



**BOARD'S REPORT**

Your Directors have pleasure in presenting the 24<sup>th</sup> Board Report on the business and operations of the Company and the Audited Accounts for the Financial Year ended 31<sup>st</sup> March 2020.

**1. FINANCIALS :**

PARTICULARS	[Rupees in Lacs]	
	2019-20	2018-19
Revenue from Operations	5744.96	5527.31
Other Income	86.54	49.47
<b>Total Revenue</b>	<b>5831.50</b>	<b>5576.78</b>
Less: Expenses before Interest and Depreciation	4271.09	4185.74
Less: (a) Interest	32.17	28.04
(b) Depreciation	117.61	125.59
<b>Profit before Tax &amp; Extra Ordinary Items</b>	<b>1410.63</b>	<b>1237.41</b>
Less : Prior period expenses	0.13	-
Less: Prior year's Income Tax Adjustment	(7.60)	2.65
<b>Profit Before Tax</b>	<b>1418.10</b>	<b>1234.76</b>
<b>Less: Tax Expenses</b>		
Current Tax	363.00	385.00
Deferred Tax	(9.16)	(81.79)
<b>Profit after Tax</b>	<b>1064.26</b>	<b>931.55</b>
<b>Earnings per Share</b>	<b>21.56</b>	<b>18.87</b>

**2. KEY FINANCIAL RATIOS :**

Sr. No.	Particulars	FY 19-20	FY 18-19	% Change
1	Debtors Turnover Ratio	5.68	6.42	(11.53)
2	Inventory Turnover Ratio	12.62	13.45	(6.17)
3	Interest Coverage Ratio	44.84	45.13	(0.64)
4	Current Ratio	2.75	2.22	23.87
5	Debt Equity Ratio	0.03	0.09	(66.67)
6	Operating Profit Margin (%)	26.60	24.66	7.87
7	Net Profit Margin (%)	18.53	16.85	9.97
8	Return on Networth %	38.05	39.24	(3.03)

Board noted that Company has improved key financial ratios, due to better sales realization, inventory management & stock turnover. The decline in Debt Equity Ratio demonstrates that your Company is less leveraged and operating with minimum borrowed fund.

**3. DIVIDEND:**

Dividend is recommended by your Board taking into consideration the factors like overall profitability, cash flow, capital requirements and other business needs of your company. During the financial year Board approved Interim Dividend of Rs. 3 per equity shares (30%) on 27<sup>th</sup> February, 2020 and was paid to shareholders on 13<sup>th</sup> March, 2020 . Your Board of Directors is further pleased to recommend a final dividend of Rs. 1.00/- per equity share (10%) on 49,36,280 equity shares of Rs.10/- each of your company. This would result in a total outflow of Rs. 49,36,280. According to Finance Act, 2020, with effect from April 1, 2020, dividend declared and paid by the Company is taxable in the hands of shareholders and the Company is required to deduct tax at source (TDS) from dividend paid to the shareholders at the applicable rates.

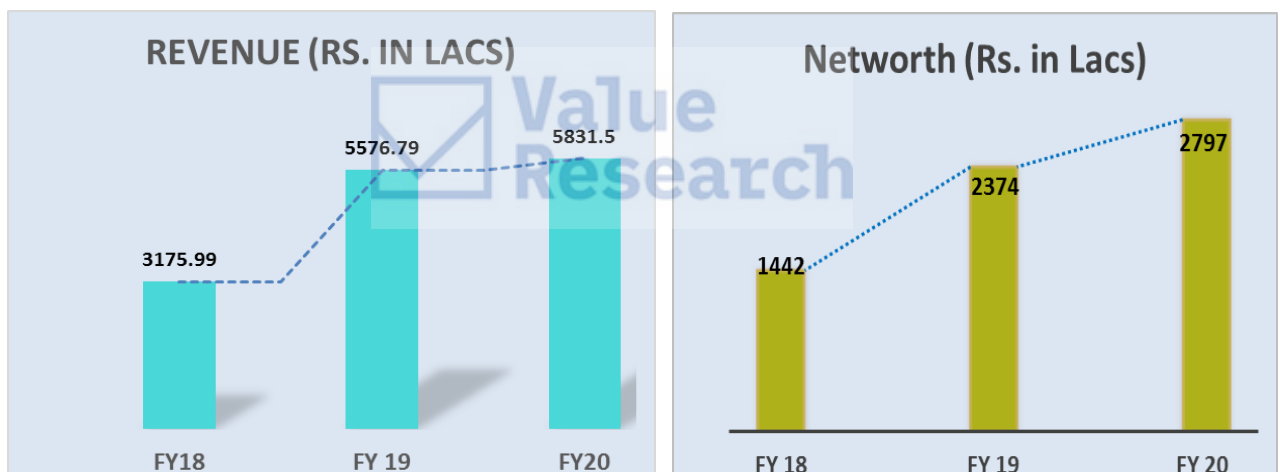


**4. OPERATIONAL HIGHLIGHTS:**

Your Company's financial highlights during preceding three years period can be summarized as follows :

Rs. In Lacs	FY 17-18	FY 18-19	FY 19-20	% increase (1 year)	% increase (3 years)	CAGR% (3 years)
Revenue	3175.99	5576.79	5831.50	4.57	83.61	22.45
EBDITA	502.44	1391.04	1560.41	12.18	210.57	45.90
Profit before Tax	404.33	1234.76	1418.10	14.85	250.73	51.93
Net Profit	236.32	931.55	1064.26	14.25	350.35	65.14
Networth	1442.39	2373.94	2796.98	17.82	93.91	24.70
EPS	4.79	18.87	21.56	14.26	350.10	65.11

**KEY FINANCIALS CHART – GROWTH OVER 3 YEARS PERIOD**



**5. SHARE CAPITAL:**

At present, the Company has only one class of share – Equity shares of face value of Rs. 10 each. The authorized share capital of the company is Rs. 6,00,00,000/- divided into 60,00,000 equity shares of Rs. 10 each. The paid up share capital of the company is Rs. 4,93,62,800/- divided into 49,36,280 equity shares of Rs. 10 each. The Company had raised fund through Public Issue of shares in F/Y 2016-17 and the Equity shares of the Company are now listed on SME platform of BSE Limited.

**6. TRANSFER TO RESERVE:**

The Company proposes to transfer Rs. 8,55.96,690 to its General Reserve.

**7. CREDIT FACILITIES:**

The Company has been optimally utilizing its fund based and non fund based working capital requirements as tied up with Kotak Mahindra Bank Limited. The Company was comfortable in meeting its financial requirements from Kotak Mahindra Bank Limited. Effective financial measures have been continued to reduce cost of interest and bank charges.

## 8. TRANSFER OF UNCLAIMED DIVIDEND TO INVESTOR EDUCATION AND PROTECTION FUND:

There was no amount outstanding to be transferred as unclaimed dividend to investor education and protection fund during the FY 2019-20.

## 9. MATERIAL EVENTS OCCURRING AFTER BALANCE SHEET DATE :

No material changes and commitments affecting the financial position of the Company have occurred between the end of the financial year of the Company to which the financial statement relates and the date of the Board Report, other than the effects of global pandemic on business. As you are aware due to the nation wide lockdown owing to CoVID 19 global pandemic, businesses have been impacted adversely during the lockdown period. Your Company not being an exception to the distress situation caused by global pandemic, is also affected adversely to some extent. However the impact is not substantial or material in nature.

### COVID 19: A GLOBAL PANDEMIC :

The World Health Organization (WHO) on March 11, 2020 declared the outbreak of Coronavirus (COVID-19) as a global “pandemic”. The declaration from WHO came at a time when COVID-19 cases rapidly increased across the world. The spread of virus has triggered panic across the world and financial markets. Like some of the other countries in the World, the virus’ impact led the Hon’ble Prime Minister of India, to announce a lockdown across the country from March 25, 2020 to restrict it from spreading further. As a result, the Country’s economic activities came to a standstill. Likewise due to Shutdown of the factory of the Company located at Ankleshwar owing to Government / State Directives from 24<sup>th</sup> March, 2020 till 14<sup>th</sup> April 2020 and thereafter partial resumption of operations till May 2020, there has been corresponding impact on the operations of the Company. Your Company had been operating at low capacity during the lockdown period, hence there had been corresponding loss in production and business during the period. However operational activities have improved and presently the plant is operational as usual from June 2020.

The following measures were taken by the Company to mitigate the risk of COVID-19 to its business operations:

1. The Company invoked its Risk Management Policy Framework quite early to minimize the impact on its employees and ensured that the Company remains operational and that recovery time objectives are met.
2. The Company proactively framed and implemented ‘work from home policy’ to ensure that employees stay safe and business remains operational.
3. The Company ensured that its offices and factory premises are properly sanitized and cleaned frequently.
4. Company has put in place adequate measures and monitoring process for CoVID 19 inter alia, thermal screening of all employees and visitors, sanitization of premises on regular basis, maintaining of social distancing at all work places, enforcing wearing of masks and regular health updates of employees.
5. All the guidelines issued by the Central and State Government authorities from time to time have been and are being strictly adhered to.

## 10. ORDER OF AUTHORITIES :

Other than the order of District Authorities dated 24<sup>th</sup> March, 2020 for shutdown of operations of our Factory located at Ankleshwar, in view of CoVID pandemic, no order of any government, state, local or statutory authorities were received during the FY 2019-20 which could have affected the workings of the company.

## 11. CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS AND OUTGO:

The information pertaining to conservation of energy, technology absorption, Foreign exchange Earnings and outgo as required under Section 134(3) of the Companies Act, 2013 read with Rule 8(3) of the Companies (Accounts) Rules, 2014 is furnished as under:

**(A) Conservation of energy:**

Steps taken / impact on conservation of energy, with special reference to the following:

**Steps taken by the company for utilizing alternate sources of energy including waste generated :**

Your Company has been successfully certified with ISO 50001: 2018 Certification from BSI (British Standards Institution) and ANAB (American National Standards Institution Accreditation Board). Your Company is now compliant with the Energy Management Systems and aims to improve energy efficiency and consumption thereby resulting in costs reduction and increase in productivity. During the FY 2019-20 Energy consumption was 2567760 units (equivalent to 2.57mwh) and cost incurred was Rs. 17.6 million.

**(B) Technology absorption:**

**1. Efforts in brief, made towards technology absorption. Benefits derived as a result of the above efforts, e.g., product improvement, cost reduction, product development, import substitution, etc.**

The Company has not entered into any technology based ventures during the year under review.

**In case of imported technology (imported during the last 3 years reckoned from the beginning of the financial year), following information may be furnished:**

The Company has not imported any technology and hence not applicable.

**2. Expenditure incurred on Research and Development :**

The Company is coming up with a R&D facility located at GIDC, Ankleshwar Gujarat.

**(C) Foreign exchange earnings and Outgo:**

PARTICULARS	Amt (In Lacs)
Foreign Exchange earned in terms of actual inflows during the year	685.19
Foreign Exchange outgo during the year in terms of actual outflows	472.56

**(D) Environment :**

During the year your Company has complied with local and regulatory environment laws and regulations. We strive actively to reduce the overall impact on the environment by targeting annual reductions in our carbon intensity and the management of waste, water, vehicle emissions and energy consumption. The Board of Directors has adopted the Environment Policy at the meeting held on 27<sup>th</sup> February, 2020 outlining our commitment to conduct operations in environment friendly and responsible way. The policy can be accessed at the website [www.chemcrux.com](http://www.chemcrux.com)

**12. RISK MANAGEMENT:**

The Company has framed a sound Risk Management Policy to identify and evaluate business risks and opportunities and the same has become integral part of Company's day to day operations. The key business risks identified by the Company are as follows viz. Industry Risk, Management and Operations Risk, Market Risk, Government Policy risk, Liquidity risk, and Systems risk. The Company has in place adequate mitigation plans for the aforesaid risks. During the CoVID global pandemic Company quickly recognized and invoked its Risk Management Policy to minimize the impact on its operations, customers, suppliers and employees. Your Company encouraged work from home policy and ensured that timely salaries are given to the employees during the lockdown period. After the partial resumption of operations the management and employees strived well to seamlessly start the operations with no bottlenecks in procurement of raw materials , timely deliveries of finished goods and hassle free imports and exports.

**13. CORPORATE SOCIAL RESPONSIBILITY INITIATIVES:**

The provisions of Section 135 of the Companies Act, 2013 read with Rule 9 of the Companies (Accounts) Rules, 2013 has been applicable to the company from the financial year 2019-20. In line with same a

Corporate Social Responsibility Committee has been constituted by the Board of Directors at their meeting held on August 17, 2019. The Committee consists of directors, Mr. Sanjay Marathe (Chairman), Mrs. Sidhhi G. Shah and Mr. Shailesh Patel (Independent Director). The CSR Committee has formulated and recommended to the Board, the Corporate Social Responsibility Policy which indicates the activities to be undertaken by the Company in areas or subjects specified in schedule VII of the Companies Act, 2013. Accordingly during the FY 2019-20 as approved by the CSR Committee, the amount for CSR expenditure amounting to Rs. 12,96,000/- was spent in areas specified under schedule VII of the Companies Act, 2013. Please refer Annexure IV for further details and click on the link [www.chemcrux.com/investor-info.php](http://www.chemcrux.com/investor-info.php) under investors info/Corporate Policy link to access the CSR Policy of Company.

#### **14. PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS MADE UNDER SECTION 186 OF THE COMPANIES ACT, 2013:**

There were no loans or guarantees given by the Company under Section 186 of the Companies Act, 2013 during the year under review. Investments in short term UTI Mutual Fund schemes were made during the year which was within the limits approved by Board of Directors and the limits prescribed under section 186 of the Companies Act, 2013.

#### **15. RELATED PARTY TRANSACTIONS:**

Related party transactions that were entered during the financial year were on an arm's length basis and were in the ordinary course of business. There were no materially significant related party transactions with the Company's Promoters, Directors, Management or their relatives, which could have had a potential conflict with the interests of the Company. Transactions with related parties entered by the Company in the normal course of business are periodically placed before the Board Meeting as per the omnibus approval of Audit Committee and the particulars of contracts entered during the year as per Form AOC-2 is enclosed as Annexure III.

The Board of Directors of the Company has, on the recommendation of the Audit Committee, adopted a policy to regulate transactions between the Company and its related parties, in compliance with the applicable provisions of the Companies Act 2013, the Rules thereunder and the Listing Regulations. This policy has been uploaded on the website of the Company at [www.chemcrux.com/investor-info.php](http://www.chemcrux.com/investor-info.php) under investors info/Corporate Policy link.

#### **16. DIRECTORS / KEY MANAGERIAL PERSONNEL:**

During the year no directors were appointed or have resigned. The Chief Financial Officer of the Company Mr. P.V. Tiwari resigned from his office w.e.f October 12, 2019 and Mr. Sushilkumar Tripathi was appointed in his place to take over the charge as the Chief Financial Officer of the Company w.e.f October 12, 2019.

In accordance with the provisions of the Companies Act, 2013 and in terms of the Memorandum and Articles of Association of the Company, Mr. Girishkumar Shah, Whole Time Director shall retire by rotation in the ensuing Annual General Meeting and being eligible for re-appointment has offered his candidature for directorship. None of the non-executive directors has had any pecuniary relationship or transactions with the company, other than the receipt of sitting fee for the meetings of the Board and Committees thereof attended by them.

##### **➤ BOARD EVALUATION:**

Pursuant to the provisions of the Companies Act, 2013 and Regulation 17(10) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, the Board has carried an annual performance evaluation of its own performance and the directors individually.

##### **➤ REMUNERATION POLICY:**

The Board has on the recommendation of the Nomination & Remuneration Committee, formulated criteria for determining, qualifications, positive attributes and independence of a Director and also a policy for remuneration of directors, key managerial personnel and senior management. The policy is available at the website of company at [www.chemcrux.com/investor-info.php](http://www.chemcrux.com/investor-info.php).

##### **➤ MEETINGS:**

During the year six Board Meetings and five Audit Committee Meetings were convened and held. The

intervening gap between the Meetings was within the period prescribed under the Companies Act, 2013.

➤ **DECLARATION OF INDEPENDENT DIRECTORS:**

The Independent Directors have submitted their disclosures to the Board that they fulfill all the requirements as stipulated in Section 149(6) of the Companies Act, 2013 so as to qualify themselves to be appointed as Independent Directors under the provisions of the Companies Act, 2013 and the relevant rules.

**17. AUDIT COMMITTEE AND VIGIL MECHANISM:**

The Audit Committee comprises of Mr. Shailesh Patel- Independent Director, Mr. Bhanubhai Patel-Independent Director and Mrs. Neela Marathe – Non Executive Director. During the year five Audit Committee Meetings were held. In pursuance of the provisions of section 177(9) & (10) of the Companies Act, 2013, a Vigil Mechanism for directors and employees to report genuine concerns has been established. The Vigil Mechanism Policy has been uploaded on the website of the Company at <http://www.chemcrux.com/investor-info.php>.

**18. DIRECTORS RESPONSIBILITY STATEMENT:**

In accordance with the provisions of Section 134(5) of the Companies Act, 2013 the Board hereby submits its responsibility statement:—

- (a) in the preparation of the annual accounts, the applicable accounting standards have been followed along with proper explanation relating to material departures;
- (b) the directors have selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the company at the end of the financial year and of the profit and loss of the company for that period;
- (c) the directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities;
- (d) the directors have prepared the annual accounts on a going concern basis; and
- (e) the directors, have laid down internal financial controls to be followed by the company and that such internal financial controls are adequate and were operating effectively.
- (f) the directors have devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

**19. ANNUAL RETURN:**

Extract of Annual Return of Company pursuant to the provisions of Section 92 read with Rule 12 of the Companies (Management and administration) Rules, 2014 has been placed at website of the Company. Weblink of the same is as <http://www.chemcrux.com/investor-info.php>

**20. SUBSIDIARIES, JOINT VENTURES AND ASSOCIATE COMPANIES:**

The Company does not have any Subsidiary, Joint venture or Associate Company.

**21. DEPOSITS:**

The Company has neither accepted nor renewed any deposits during the year under review.

**22. AUDITORS:**

➤ **STATUTORY AUDITORS**

The Company's Auditors M/s. R.J. Shah & Associates has been appointed as the Statutory Auditor of the Company at the 22<sup>nd</sup> Annual General Meeting until conclusion of 27<sup>th</sup> Annual General Meeting of the Company for a term of five years. The report of the Statutory Auditors of the Company is annexed herewith as "Annexure V"

➤ **SECRETARIAL AUDIT:**

Pursuant to the provisions of Section 204 of the Companies Act, 2013 and The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the Company has appointed M/S. Kashyap Shah & Co., a Practicing Company Secretaries to undertake the Secretarial

Audit of the Company. The Report of the Secretarial Audit Report is annexed herewith as “Annexure II”.

➤ **INTERNAL AUDITORS:**

The Company has appointed Naresh & Co. as the Internal Auditors.

**23. OBSERVATION OF AUDITORS:**

There are no qualifications, reservations or adverse remarks made by the Statutory Auditors, Internal Auditors and Secretarial Auditors. The auditors have not reported any frauds under sub section 12 of section 143 other than those which are reportable to the Central Government.

**24. INTERNAL CONTROL SYSTEM AND THEIR ADEQUACY:**

The Company has adequate system of internal control to safeguard and protect from loss, unauthorized use or disposition of its assets. All the transactions are properly authorised, recorded and reported to the Management. The Company is following all the applicable Accounting Standards for properly maintaining the books of accounts and reporting financial statements. The internal auditor of the company checks and verifies the internal control and monitors them in accordance with policy adopted by the company. The Company continues to ensure proper and adequate systems and procedures commensurate with its size and nature of its business.

**25. SHARES:**

- a. **BUY BACK OF SECURITIES:** The Company has not bought back any of its securities during the year under review.
- b. **SWEAT EQUITY:** The Company has not issued any Sweat Equity Shares during the year under review.
- c. **BONUS SHARES:** The Company has not issued any bonus share during the year under review.
- d. **EMPLOYEES STOCK OPTION PLAN:** The Company has not provided any Stock Option Scheme to the employees.
- e. **FRESH ISSUE OF SHARES:** The Company has not issued any shares during the year under review.

**26. CORPORATE GOVERNANCE:**

Provisions relating to Corporate Governance Report under Schedule V of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 are not applicable to SME listed Company hence the same has not been annexed to the Board’s Report.

**27. AWARDS AND RECOGNITIONS :**

The year gone by has been a remarkable year for your company. During the start of year 2019 your company was conferred with the prestigious SKOCH Order of Merit Award for being among top 200 MSMEs of India.

- **Your Company is certified with the ISO 50001:2018 Energy Management certification from BSI (British Standards Institution) and ANAB (American National Standards Institution Accreditation Board )**
- **Your Company is honoured with the prestigious 4<sup>th</sup> IPF Industrial Excellence Awards as the fastest growing SME under Fertilizers & Chemicals category. The award ceremony was hosted at NSE, Mumbai on 16<sup>th</sup> January, 2020.**
- **Your Company is ranked at 258<sup>th</sup> position in the Financial Times ranking of 500 high growth companies from the Asia Pacific (APAC) region.**
- **Your Company stands tall as the INDIA’S GROWTH CHAMPION an ambitious initiative that highlighted the true accelerators of the Indian economy, Your Company ranked 53<sup>rd</sup> in the list of Top 150 Companies across all sectors and industries in India conducted by the Economic Times and Statista.**

## 28. MANAGEMENT DISCUSSION AND ANALYSIS:

The Management Discussion and Analysis Report is appended as Annexure I to this Report.

## 29. PARTICULARS OF EMPLOYEES: -

Disclosure under the provisions of Section 197 of the Companies Act, 2013 read with Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

- a) The ratio of the remuneration of each director to the median remuneration of the employees of the Company for the financial year.  
Ratio of remuneration of MD and Whole Time Director – 23.72 : 1 (Rs. 84,00,000 : 3,54,101)  
Other Directors – Not Applicable
- b) The percentage increase in the remuneration of each director, Chief Executive Officer, Chief Financial Officer and Company Secretary, if any in the financial year – **During the FY 2019-20 there was 100 % increase in remuneration of WTD and MD. There was 15 % increase in the remuneration of CFO & CS.**
- c) The percentage increase in the median remuneration of employees in the financial year – **Median Remuneration is Rs. 3,39,123 and average increase is 15% for the F.Y. 2019-20.**
- d) The number of permanent employees on the rolls of the Company as on 31.03.2020 – **76**
- e) Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration – **Average 15% increase in salaries of Employees and 100 % increase in Managerial Remuneration during F.Y. 2019-20. The increase in remuneration of managerial person is commensurate with the efforts put in by them in leading the Company to greater heights and as per the prescribed limits of Schedule V of the Companies Act, 2013.**
- f) Affirmation that the remuneration is as per the remuneration policy of the company.  
The Company's remuneration policy is driven by the success and performance of the individual employees and the Company. Through the compensation package, the company endeavors to attract, retain, develop and motivate high performance staff. The Company follows a compensation mix of fixed pay, benefits and performance based variable pay. **The Company affirms that the remuneration is as per remuneration policy of the Company.**
- g) Details pertaining to remuneration as required under Section 197 (12) of the Companies Act, 2013 read with Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 with reference to remuneration of employees in excess of the limits prescribed – **None of the employees were in receipt of remuneration above 8 lakh 50 thousand per month or Rs. One crore Two lakhs per annum and above.**

## 30. DISCLOSURE UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION OF, PROHIBITION AND REDRESSAL) ACT, 2013:

The Company has in place a Sexual Harassment Policy in line with the requirements of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. All women employees (permanent, contractual, temporary, trainees) are covered under this policy. An Internal complaint committee is formed to look after any complaints of women employees. During the year four meetings of internal committee for prevention prohibition and redressal of sexual harassment of women at workplace were held. No complaints for sexual harassment were received during the year.

## 31. COST AUDIT:

Pursuant to Section 148 of the Companies Act, 2013 read with the Companies (Cost Records and Audit) Amendment Rules, 2014 dated 31/12/2014, cost audit was not applicable to the Company for the



Financial Year 2019-20. However the maintenance of cost records as specified by the Central Government under sub-section (1) of section 148 of the Companies Act, 2013, is applicable to the Company from the FY 2019-20 and accordingly such records are being maintained,

### **32. CORPORATE GOVERNANCE AND FAIR BUSINESS PRACTICES :**

The extant provisions of corporate governance prescribed under SEBI Regulations is not applicable to the Company, being an SME listed Company. However as good Corporate Citizen, the Company strives to comply with the provisions of corporate governance on voluntary basis. Company's approach to business is based upon core set of values and ethics. The management of Company is dedicated to ethical, fair and just business practices. In line with this vision, the Board of Directors of the Company has during the year, adopted the Business Ethics Policy, which is available at the website of company [www.chemcrux.com](http://www.chemcrux.com).

### **33. COMPLIANCE OF APPLICABLE SECRETARIAL STANDARDS :**

The Company has complied with the provisions of Secretarial Standards (I & II) issued by the Institute of Company Secretaries of India and approved by the Central Government under section 118(10) of the Companies Act, 2013.

### **34. HUMAN RESOURCES:**

During the period under review, the personal and industrial relations with the employees remained cordial in all respects. The management has always carried out systematic appraisal of performance and imparted training at periodic intervals. The Company recognizes talent and has judiciously followed the principle of rewarding performance. During the year, Company has adopted Human Rights Policy Statement to express Company's commitment to do business with ethical values and embrace practices that supports human rights, and labour laws on a continuous basis. The policy is available on the website of Company [www.chemcrux.com](http://www.chemcrux.com). During the Lockdown period caused by the global pandemic, Company promptly responded and adopted the Work From Home Policy and ensured timely payment of monthly remuneration to its employees. After the initiation of operations, proper care is taken to provide safe and healthy work environment to employees by providing regular health checkups, thermal screening and regular sanitization of work place.

### **35. CAUTIONARY STATEMENT :**

Statements in these reports describing company's projection statements, expectations and hopes are forward looking statements. Though, these are based on reasonable assumption, the actual results may differ.

### **36. ACKNOWLEDGEMENTS :**

Your Directors place on record their sincere thanks to bankers, business associates, consultants, and various Government Authorities for their continued support extended to your Companies activities during the year under review. Your Directors also acknowledges gratefully the shareholders for their relentless support and confidence reposed on the Company.

**For and on behalf of the Board of Directors  
CHEMCRUX ENTERPRISES LIMITED**

**Place: Vadodara  
Date: July 10, 2020**

**Sd/-  
GIRISHKUMAR SHAH  
CHAIRMAN**