्तुत करेंगे, जो पुनः निरीक्षण योग्य होंगे।
- 6 अग्नि सुरक्षा की दृष्टि से TETHYS CHEM PVT LTD में स्थापित सभी उपकरण हमेशा सुचारु रूप से चालू रखने की ज़िम्मेदारी पूर्णतः GOVIND MANDAL की होगी जिसके लिए नगर सेना, अग्निशमन एवं आपातकालीन सेवाएँ तथा राज्य आपदा मोचन बल मुख्यालय छत्तीसगढ़ की कोई भी ज़िम्मेदारी नहीं रहेगी।
- 7 निरीक्षण टीम की अनुशंसा पर सिंक्रलर सिस्टम, हीट डिटेक्टर सिस्टम तथा वाटर कैपिसिटी बढ़ाने की शर्त पर एन.ओ.सी प्रदान की जाती है। यदि निरीक्षण टीम के इस निर्देश का पालन, पत्र जारी दिनांक के तीन माह के भीतर नहीं किया गया तो अग्नि सुरक्षा प्रमाण पत्र निरस्त किया जा सकता है।



जारी दिनांक : 14/07/2023


निदेशक
ट्रेनिंग और प्रमाणित
अग्निशमन एवं आपातकालीन सेवाएँ
नगर सेना एवं नागरिक सुरक्षा, छत्तीसगढ़

प्राधिकृत अधिकारी के हस्ताक्षर

GOVERNMENT OF CHHATTISGARH**LICENCE TO WORK A FACTORY**

(Form No. 3 prescribed under Rule 5 of C.G. Factories Rules 1962)

Licence No. :57999/2020/2(cb)/CG-07/705/5160

(Mention This Number invariably in all correspondences with this office)

Fees Paid Rs. :Rs. 40625

E-Challan No.	Amount	Date
66161122002442	37500	23/11/2022
66160323000484	5525	14/03/2023

Licence is hereby granted to **GOVIND MANDAL** occupier of **TETHYS CHEM PRIVATE LIMITED** located at **PLOT NO 17/N HEAVY INDUSTRIAL AREA HATHKHOJ BHILAI CHHATTISGARH**, District **DURG** (Subject to the provisions of the Factories Act, 1948 and the rules made there under and the conditions annexed here with)

Valid only for the premises at the above location (as per the plans approved under the Factories Act and Rules) for use as a factory employing not more than **50** (in words **Fifty Only**) / **0** (**Zero Only** - workers on any one day during the year and having installed motive power

not exceeding 100 Horse Power (in words **One Hundred Only**) where the manufacturing process of **COAL TAR PRODUCTS, LCO, HCO, D COAL TAR** will be carried by him. This licence shall remain in force till the 31st day of December, **2023-2025**

Excess Fees: **2400**Place : **DURG**Date : **20/04/2023****Note: The authenticity of this certificate be verified at www.cglabour.nic.in.**

(This licence shall be framed and exhibited in the factory and shall be made available to the factory Inspector on demand)

(1) Application for renewal of licence; in the prescribed form (form No. 4 as in incorporated in the C.G. Factories Rules, 1962) accompanied with the Original challan for adequate fees, shall be made on or before the first day of December of the preceding year. For late submission of the application 25% of the scheduled licence fee shall be paid in addition.

Note: For calculating the maximum number of workers to be employed on any day during the year the total number of workers (in all shifts) employed on that day and the workers employed through all agencies also included in this total shall be taken.

(2) All fees shall be deposited under the following head of account. "0230-Labour and Employment". 104 Receipts is under the Factories Act. 1948" Care shall be taken to reproduce this head correctly on all challan forms and that the seal of the Treasury or the Bank is legibly affixed.

(3) The fee for obtaining a, duplicate copy of for effecting any amendment therein is as prescribed in the rules.

12/3/2020

Print : Udyam Registration Certificate



भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises

MSME
सूक्ष्म, लघु एवं मध्यम उद्यम
MICRO, SMALL & MEDIUM ENTERPRISES

UDYAM REGISTRATION CERTIFICATE



Our small hands to
make you LARGE

TYPE OF ENTERPRISE	MICRO	MANUFACTURING			
UDYAM REGISTRATION NUMBER	UDYAM-CG-05-0000984				
NAME OF ENTERPRISE	M/S TETHYS CHEM PRIVATE LIMITED				
SOCIAL CATEGORY OF ENTREPRENEUR	General				
NAME OF UNITS	SNo.	Units Name			
	1	Tethys Chem Private limited			
OFFICAL ADDRESS OF ENTERPRISE	Flat/Door/Block No.	Plot No17/N	Name of Premises/ Building	Tethyschem Private Limited	
	Village/Town	Bhilai	Block	17-N	
	Road/Street/Lane	Heavy Industrial Area	City	Bhilai	
	State	CHHATTISGARH	District	DURG , Pin 490026	
	Mobile	8839836356	Email:	tethyschem@gmail.com	
DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE	13/12/2018				
DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS	20/04/2020				
NATIONAL INDUSTRY CLASSIFICATION CODE(S)	SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
	1	19 - Manufacture of coke and refined petroleum products	1910 - Manufacture of coke oven products	19109 - Manufacture of other coke oven products such as gas, crude coal and lignite tars etc.	Manufactur
DATE OF UDYAM REGISTRATION	10/10/2020				

Disclaimer: This is computer generated statement, no signature required.
Printed from <https://udyamregistration.gov.in>

For any assistance, you may contact:

- DIC **DURG**
- MSME-DI **RAIPUR**

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<https://udyamregistration.gov.in/PrintApplication.aspx?fudrn=Jm7D2EmLQnduV7Nly16+sw==>



सूक्ष्म, लघु और मध्यम उद्यम मंत्रालय
MINISTRY OF
MICRO, SMALL &
MEDIUM ENTERPRISES



CERTIFICATE

ZED BRONZE

under MSME Sustainable (ZED) Certification Scheme
awarded to

Tethys Chem Private limited

UNIT NAME

Flat No:- 17/N, Building:- Tethys Chem Private Limited, Road/Street:- heavy Industrial area,, Village/Town:- Bhilai, Block:- 17 N, City:- bhilai, DURG, CHHATTISGARH-490026

UNIT ADDRESS

19-Manufacture of coke and refined petroleum products

CODE (AS PER NIC -2008)

UDYAM-CG-05-0000984

UDYAM REGISTRATION NUMBER

Issued on :
October 18, 2023

Certificate Validity :
Three years from the date of issue



Certificate No. 18102023_103218

This Certificate has been awarded after fulfilling all relevant requirements as laid down in the MSME Sustainable (ZED) Certification Scheme Guidelines for this Certification Level. Award of this Certificate does not substitute any legal requirement needed for setting up or operating an MSME Unit.



Tethys Chem (P) Ltd.
Is
Executive Member
of



International Tar Association

1980 North Atlantic Avenue, Suite 918

Cocoa Beach, Florida 32931 USA

Sustainability objectives:

The Company integrated environmental stewardship and social responsibility across its financial, operational and technological frameworks. This has ensured that sustainability resides at the heart of all business aspects. By embedding these factors into strategic and operational planning, the Company navigates climate change challenges. The evaluation process spans a range of metrics, allowing it to assess current and future implications of climate-related risks, ensuring that the business remains resilient and future-proof. In alignment with the net-zero emissions target, the Company has set measurable environmental goals to reduce carbon footprint and mitigate environment impact. These targets are integral to risk management, reflecting a comprehensive approach to climate-related risks. By monitoring and reducing emissions through innovative technologies, process optimization and sustainable practices, the Company achieves sustainability objectives. The Company's long-term commitment to reduce emissions extends beyond compliance; it strengthens business resilience in an evolving regulatory and environmental landscape. These efforts not only support ESG goals but also strengthen competitiveness and risk management. The approach ensures that the Company is positioned to seize green economy opportunities. In doing so, the Company reaffirms its dedication to achieve sustainable growth while addressing climate change challenges.

Sustainability objectives, FY 24-25

Objectives	Measures	Target FY 24-25	FY 23-24 Progress	Plan vs Progress	Main domain	UNGC-SDG
Vision Zero accident/incident	By 2025, Loss Time Injury Frequency Rate below 1 (vs 2021)	<1	1.18		People	
Energy consumption	By 2025, reduce energy Intensity per metric ton of product sold (vs 2021)	-10%	-12.29%		Planet	
CO2e emission intensity (Scope-1 & scope-2)	By 2025, reduce scope 1 and scope 2 CO2e emission intensity per metric ton of product sold (vs 2021)	-25%	-24.20%		Planet	
CO2e emission intensity (Scope-3)	By 2025, reduce scope 3 CO2e emission intensity per metric ton of product sold (vs 2024)	-5%*	NA*	NA*	Planet	
Zero liquid discharge	All plant must operate with ZLD status (vs 2021)	100%	100%		Planet	
Solid waste	Reduce solid waste (hazardous and sent to landfill) per metric ton of product sold (vs 2021)	<1%	0.01%		Planet	
Recycle materials	Increase the proportion of non-virgin raw material from external sources used in production to avoid depletion of natural resources (vs 2021)	>95%	98%		Planet	
Gender diversity	Increase female representation in management team (vs 2021)	5%	4.5%		People	
Compliance training	Increase percentage of Targeted staff, who completed anti-bribery and corruption training (vs 2021)	>95%	99.8%		Governance/Communities	
Value chain management	By 2023, conduct sustainability assessment of our value chain partners covering at least *70% of group spend (vs 2021)	85%	84% (against old target)		Communities	
Carbon neutrality by product design	Introduce recycled raw material or bio sourced materials into product to reduce customer's carbon footprint - % RM in MT	0.1%	NA*	NA*	Planet	

Behind Plan: On Schedule: Ahead of Schedule: New Benchmark: * New Objective

Our Major Raw Material Sources :



भिलाई इस्पात संयंत्र
BHILAI STEEL PLANT

TATA STEEL
WeAlsoMakeTomorrow



एनएमडीसी
एनएमडीसी स्टील लिमिटेड
NMDC Steel Limited



RASHTRIYA ISPAT NIGAM LIMITED
(A Government of India Enterprise)
Visakhapatnam Steel Plant

JINDAL
STEEL & POWER



Our Major Client's:



Think Green

