

**E.I.D. - Parry (India) Limited**

Regd. Office : Dare House, 234, N.S.C. Bose Road, Parrys Corner, Chennai 600 001, India.

Tel : 91.44.25306789

CIN : L24211TN1975PLC006989

Website : www.eidparry.com

July 14, 2025

National Stock Exchange of India Ltd
Exchange Plaza, 5th Floor,
Plot No.C/1, G Block
Bandra-Kurla Complex
Bandra (E)
Mumbai 400 051.

Scrip Code: EIDPARRY

BSE Limited
1st Floor
New Trading Ring, Rotunda Building
P J Towers, Dalal Street Fort
Mumbai 400 001.
Scrip Code No: 500125

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Reporting (BRSR) for the Financial Year ended March 31, 2025

Please find enclosed the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year ended March 31, 2025, under Regulation 34 (2) (f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Kindly take the same on records.

Yours faithfully

For **E.I.D. - Parry (India) Limited**

Biswa Mohan Rath
Company Secretary

Enc: a/a

Tel



murugappa

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed Entity

1. Corporate Identity Number (CIN)	L24211TN1975PLC006989	
2. Name of the Listed Entity	E.I.D.- Parry (India) Limited	
3. Year of incorporation	22-09-1975	
4. Registered office address	Dare House, Parrys Corner, Chennai- 600001	
5. Corporate Address	Dare House, Parrys Corner, Chennai- 600001	
6. E-mail address	investorservices@parry.murugappa.com	
7. Telephone No.	044-25306789	
8. Website	https://www.eidparry.com	
9. Financial year for which reporting is being done	April 1, 2024 – March 31, 2025	
10. Name of the Stock Exchanges where the company's shares are listed	i. BSE Limited (BSE) (Scrip Code: 500125) National Stock Exchange of India Limited (NSE) (Scrip Code: EIDPARRY)	
11. Paid up capital	Rs. 17,77,78,294	
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Name of the contact person	Mr. Biswa Mohan Rath Sr. Vice President - Legal and Company Secretary
	Contact number of the contact person	044-25306277
	Email of the contact person	investorservices@parry.murugappa.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
14. Name of assurance provider	Not Applicable	
15. Type of assurance obtained	Not Applicable	

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover)

Description of main activity	Description of business activity	% of Turnover of the entity
Sugar	Manufacture, sale and marketing of sugar in various forms. The Sugar is sold both to trade and institutions and also to consumers through retail channels.	33.76
Distillery	Manufacture, sale and marketing of distillery products in various forms viz R.S, E.N.A, Ethanol, etc.	34.78
Cogeneration*	Power generated through cogeneration is sold to state government utilities, third parties and also on electricity exchanges.	2.40
Nutraceuticals	Manufacture, sale and marketing of nutraceutical products in various forms. The Company manufactures spirulina, a wholesome nutrient dense nutraceutical supplement and the algae contains rich amounts of nutrients such as carotenoids, chlorophylls, micronutrients, and vitamins apart from being a complete protein.	1.16
Consumer Product Group	Consumer product segment comprises of retail distribution of sweetener and non-sweetener products. The Company sells sugar (white and brown), jaggery in the sweetener space and dhals, millets, rice varieties in the non-sweetener space.	27.90

*This excludes inter-segmental revenue.

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

Product/Service	NIC Code	% of total Turnover contributed
Sugar	10721	33.76
Distillery	1101	34.78
Cogeneration	35106	2.40
Nutraceuticals	03213	1.16
Consumer Products	47211	27.90

III. Operations**18. Number of locations where plants and/or operations/offices of the entity are situated**

Location	Number of plants	Number of offices	Total
National	10*	2	12
International	1*	2*	3

* Including plants and offices of wholly owned subsidiaries, National-1, International -3

19. Markets served by the entity**i. Number of locations**

Location	Number
National (No. of States)	5
International (No. of Countries)	40

ii. What is the contribution of exports as a percentage of the total turnover of the entity?

1%

iii. A brief on types of customers

At E.I.D.- Parry (India) Limited, we have a diverse range of customers across our different product lines. The Company's products include different type of sweeteners (White Sugar, Refined Sugar, Pharma Grade Sugar, Brown Sugar, Low GI Sugar, Jaggery etc.), which are sold in bulk and retail packs, besides operating in adjacencies such as Ethanol and cogeneration of power. Nutraceuticals is another important business of the Company. Sugar and Nutraceuticals are sold both in the domestic and international markets. The Company's sustainable sugarcane production and manufacturing practices have earned it the preferred vendor ranking among multinational clients across a wide industry spectrum such as pharma, confectionery, beverage and soft drink manufacturers, dairy, food ingredients, etc. Ethanol is sold to Oil Marketing Companies for fuel blending. The surplus power from cogeneration is sold to third parties, State Distribution Companies as well as through Electricity Exchanges. In addition to the above, the company has forayed into the sale of kitchen staples like rice, pulses, millets, etc. The Company sells its product to trade, institutions as well as to retail customers, through a number of channels including distributors, direct sale, and digital marketing.

IV. Employees**20. Details as at the end of Financial Year**

Employees and Workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	1300	1247	95.92%	53	4.08%
Other than Permanent (E)	-	-	-	-	-
Total employees (D+E)	1300	1247	95.92%	53	4.08%
Workers					
Permanent (F)	1084	1080	99.63%	4	0.37%
Other than Permanent (G)	1765	1589	90.03%	176	9.97%
Total workers (F+G)	2849	2669	93.68%	180	6.32%

Differently abled employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees*					
Permanent (D)	2	2	100%	-	-
Other than Permanent (E)	-	-	-	-	-
Total employees (D+E)	2	2	100%	-	-
Differently abled Workers*					
Permanent (F)	2	2	100%	-	-
Other than Permanent (G)	3	3	100%	-	-
Total employees (F+G)	5	5	100%	-	-

* Employees/workers who have voluntarily disclosed their disability

21. Participation/Inclusion/Representation of women

	Total (A)	No. of Female (B)	% (B/A) of Females
Board of Directors	9	2	22.22
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

	FY (2024-2025)			PY (2023-2024)			PPY (2022-2023)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.35	10.89	16.15	11.95	4.7	11.69	12.06	13.73	12.12
Permanent Workers	2.01	21.82	2.10	2.41	22.41	2.49	2.67	0.0	2.65

V. Holding, Subsidiary & Associate Companies (including joint ventures)**23. Names of holding / subsidiary / associate companies / joint ventures**

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at col A, participate in the Business Responsibility initiatives of the listed entity?
1	Coromandel International Limited	Subsidiary	56.16	Yes
2	Coromandel Chemicals Limited	Subsidiary	56.16	No
3	CFL Mauritius Ltd	Subsidiary	56.16	No
4	Coromandel Brasila Ltda.	Subsidiary	56.16	No
5	Coromandel Australia Pty Ltd	Subsidiary	56.16	No
6	Coromandel America S.A (Formerly Sabero Organics America S.A)	Subsidiary	56.15	No
7	Sabero Argentina SA	Subsidiary	53.35	No
8	Parry America Inc	Subsidiary	56.16	No
9	Parry Infrastructure Co. Pvt Ltd	Subsidiary	100.00	No
10	US Nutraceuticals Inc	Subsidiary	100.00	No
11	Labelle Botanics LLC	Subsidiary	100.00	No
12	Parry Sugars Refinery India Pvt Ltd	Subsidiary	100.00	Yes
13	Alimtec S A	Subsidiary	100.00	No
14	Parry International DMCC	Subsidiary	100.00	No
15	Coromandel Agronegocios De Mexico S.A De C.V.	Subsidiary	56.16	No
16	Dare Ventures Ltd	Subsidiary	56.16	No
17	Coromandel International (Nigeria) Limited	Subsidiary	56.16	No

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at col A, participate in the Business Responsibility initiatives of the listed entity?
18	Coromandel Mali SASU	Subsidiary	56.16	No
19	Coromandel Technology Limited	Subsidiary	56.16	No
20	Algavista Greentech Private Limited	Joint Venture	50.00	No
21	Sabero Organics Philippines Asia Inc.	Associate	40.00	No
22	Baobab Mining and Chemicals Corporation (Investment by Coromandel Chemicals Limited)	Subsidiary	39.32	No
23	Dhaksha Unammned Systems Private Limited (Subsidiary of Coromandel Technology Limited)	Subsidiary	32.58	No
24	Coromandel Insurance and Multi Services Limited	Subsidiary	56.16	No
25	Coromandel Vietnam Company Limited	Subsidiary	56.16	No

VI. CSR Details

24. Enter details for Corporate Social Responsibility (CSR)

- Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- Turnover (In Crores): Rs. 3168.12 Crore
- Net worth (In Crores): Rs. 2539.46 Crore

VII. Transparency and Disclosures Compliances

25. Complaints on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY (2024-2025)			PY (2023-24)		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes				-	-	-
Shareholders	Yes	9	0		9	3*	-
Investors (other than shareholders)	Yes				-	-	-
Employees and workers	Yes				2	0	-
Customers	Yes	20	0	-	28	0	-
Value Chain Partners	Yes				-	-	-
Others	Yes	46**	0	-	-	-	-

*There were 3 complaints remaining pending at the beginning of the financial year, which were also resolved. No complaints remained unresolved for the Financial Year 2024-25.

** includes complaints received from customers, retail, institutional and trade.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications.

In our dynamic and unpredictable world, having a structured process to identify material sustainability issues is essential for responsible business conduct. These issues are critical because they can significantly impact our business performance and are of utmost importance to our key stakeholders. We define materiality based on two key criteria:

1. **Principal Risks:** A sustainability issue is considered material if it is a risk that directly affects our business operations and financial outcome.
2. **Stakeholder Relevance:** Additionally, a material issue must matter to our diverse stakeholders. This includes customers who consume our products, our dedicated employees, reliable suppliers, strategic business partners, shareholders who invest in our success, and the broader planet and society we inhabit.

By addressing these material issues, we aim to create positive impact, foster transparency, and uphold accountability in our reporting. Our commitment extends beyond financial gain; it encompasses the well-being of people, the planet, and sustainable prosperity for all.

Further details of our materiality determination, risk and opportunity management can be found in the 'Risk Management Section' of the Report of the Board of Directors.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Regulatory risk	Risk	<ul style="list-style-type: none"> ▪ Sugar industry is cyclic in nature. Impact on business economics and profitability of integrated sugar industry since government policies control sugarcane, sugar availability & prices, power tariffs, molasses, ethanol production & sales. ▪ Stoppage of production due to non-compliance with pollution control regulations, labour laws. 	<ul style="list-style-type: none"> ▪ Integrated Business Model consisting of distillery operations and green energy production through cogeneration using bagasse as fuel. ▪ Business resilience and continuity plan. ▪ Value added products from sugar and its by-products. ▪ Active engagement and discussions with government on policy / regulatory matters through membership in organizations like Indian Sugar Mill Association (ISMA) and the South Indian Sugar Mills Association (SISMA). ▪ Foray into branded consumer products both in sweetener and non-sweetener space. ▪ Comprehensive e-compliance management system to monitor and review the changes in regulatory framework and to ensure compliance. 	Negative
		Opportunity	<ul style="list-style-type: none"> ▪ Government's favorable policies resulting in the economic value creation for the Company / industry viz. Ethanol blending in fuels, Bagasse based cogeneration as a source of renewable energy. 		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<ul style="list-style-type: none"> Increased capacity of distillery for contributing to government's ethanol blending programme to achieve 20% ethanol blending in fuel by 2025-26. <ul style="list-style-type: none"> » Enhancement of distillery capacity at Haliyal from 50 KLPD to 170 KLPD and at Nellikuppam from 75 KLPD to 120 KLPD. » Enhancement of distillery capacity at Nellikuppam from 75 KLPD to 120 KLPD Grain-based distillery at Sankili 		
2	Climate change & raw material availability	Risk	<ul style="list-style-type: none"> Adverse impact on agricultural produce due to climate change. Since 90% of raw material is sugarcane, climate change will significantly impact production and overall business economics due to limitations on sugarcane availability, molasses availability, and the associated impacts like crop failure, low yield and recovery, etc. 	<ul style="list-style-type: none"> Collaboration with government agencies for developing climate change resistant sugarcane varieties in R&D. Sustainable sugarcane farming Farmers engagement through I-cane management on farming practices and soil enhancement/regeneration techniques. Digitized cane procurement Bonsucro certification for sustainable sourcing Entrepreneur development among farmers for mechanical harvesting, single seed program & bio-pest controls. Plan to grow millet as climate resistant crops and alternate crops (pulses/ cereals) Availability & access to high yielding sugarcane seeds / saplings to farmers in the command area. FarmersConnect'app for awareness, skill development and feedback/grievance redressal mechanism. Timely payment to farmers. 	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Information security/ Cyber security	Risk	<ul style="list-style-type: none"> Non-availability of service or failure of multiple systems leading to disruption in business operations due to lack of adequate processes Cyber security Disaster recovery systems 	<ul style="list-style-type: none"> Information systems, backup and disaster recovery policies are in place and are periodically reviewed. Robust firewall and Security event Information management systems to monitor all types of security breaches and take corrective measures. Promoting user awareness on cyber security/ risks through periodic training and information exchange. 	Negative
4	Product quality and safety & customer welfare	Risk	<ul style="list-style-type: none"> Unintended health and safety risks arising out of low-quality products Increased awareness and health consciousness of sugar consumers. Sugar consumption may be considered as a health risk. 	<ul style="list-style-type: none"> Stringent quality system & processes are practiced and product recall mechanism is in place. Introduction of brown sugar, low GI sugars and Jaggery as an alternative to sugar. Collaboration with national and international partners to provide healthier replacement solutions for sugar. 	Negative
		Opportunity	<ul style="list-style-type: none"> Enhance market and demand for healthier products 		Positive
5	Product design and lifecycle management	Opportunity	<ul style="list-style-type: none"> Ability to address customer and societal demand for more sustainable products and services New products like low GI sugar, ethanol production from syrup/ B-Heavy molasses. 		Positive
6	Supply chain	Risk	<ul style="list-style-type: none"> Unavailability of Harvesting Labour, Crop failure, Lower yield and recovery. 	<ul style="list-style-type: none"> Development of entrepreneurs for mechanical harvesting, Engagement with farmers on farming practices through I-Cane management system, Digitization of cane procurement procedure, Single seed program, Biopest controls. 	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Employee health and safety	Risk	<ul style="list-style-type: none"> Non adoption of adequate safety practices and procedures leading to accidents and injuries. 	<ul style="list-style-type: none"> Site-based safety committee and risk management system in place such as safety training, permit to work, incident reporting and investigation, workplace inspection. 	Negative
		Opportunity	<ul style="list-style-type: none"> Adoption of good safety system and practices leading to high employee morale and motivation. 		Positive
8	Water and wastewater management	Risk	<ul style="list-style-type: none"> Water demand & availability, impact on water resource. 	<ul style="list-style-type: none"> Compliance with Consent to Operate, Zero liquid discharge/ application of treated effluent on land, recycle of treated sugar condensates, distillery effluents as utility make up, "Rain water harvesting", CSR projects involving watershed management, projects for the community 	Negative
9	Waste Management	Risk	<ul style="list-style-type: none"> Environmental issues associated with hazardous and non-hazardous waste generation, handling, storage, treatment and disposal. 	<ul style="list-style-type: none"> Bagasse for cogeneration, molasses for production of ethanol / ENA, recycle of press mud and organic sludge as manure. Value added products from bagasse, press mud, use of boiler ash for brick making. 	Negative
		Opportunity	<ul style="list-style-type: none"> The by products and waste generated during the course of manufacture of sugar provides immense opportunity for revenue generation. 		Positive
10	Increased ESG awareness among stakeholders	Opportunity	<ul style="list-style-type: none"> Inclusion of sustainability, circularity and other ESG aspects in our operations through governance and policies. Mandatory and voluntary ESG disclosures to improve ESG rating. Effective resource management through monitoring of ESG targets resulting in better economic performance Availability of green funds/ bonds for financing ESG projects for GHG emissions reduction and opportunities to contribute to India's net zero target. Embedding ESG practices in value chain 	<ul style="list-style-type: none"> ESG targets for reduction of environmental footprint & GHG emissions, adding value to social aspects and improving governance. Collaboration with value chain partners & funding agencies like International Finance Corporation (IFC) for projects related to sustainable production, irrigation/ water management. Sustainable sourcing 	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Sustainable practices	Opportunity	<ul style="list-style-type: none"> Scaling up of climate smart agriculture through sustainable practices and promote AI based digital tech for crop monitoring facility. Setting up ESG targets for improving resource efficiency and reduction of GHG emissions. 	<ul style="list-style-type: none"> Resource optimization and water security Contribute to governments net zero commitment Financial value creation for farmers through carbon credits 	Positive
12	Improving social capital value	Opportunity	<ul style="list-style-type: none"> Enhancing community health care Improving education in rural villages Improving the health and safety of employees Skill development for social capital 	<ul style="list-style-type: none"> CSR projects based on shared values and need assessment ISO 45001 certification to improve employee safety, reduce workplace hazards Promote diversity, equality and inclusion within the organization Talent management and employee retention 	Positive
13	Community Nutrition	Opportunity	<ul style="list-style-type: none"> EID Parry, being a sugar, bio-fuel and nutrition company, understands that it has a significant role to play in improving the health of the community. Food products can help improve health and alleviate malnourishment. 		Positive

SECTION B: MANAGEMENT & PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.eidparry.com/policies-codes/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes /certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>EID Parry's policies are firmly rooted in the principles of the National Guidelines for Responsible Business Conduct (NGRBC's), which align with internationally recognized standards such as ISO 22000, 14001 and 45001, UNGC principles, ILO principles and United Nations Sustainable Development Goals (SDGs). To measure and report our sustainability performance, we follow the Global Reporting Initiative (GRI) standards, which are widely recognized and regarded as the benchmark for sustainability reporting.</p> <p>The Ramdurg plant for the first time has been accredited with certification for food safety management systems consisting of ISO 22000:2018, ISO/TS 22002-1:2009 and additional FSSC 22000. In addition, all our manufacturing units have obtained ISO 45001 certification.</p> <p>Four units (Nellikuppam, Haliyal, Bagalkot, Sankili) were re-accredited with FSSC 22000 version 5.1 from the DNV Certification Body. Two units (Nellikuppam and Haliyal) were re-certified for ISO 9001:2018 Quality Management System. Sankili Unit was recertified with Integrated Management System Certifications, which include Quality Management System ISO 9001:2015. In compliance with the Government excipient guidelines as prescribed for drug manufacturing, our Refinery unit in Nellikuppam is certified for cGMP and other pharmacopeia accreditations including the Indian, European, United States of America, Japanese and British.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The company has set up specific goals and targets concerning Environment, Social and Governance and performance against the targets is monitored periodically.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

During the year, the Company reaffirmed its commitment to sustainable development by embedding Environmental, Social, and Governance (ESG) principles across all operations and the extended value chain. Sustainability remains central to our strategy, with a strong focus on building resilient business models that create long-term value for farmers, communities, and stakeholders.

Our approach to sustainable sugar production is designed not only to support a thriving agricultural ecosystem but also to ensure business viability. We have adopted smart agricultural practices including the efficient I-Cane Management System for sustainable cane sourcing. Key initiatives such as single seed bud plantations, bio-control agents, slash-and-mulch techniques, and drip irrigation contribute significantly to our ESG goals.

In addition to sugar, the Company produces ethanol as a renewable biofuel, reinforcing our commitment to reducing carbon emissions and promoting environmental sustainability. We have set ambitious internal targets focusing on energy efficiency, water conservation, resource optimization, and waste minimization. Our ESG targets also include increasing the reuse of treated effluents and reducing dependence on freshwater resources.

Addressing climate change and water scarcity remains a priority. Through our flagship watershed management initiative, Project NANNNEER, we are improving irrigation water availability and supporting farmers in water-stressed regions. We are also proud to be among the first in the industry to collaborate with Boomitra, an Earthshot Prize winner, to help farmers earn carbon credits and boost their income.

Our growth strategy fully integrates ESG considerations, with a strong emphasis on Environment, Health, and Safety (EHS) standards. The Company is committed to the adoption of renewable energy, all of which contribute to long-term environmental resilience.

At the community level, we actively implement CSR programs around our manufacturing sites with a special focus on education, healthcare, skill development, employability, and entrepreneurship. These initiatives are aimed at uplifting livelihoods and driving inclusive socio-economic development.

In the workplace, we continue to champion gender diversity, foster skill enhancement, and maintain a safe and inclusive environment for all employees.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Muthiah Murugappan
Whole-Time Director and CEO (DIN: 07858587)
044-25306789
investorservices@parry.murugappa.com

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes, Whole-Time Director and CEO

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Board									Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board									Quarterly								
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% age of persons in respective category covered by awareness programmes
Board of Directors	4	The Companies Act 2013, SEBI Regulations including SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, SEBI (Prohibition of Insider Trading) Regulations, 2015, Sustainability Initiatives, Employee Health and Safety, Industry, Financial and Business Trends, and Financial reporting, Whistle Blower, Awareness/Compliances of Related Party Transactions, Corporate Social Responsibility, etc.	100.0
Key Managerial Personnel	Periodic	<ul style="list-style-type: none"> i. Industry, Financial and Business Trends ii. Regulatory Updates including change in laws and regulations iii. Scope III - Introduction, Methodologies and Categories 	100.0
Employees other than BoD and KMPs	7	<ul style="list-style-type: none"> ▪ Mailers highlighting about Environment, Health and Safety ▪ Induction through Corporate Policies, Company Code of Conduct through the Learning and Development Tool ▪ Safety Workshops with themes in behaviour- based safety tunnels, monthly safety campaigns, safety coaching ▪ Leading Safety Modules, Behaviour Safety Modules ▪ Mailers highlighting all the HR Policies of the Company through 'Did you know?' series ▪ Training / Awareness Programme on Prevention of Sexual Harassment 	100.0
Workers	Periodic	<ul style="list-style-type: none"> ▪ Safety Workshops with themes in behaviour-based safety tunnels, monthly safety campaigns, safety coaching, site safety induction ▪ Mass safety trainings for contractors and cane drivers ▪ Behaviour safety (MS, NMS & Contract employees) ▪ Leading Safety (MS) ▪ Permit to work trainings ▪ Area specific risk trainings ▪ Height work ▪ Hot work ▪ Confined space work trainings ▪ Fire Fighting ▪ Emergency response ▪ General Safety trainings ▪ Leading Safety Modules, Behaviour Safety Modules ▪ Gemba Walks 	100.0

MS: Management Staff

NMS: Non-Management Staff

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	1	Bombay Stock Exchange	34,220	Fine amounting to Rs. 34,220 (including GST) due to delay in disclosure of filing	No
Settlement			Nil		
Compounding fee			Nil		

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil	
Punishment			Nil	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Nil	Nil

4. Does the entity have an anti-corruption policy or anti-bribery policy?

Yes

If yes, provide details in brief and if available, provide a web-link to the policy.

"Integrity" is one of the "Five Lights" (The Spirit of the Murugappa Group) which states: Always do the right thing. The Company is committed to conducting business ethically and in compliance with all applicable laws and regulations with respect to its operations. The objective of this Policy is to ensure that appropriate anti-corruption and bribery procedures are in place across Company's operations to avoid any violations of applicable laws and regulations.

The anti-corruption and anti-bribery policy of the company is available at our website and can be viewed at: <https://www.eidparry.com/wp-content/assets/2023/02/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption

	FY (2024-2025)	PY (2023-2024)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

Particulars	FY (2024-2025)		PY (2023-2024)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or under way on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured):

	FY (2024-2025)	PY (2023-2024)
Number of days of accounts payables*	37.69	55

*In accordance with Industry Standards on Reporting of BRSR Core, credit purchase of capital goods have been included in Trade payables while computing number of days accounts payable.

9. Open-ness of business – Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

i. Concentration of Purchases

Metrics	FY (2024-2025)	PY (2023-2024)
a. Purchases from trading houses as % of total purchases*	16.42%	-
b. Number of trading houses where purchases are made from	1820	-
c. Purchases from top 10 trading houses as % of total purchases from trading houses	33.87%	-

ii. Concentration of Sales

Metrics	FY (2024-2025)	PY (2023-2024)
a. Sales to dealers/distributors as % of total sales	26.37%	40.31%
b. Number of dealers/distributors to whom sales are made	694	410
c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	23.56%	28.54%

iii. Share of RPTs in

Metrics	FY (2024-2025)	PY (2023-2024)
a. Purchases (Purchases with related parties / Total Purchases) For all a, b, c, d (in %)*	0.49%	0.73%
b. Sales (Sales to related parties / Total Sales)	2.61%	0.99%
c. Loans & advances (Loans & advances given to related parties / Total loans & advances)**	95.46%	100.00%
d. Investments (Investments in related parties / Total Investments made)	39.24%	63.56%

*Total purchase definition in accordance with Industry Standards on Reporting of BRSR Core.

**As on March 31, 2025, the loan given to Parry Sugars Refinery India Private Limited, a wholly owned subsidiary of the company was Rs. 200 crores.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year.

Total number of awareness programmes held	Topics / Principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL		

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board?

Yes. We have adopted Code of Conduct for the Board of Directors and Senior Management, which sets out clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. We receive an annual declaration from our Board of Directors and Senior Management and changes, if any, from time to time are obtained in line with our Code of Conduct Policy.

The Policy is available on our website and can be viewed at <https://eidparry.com/wp-content/assets/2025/04/Code-of-Conduct-for-BoD-and-SMR1.pdf>.

Further, the Directors and Senior management are required to disclose to the Board, on an annual basis, that they have not entered into any Financial / Commercial transaction with the Company where they may be deemed to have a personal interest that may have a potential conflict with the interest of the company at large.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe**Essential Indicators**

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

Particulars	FY (2024-2025)	PY (2023-2024)	Details of improvements in environmental and social impacts
R&D	1.01%	0.89%	Developing increased yield & climate resistance sugarcane varieties. Sustainable farming practices (drip irrigation, trash & mulch, biocontrol agents), regenerative farming practices and enhancement of farmer's income.
Capex	-	-	

2. **Does the entity have procedures in place for sustainable sourcing?**

Yes

What percentage of inputs were sourced sustainably?

90%

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life**

i. Plastic (including packaging)

Our main products are sugar & other sugarcane-based sweetener solutions, ethanol, Extra Neutral Alcohol, Nutraceuticals (Microalgae) and Staples which are consumable products. Ethanol is used for fuel blending. Therefore, there is no scope for recycling our products at the end of life. Plastic packaging waste is covered under Extended Producer Responsibility (EPR) as per the requirements of Plastic Waste Management (Amendment) Rules 2022. Through EPR approach, our company ensures safe disposal of pre-and post-consumer plastic packaging waste. In FY 2024-25, the company recycled or safely disposed of 2353 tonnes of plastic packaging waste collected across multiple states as part of EPR mandate.

ii. E-waste

E-waste is disposed through authorized vendors.

iii. Hazardous waste

Waste oil is handed over to agencies authorized by the State Pollution Control Board for reprocessing/ recycling.

iv. Other waste

Battery waste: Battery waste is disposed through buy-back approach where the waste batteries are returned to the suppliers.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

Yes

Whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes, as per the Plastic Waste Management (Amendment) Rules 2022, we are registered at Central Pollution Control Board (CPCB) for EPR under Brand Owners (BOs) category for all our integrated sugar mills and nutraceutical manufacturing units. The collection, recycling and end of life disposal of the pre-consumer and post-consumer plastic packaging waste is done through an appointed producer responsibility organization/s (PRO).

Leadership Indicators

1. Has the Company conducted Life Cycle Perspective / Assessments (LCA) for its products /services

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain	Weblink
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We are exploring possibilities and collecting information on the availability of databases to conduct Life Cycle Assessment of our products in the future.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Our Company practices circularity by recycling Bagasse (100%) for energy production & for manufacturing value-added products. 100% Molasses are used for the production of Extra Neutral Alcohol and Ethanol. Treated sugar condensates & effluents are recycled for process and utility make up in operations minimizing the requirements of freshwater withdrawal.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format.

Particulars	FY (2024-2025)			PY (2023-2024)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	2353	-	-	1900	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Please see our response for Essential Indicator 4 and Leadership Indicator 4 under Principle 2.

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

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1247	1247	100	1247	100	NA	NA	1247	100	187	15.0
Female	53	53	100	53	100	53	100	-	-	29	54.7
Total	1300	1300	100	1300	100	53	4.1	1247	95.9	216	16.6
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1080	409	37.9	1080	100	NA	NA	-	-	-	-
Female	4	2	50	4	100	4	100	-	-	-	-
Total	1084	411	87.9	1084	100	4	0.4%	-	-	-	-
Other than Permanent workers											
Male	1589	-	-	1589	100	NA	NA	-	-	-	-
Female	176	-	-	176	100	176	100	-	-	-	-
Total	1765	-	-	1765	100	176	10.0	-	-	-	-

*Maternity Benefits coverage is provided to all the female employees/workers of the Company.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY (2024-2025)	PY (2023-2024)
Cost incurred on well-being measures as a % of total revenue of the company#	0.16%**	38%*

*includes group health policy, group life insurance, training and development, leave encashment, picnic costs, club membership etc.

**includes group life insurance, medical insurance, maternity and paternity leave. The variance is due to the difference in approach adopted for both the years.

#In accordance with definition provided by Industry Standard on Reporting of BRSR Core.

2. Details of retirement benefits.

Benefits	FY (2024-2025)			PY (2023-2024)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100.0	100.0	Yes	100	100.0	Yes
Gratuity	100.0	100.0	Yes	100	100.0	Yes
ESI	0.15	NA	Yes	0.24	NA	Yes
Others – please specify	The Company also provides Superannuation benefits to employees as per company's policy.		Yes	-	-	-

3. **Accessibility of workplaces.** Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, our establishments are accessible to the differently abled, and we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?**

Yes

If yes, provide a web-link to the policy

Web-link where the policy is available: <https://www.eidparry.com/wp-content/assets/2023/02/Equal-Opportunity-Policy.pdf>

5. **Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable			
Female	100	100	100	100
Total	100	100	100	100

6. **Mechanism to receive and redress grievances**

- i. **Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?**

Yes

- ii. **If yes, give details of the mechanism in brief.**

	Is mechanism available?	Details of Mechanism in brief
Permanent workers	Yes	The workers represent their grievances to the unions, wherever applicable and the unions in turn represents to the management.
Other than Permanent workers	Yes	Our non-permanent workers represent their grievances to the Unit Head / HR Head and Admin in charge.
Permanent Employees	Yes	We have ombudsman, who addresses the permanent employees' grievances.
Other than Permanent Employees	NA	Not Applicable

7. **Membership of employees and worker in association(s) or Unions recognised by the listed entity.**

Category	FY 2024-25 (Current Financial Year)			PY 2023-24 (Previous Financial Year)		
	Total employee / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employee / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/ C)
Total Permanent Employees	1300	-	-	1250	-	-
- Male	1247	-	-	1207	-	-
- Female	53	-	-	43	-	-
Total Permanent Workers	1084	820	75.65%	1069	874	81.76%
- Male	1080	816	75.56%	1065	870	81.69%
- Female	4	4	100%	4	4	100%

8. Details of training given to employees and workers*.

Category	FY 2024-25 (Current Financial Year)					PY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2166	1860	86%	1627	75%	2406	1923	80%	1236	51%
Female	20	20	100%	19	95%	57	47	82%	50	88%
Total	2186	1880	86%	1646	75%	2463	1970	80%	1286	52
Workers										
Male	1864	1582	85%	906	49%	4337	2918	67%	1989	46
Female	289	280	97%	186	64%	84	58	69	27	32
Total	2153	1862	86%	1092	51%	4421	2976	67	2016	46

* No. of training programmes

9. Details of performance and career development reviews of employees and workers:

Particulars	FY 2024-25 (Current Financial Year)			PY 2023-24 (Previous Financial Year)		
	Total(A)	No.(B)	%(B/A)	Total(A)	No.(B)	%(B/A)
Employees						
Male	1247	1083	86.85%	1207	1053	87.24%
Female	53	41	77.36%	43	39	90.70%
Total	1300	1124	86.46%	1250	1092	87.36%
Workers						
Male	1080	183	16.94%	1065	133	12.49%
Female	4	0	0%	4	-	-
Total	1084	183	16.88%	1069	133	12.49%

10. Health and safety management system.

i. Whether an occupational health and safety management system has been implemented by the entity?

Yes

If yes, the coverage such system?

The Company has adopted Environment, Health, and Safety policy across its sugar and nutraceutical manufacturing units. A safety Management system (ISO 45001) has been implemented at all the units.

ii. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Routine Works:

- 1) Hazard Identification and Risk Assessment (HIRA) is done for all routine processes, to identify and mitigate the hazards in the process.
- 2) Workplace inspection – Workplace inspections are conducted monthly basis, and the findings are categorized under Vital, Essential and Desirable points and tracked for closure vide a benchmark tool action tracking system.
- 3) Leadership GEMBA walk - Weekly leadership Gemba walks are conducted through function heads to identify unsafe conditions and unsafe acts, which are then corrected on the spot. These walks also provide the leadership team with direct engagement with employees at all levels.

Non-Routine Works & projects:

- 1) Job Safety Analysis and Method Statement – Critical nonroutine works involving Height work, Hot work, Excavation & confined space activity to ensure the safe commencement of the task.
- 2) Permit to Work System – For all non-routine activities spot risks are assessed and work authorization is given by area owners.
- 3) Management of change – Changes done at the site are reviewed for risks vide a structured work process.

- 4) Hazard and operability study and Pre-safety start-up review done for the new projects to ensure a Safe process during the implementation phase.

iii. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks

Yes

iv. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes

11. Details of safety related incidents, in the following format.

Particulars	FY (2024-2025)		PY (2023-2024)	
	Employees	Workers*	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	1.30	1.5	1.5
Total recordable work-related injuries	8	19	8	33
No. of fatalities	0	0	0	1
High consequence work related injury or ill-health (excluding fatalities)	2	12	7	17

*Job work contractors are also considered in computation of LTIFR.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

We recognize that the safety and good health of our employees, workers, visitors, contract workers are of paramount importance for our business. Our Environment, Health and Safety policy conforms to National & International Standards and is implemented to eliminate incidents, minimize risk, responsibly manage environmental impacts, and enable excellence in operations and business performance in a safer workplace.

We ensure that manufacturing and allied processes & activities are regularly assessed for risks that can be mitigated to prevent injuries and occupational hazards. As a condition of employment, all employees are required to comply with all safety and environmental related rules and regulations. Each employee understands that they are individually responsible for their own safety and the safety of those around them. Through safe work behaviour of all employees, visitors, and contractors and by ensuring strong controls on work processes, building capability, strengthening infrastructure, we aim towards ensuring zero incidences and accidents, Awareness of a safer workplace is created, and employee participation is encouraged to achieve our Safety goals and targets.

Some of our initiatives are detailed below.

1. The safety organization structure is in place and use.
2. Digital Governance strengthened at all units, and it has been operationalized.
3. Daily Tiered Accountability Meetings (TAM) have been further strengthened this year, leading to driving collaboration with functional teams and promoting open communication and employee engagement.
4. Capability building sessions (41 Nos) conducted on various topics on Safety covering Permit to work system, LOTO, Mechanical/ Asset Integrity, Process Safety etc. covering 1697 man-hours. 3167 workplace inspections have been done across 8 units.
5. A central medical council has been set up and an occupational health expert connects with the individual site doctors and human resource department, employee health risk ranking initiated.
6. Infrastructure gaps were identified through external assessments on fire and electrical safety, along with in-house evaluations for machine guarding and fall-related risks. Execution of corrective actions is being closely tracked, with 91% of the gaps closed across all sites.
7. ISO 45001 Management system has been put in place and our manufacturing sites have been recommended for re-certification.
8. A centralized Process Safety Management Program has been implemented in coordination with site PSM Coordinators. A strategic narrative with a defined action plan has been rolled out across all sites through the X-Matrix framework. PSM Committees have been established at all distillery units.
9. Hazardous Area Classification (HAC) assessments have been completed for all distilleries in collaboration with Subject Matter Experts (SMEs). HAZOP Study Training programs have also been conducted across all regions, engaging relevant SMEs
10. Cross-site EHS governance audits were conducted across sites. Post audit verification process has been institutionalized.
11. Mass safety sessions with rewards and recognitions were conducted pre-season and during the season for the entire workforce by engaging subject matter experts to improve safety awareness.
12. Weekly Gemba Walks are initiated with the Leadership Team every Saturday at the site. During these walks, unsafe conditions and unsafe behaviours are identified, documented, and tracked to ensure timely closure.

13. Safety champions and Safety leaders have been nominating persons as per the established criteria every month and top performers are awarded.
14. A safety-themed screensaver is deployed each month, highlighting safety campaigns led by safety leaders across sites.

13. Number of Complaints on the following made by employees and workers.

	FY 2024-25 (Current Financial Year)			PY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of sites assessed by TUV as part of pre-assessment of ISO 45001.
Working Conditions	100.0

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

Root cause analysis is conducted, and Corrective and Preventive Actions (CAPA) are implemented. The gaps encountered are closed in a particular timeline. Also, communication of incidents is done across 8 units vide Safety alerts for the recordable, reportable and Notable incidents

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of employees/workers.**
Yes, the organisation provides a term life insurance policy for its employees, offering coverage equivalent to 50 times their monthly gross salary.
2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**
The company ensures that all the value chain partners are compliant with statutory requirements and all dues have been timely deducted and deposited by them. Necessary clauses are incorporated in the agreement with the value chain partners for ensuring compliance. We regularly update our records and maintain the latest records/ certificates of statutory compliance.
3. **Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment**

Particulars	FY (2024-2025)		PY (2023-2024)	
	Employees	Workers	Employees	Workers
Total no. of affected employees/ workers.	0	0	0	1*
No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	0	0	0	0

*The company had paid compensation to the affected worker's legal heirs and given employment as a 'retainer'.

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**
Yes, the company provides continued employability for few critical resources after retirement or voluntary separation in a flexible term contract as retainers.
5. **Details on assessment of value chain partners.**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100.0
Working Conditions	100.0

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Nil

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Key Stakeholders

Our most important stakeholders include shareholders, farmers, consumers, employees, local communities, distributors, and the state and central governments. We maintain a conventional approach to partner commitment, emphasizing transparency and accountability.

Stakeholder Engagement and Decision-Making

We actively engage with both internal and external stakeholders through various communication channels. We recognize that value is not solely created within the organization but also through our relationships with others. As part of an ongoing dialogue process, we incorporate stakeholder feedback into our management strategy. This ensures efficient decision-making throughout the year. The identification is based on characteristics such as impact, influence, interest, legitimacy, urgency and diversity perspective.

We continue our stakeholder engagement through various mechanisms such as consultations with local communities, training & demonstrations for marginal farmers, women entrepreneurship development, skill development, supplier / vendor meets, customer / employee satisfaction surveys, investor forums.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Details of channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Farmers	Yes	I-Cane management system, trainings & demonstrations, SMS, Farmer's Connect app and Crop Doctor app, community meetings, Cane collection/ purchase centers	Ongoing	<ul style="list-style-type: none"> ▪ Mitigate climate risk associated with agricultural production. ▪ Sustainable sugarcane production & sourcing. ▪ Enhance farmers income, provide subsidies & small loans, improve accessibility to high yield cane seeds, fertilizers & bio control agents, provide access to the latest farming techniques & smart agriculture. ▪ Provide soil quality assessment services & rejuvenation techniques. ▪ Guidance on irrigation water management, crop monitoring through AI, inter cropping with climate resistant crops.
Employees	No	Communication/talks/ forum, town hall briefing, performance appraisals/ review, employee satisfaction surveys, exit interviews, code of conduct & grievance redressal mechanism, union meetings, regular emails, newsletters, website, poster campaigns, house magazines, circulars, quarterly publication, wellness initiatives	Ongoing and need based	<ul style="list-style-type: none"> ▪ Human resource development, Talent management and skill enhancement, ▪ Employee benefits & compensation, ▪ Employee retention, ▪ Training & awareness ▪ Enhance employee health & safety, Improve diversity, equality and inclusion at workplace ▪ Ensure adherence to Code of Conduct and company policies, ▪ Improve sustainable practices and ESG performance,

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Details of channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Website, BRSR disclosure, distributor/retailer/ direct customer/ achievers' meets/ visits and customer plant visits, plant audits, key account management, feedback/ complaint management help desk, customer satisfaction surveys	Ongoing and need based	<ul style="list-style-type: none"> Building trust in product quality and safety, product labelling, Provide accessibility to healthy sugar alternatives, Efficient aftersales service and customer feedback, Collaboration for sustainable sourcing, Provide information on ESG and sustainable operations
Suppliers	No	Prequalification, contract management, MOU/ frameworks, communication and partnership meet, supplier plant visits, trade association meet, vendor assessment questionnaires for ESG compliance, supplier audit programme, vendor meets, vendor evaluation	Ongoing	<ul style="list-style-type: none"> Sustainable sourcing, Identify risks and ensure compliance with regulatory requirements Ensure ESG performance across the value chain Ensure raw material quality, timely delivery, Ensure governance (ethical behaviour, transparency, social accountability), Safety checks and certifications, Collaboration and opportunities in ESG space
Communities and civil society	Yes	Need assessment surveys for marginal communities, partnership with local civil society, CSR projects roll- out, meetings (Community/ local authority), community visits, volunteerism, seminars/ conferences	Ongoing CSR projects and need based	<ul style="list-style-type: none"> Integrated water resource management projects Projects related to providing education, livelihood, healthcare facilities Reduce impacts of climate change Provide disaster relief services Promote community development
Government and regulatory authority	No	Visits from regulators, submission of compliance reports, advocacy meetings with industry associations and bodies, participation in local/ state/ National government seminars & conferences, media releases	Ongoing and need based	<ul style="list-style-type: none"> Ensure regulatory compliance, update on changes in regulatory framework, Policy advocacy & membership with industry bodies
Investors and shareholders	No	Annual general meeting, shareholder meets, e-mail, stock exchange updates & media releases, investor/ analysts meet, annual report, BRSR, quarterly results, company website	Annually/ quarterly/ need based	<ul style="list-style-type: none"> Disclosure of financial and economic performance, Value creation and financial stability, Conduct risk management and improve business resilience, ESG performance disclosure, investments and funding opportunities, Growth prospects through robust governance

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We believe that consultation with our stakeholders is an ongoing process, and our leadership takes the lead by engaging with them regularly across various platforms. Additionally, our Corporate Social Responsibility Committee reviews at the Board level, monitors progress on a bi-annual basis and provides strategic direction towards the company's ESG journey. Moreover, we provide shareholders with the opportunity to interact with all board members on an annual basis during the Annual General Meeting. Apart from the above, we periodically conduct investors / shareholder meets / calls and have a separate line to address all our shareholder grievances and provide shareholder assistance.

In addition, we organize regular interactions with our other key stakeholders, i.e., farmers, customers, suppliers, employees, industry associations and regulators. Before initiating a dialogue, stakeholders are identified, and the purpose and scope of the discussions are defined. This step ensures that relevant topics are addressed and enables us to keep a constant pulse on the needs and concerns of our stakeholders and ensures that we remain accountable to them.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics? If so, provide details of instances as to how inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes

The Company undertakes consultation with key stakeholders as a part of materiality assessment for identifying, classifying and ranking environmental and social risks. The ESG goals and targets are decided based on the outcome of these consultations, Human Rights and CSR policies are regularly updated based on the consultation feedback. Special interaction sessions were run at units like Nellikuppam and Pugalur where HR is involved in conducting meetings with the neighbours to understand the grievances and to provide necessary solutions to address them.

Special sessions were being conducted with the cane farmers & transporters and grievances being addressed. CSR programmes were being conducted to provide support to the Stakeholders.

Based on consultation with farmers, we have extended our community water resource management project, "Project NANNEER Phase III" in sugarcane command areas in Nellikuppam, Pugalur, Sivagangai and Haliyal. With nearly 3 billion liters of water already under management and over 21,000 farmers benefitting, Project NANNEER is marching towards its ambitious goal of managing 10 billion liters of water by the end of 2026.

3. Provide details of instances of engagement with and actions taken to address the concerns of vulnerable /marginalised stakeholder groups.

In the context of a company like ours, addressing the concerns of vulnerable and marginalized stakeholder groups is critical.

Stakeholder engagement covers key issues driven by strategic objectives through various modes of engagement. Sugarcane farmer is the key stakeholders in our business. We engage with around 1,50,000+ farmers in 2,00,000 + acres command area through our i-Cane management system. We also engage with smallholder farmers through cooperatives, extension services, and capacity-building programs, including providing training, access to credit, and ensuring fair trade practices. We also engage with our stakeholders nearby our factories. Some of the ways by which concerns were addressed are as follows:

Haliyal: Hanumanthappa Pond which is adjacent to the factory premises was desilted to provide additional storage facility and also Garland drains were conducted to avoid any contamination entering into the pond.

Nellikuppam:

1. Effluent treatment plant was revamped and avoided use of surface aerators to avoid noise & odour to the neighbours.
2. Barricading was done at the Bagasse yard to avoid fugitive emissions to the neighbours.

Pugalur: Barricading was done at jaggery unit to avoid noise to the neighbours.

Our labourers working in the sugar mills possess a risk of various health-issues due to exposure to chemicals, heat, and physical strain. To address this issue, we engage with our workers and labourers and provide protective gear and ensure safe working conditions. In addition, they also go through regular health-check-up and health awareness programs.

We closely work with our Murugappa group member non- profit organization AMM Foundation, to support & create opportunities for vulnerable / marginal stakeholder groups and strive towards a more equitable society. Sugar production impacts local communities and we believe that consultations with affected communities can lead to sustainable practices. Our flagship watershed management Project "NANNEER" is based on our engagement with the local communities and to address their immediate needs. We also focus on providing education, skill development and taking initiatives for the betterment of the overall community health of the local communities.

PRINCIPLE 5: Businesses should respect and promote Human Rights**Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity**

Category	FY 2024-25(Current Financial Year)			PY 2023-24(Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1300	793	61	1250	855	68
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	1300	793	61	1250	855	68
Workers						
Permanent	1084	732	68	1069	269	25
Other than permanent	1765	1100	62	1850	20	1
Total Workers	2849	1832	64	2919	289	10

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25(Current Financial Year)					PY 2023-24(Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employees Permanent										
Male	1247	Nil	Nil	1247	100%	1207	Nil	Nil	1207	100%
Female	53	Nil	Nil	53	100%	43	Nil	Nil	43	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers Permanent										
Male	1080	Nil	Nil	1080	100%	1065	Nil	Nil	1065	100%
Female	4	Nil	Nil	4	100%	4	Nil	Nil	4	100%
Other than Permanent										
Male	1589	214	13.47%	1375	86.53%	1643	636	39%	1007	61%
Female	176	0	0%	176	100%	207	78	38%	129	62%

3. Details of remuneration/salary/wages**i. Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category	Number	Median remuneration/ salary / wages of respective category
Board of Directors (BoD)*	7	19,20,000	2	15,50,000
Key Managerial Personnel **	3	1,02,85,792	-	-
Employees other than BoD and KMP	1034	5,82,444	35	8,49,151
Workers	1006	4,33,637	4	3,71,530

*Includes Sitting Fees, Commission paid to Non-Executive Directors and remuneration paid to Executive Directors (WTD & CEO).

**Includes CEO, CFO and CS

ii. Gross wages paid to females as % of total wages paid by the entity

	FY (2024-2025)	PY (2023-2024)
Gross wages paid to females as % of total wages*	3.17%	3.20%

*The Company has estimated the wages paid to average female contract workers based on requirement of staffing during season and off season cycle and has extrapolated for the entire year.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Yes, Details are mentioned in the Human Rights Policy. Web-link where the policy is available: <https://www.eidparry.com/wp-content/assets/2023/02/Human-Rights-Policy.pdf>

6. Number of Complaints on the following made by employees and workers

Particulars	FY 2024-25(Current Financial Year)			PY 2023-24(Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	-	-	2	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY (2024-2025)	PY (2023-2024)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	2
Complaints on POSH as a % of female employees / workers	0	0.79%
Complaints on POSH upheld	NA	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. The Company has in place a policy on prevention of sexual harassment in line with the requirements of the Sexual Harassment of women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Policy). An Internal Complaint Committee is in place to redress the complaints received regarding sexual harassment. All employees are covered under this policy. Necessary disclosures in relation to the sexual harassment complaints received and redressal thereof are provided in Board's Report 2025. The Company has also a Whistleblower Policy to report genuine concerns and grievances. As part of Whistleblower Policy and POSH Policy, there is a provision on the protection of identity of the complainant to provide necessary safeguards against victimisation of employees. All such matters are dealt in strict confidence. Also as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns.

9. Do human rights requirements form part of your business agreements and contracts?

Yes. The company has included appropriate provisions in all business agreements and contracts commencing from April 1, 2022.

10. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

There are no significant risks / concerns arising from the assessments at Question 9 above, which entail any corrective actions.

Leadership Indicators

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**
During the year, there were no human rights grievances / complaints warranting modification / introduction of business process.
2. **Details of the scope and coverage of any Human rights due-diligence conducted.**
Nil
3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**
Yes. Our establishments are accessible to the differently abled, and we are continuously working towards improving infrastructure for eliminating barriers to accessibility.
4. **Details on assessment of value chain partners**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others - please specify	-

Note: All vendors operating from the Company's premises have been assessed on the above risks / concerns. Further, declaration of adherence to above compliances is obtained from the value chain partners as part of their contract / purchase order.

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**
There were no significant risks /concerns arising from the assessment at Question 4 above, which entail, any corrective actions.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment*

Essential Indicators

1. Total energy consumption

i. Details of total energy consumption (in Joules or multiples) and energy intensity

From renewable sources

Parameter	FY (2024-2025)	PY (2023-2024)
Total electricity consumption (A)	10,109.82	13392.43
Total fuel consumption (B)	1,20,63,019.64	12915841.70
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources(A+B+C)	1,20,73,129.45	12929234.13

From non-renewable sources

Parameter	FY (2024-2025)	PY (2023-2024)
Total electricity consumption (D)	82,367.86	67577.79
Total fuel consumption (E)	24,89,177.92	2333302.05
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	25,71,545.78	2400879.84

Parameter	FY (2024-2025)	PY (2023-2024)
Total energy consumed (A+B+C+D+E+F)	1,46,44,675.23	15330113.98
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00046 GJ/Re.	0.00054 GJ/Re.
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	0.0096 GJ/\$	2.44 GJ/\$
Energy Intensity in terms of physical output (GJ/sugar produced in LMT)	46.01 GJ/LMT	33.69 GJ/LMT

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund for India.

Notes:

Fuel consumption for Bagasse, Coal, Fibre Palm, Ground nut shell, Palm Shell, Ply wood residue, Rice Husk, Saw Dust, Sugarcane Trash, Wood Bark have been estimated using steam fuel ratio basis actual steam generation across our plants..

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any?

Yes, Sugar Industries have been notified as energy intensive industries under the provisions of the Energy Conservation Act, 2001 as Designated Consumer by virtue of the notification S.O 2523 (E) dated June 6, 2023. The Government has not yet come out with any guideline regarding extension of PAT Scheme to the sugar industry.

3. Water related information.

i. Provide details of the following disclosures related to water

Parameter	FY (2024-2025)	PY (2023-2024)
(Water withdrawal by source (in kilolitres))		
Surface water (A)	1229522.75	1319368
Groundwater (B)	481560.12	495559
Third party water (C)	3933.09	0
Seawater / desalinated water (D)	0	0
Others (E) (Rain Water + Condensate Generated)	2862365.37	15110
Total volume of water withdrawal (in kilolitres) (A + B + C + D + E)	4577381.32	1830037
Total volume of water consumption (in kilolitres)	4182901.95	1019145

*Previous year figures have not been restated with the ISF Standard and hence, not comparable.

Parameter	FY (2024-2025)	PY (2023-2024)
Water intensity per rupee of turnover (Total water consumption / revenue from operations)	0.00013 KL/Re.	0.0362 L/Re.
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) [#]	0.00272 KL/\$	0.16 KL/\$.
Water Intensity in terms of physical output (KL/sugar produced in MT)	13.14 KL/MT	2.24 KL/MT

Notes:

- Sugar manufacturing process results in the generation of water. In the current year, produced water which accounts for 28,19,727KL as result of the said process has been accounted and reported in "Others" category.
- Based on guidance provided by Industry standards on Reporting of BRSR Core, water consumption in locations other than manufacturing plants is estimated referring to Central Ground Water Authority (CGWA) document "Estimation of water requirement for drinking and domestic use". It specifies breakup requirement of 45 litres per day per head into 20 litres per day per head for flushing and 25 litres per day per head for domestic use.
- Water discharged is considered as aggregate of 80% of the water withdrawn for domestic consumption from source based on Central Pollution Control Board (CPCB) database report on "Status of Water supply, wastewater generation and treatment in class I and class II towns of India" dated December 24, 2009 and 20 litres per day per head for flushing. Therefore, water consumption is reported as "Water Withdrawal – Water Discharge = Water Consumption".

[#]The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund for India.

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

4. Provide the following details related to water discharged.

i. Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	525739
- No treatment	-	-
- With treatment – Secondary Treatment	-	525739
(v) Others	394452.58	285153
- No treatment	8921.58	-
- With treatment – Secondary Treatment	385531.00	-
Total water discharged (in kilolitres)	394452.58	810892

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

Sivaganga distillery is the first distillery in India to install state of the art incineration boiler for spent wash treatment in the year 2009 ensuring zero liquid discharge. At present all distilleries have installed spent wash incineration boiler and steam/ energy is produced from spent wash and condensates are treated and recycled in the distillery. The potash rich incinerator ash is sold as branded fertilizer. The Company has installed the incineration boiler at Nellikuppam, which got completed during the second quarter of the FY 2024-25. As part of sustainable operations, all the 6 integrated sugar plants have installed sugar condensate polishing unit (CPU) consisting of biological treatment and ultrafiltration. Through CPU, the condensate is recycled in the manufacturing processes or for utility make up in cogeneration plants. Effluent generated from sugar plants and cogeneration units are treated in effluent treatment plant (ETP)

consisting of biological treatment followed by media filtration. Treated effluents and part of the treated unutilized condensates are used for irrigating our own R&D sugarcane fields or given to farmers for irrigating sugarcane fields. To ensure treated water quality at the discharge, we have installed online treated effluent monitoring systems at a few locations and connected to the CPCB/ SPCB servers. There is no effluent discharge in surface water or any receiving water body from any of the manufacturing facility of the company.

6. Air emissions

i. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Unit	FY (2024-2025)	PY (2023-2024)
NOx	MT	616.17	723.16
SOx	MT	277.89	341.42
Particulate matter (PM)	MT	676.08	745.92
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air Pollutants (HAP)	-	0	0
Others	-	-	-

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

7. Greenhouse gas emissions.

i. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY (2024-2025)	PY (2023-2024)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	259274.29	243077.98
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	16633.73	13327.84
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO ₂ eq./Re.	0.0000087 KgCO ₂ eq./Re.	0.0091 KgCO ₂ eq./Re.
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)#	-	0.000179 MTCO ₂ eq./\$	0.041 MTCO ₂ eq./\$.
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	0.87 MTCO ₂ eq./LMT	0.56 MTCO ₂ eq./LMT

Out of the above, 12,16,308 tCO₂eq. are biogenic emissions which is not considered in the above information. Biogenic emissions are those which are part of the natural carbon cycle and are considered "biogenic" because they originate from biological sources.

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund for India.

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

8. Does the entity have any project related to reducing Green House Gas emission?

Yes

If yes, provide details.

The Company's focus on energy and resource conservation has made its Co-gen and the sugar factories the best in its class with respect to efficiency and environmentally friendly operations. Various energy conservation projects have been carried out across the plants like:

- Direct Contact Heaters installed in Haliyal Units to reduce Steam Consumption.
- Condensate polishing units commissioned at Pugalur & Ramdurg for water conservation.
- Solar plant capacity of 0.6MW was erected at Sankili Unit, and the commissioning targeted in May 2025.

- Solar plant of capacity of 0.6MW erection in progress at Sivagangai Unit, and the commissioning expected in August 2025.
- CO2 Plant augmented in Nellikuppam and Sankili for the expanded capacity of Distilleries.
- PAQUES water treatment system installation in progress at Sankili and expecting the commissioning by May 2025.

9. Provide details related to waste management by the entity

i. Total Waste generated (in metric tonnes)

Parameter	FY (2024-2025)	PY (2023-2024)
Plastic waste (A)	2,797.96	352
E-waste (B)	9.90	4
Bio-medical waste (C)	0.70	1.01
Construction and demolition waste (D)	6.00	0
Battery waste (E)	12.62	7
Radioactive waste (F)	0	0
Other Hazardous waste (G)	277.75	14.49
Other Non-hazardous waste generated (Break-up by composition i.e., by materials relevant to the sector) ETP sludge, yeast sludge, Canteen waste, Pond residue and process waste from Nutra plants, Cogen boiler ash (H)	49,950.36	210337.19
Total (A + B + C + D + E + F + G + H)	53,055.69	210715.69
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000017 MT/Re.	0.000075 MT/Re.
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	0.0000345 MT/\$	0.03 MT/\$
Waste Intensity in terms of physical output (MT/MT)	0.17 MT/MT	0.46 MT/MT

ii. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY (2024-2025)	PY (2023-2024)
Recycled	5,128.92	20315
Re-used	45,716.97	190171
Other recovery operations	0	1
Total	50,845.89	210487

iii. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY (2024-2025)	PY (2023-2024)
Incineration	0.90	7
Landfilling	13.07	13
Other disposal operations	18.13	209
Total	32.10	229

Notes:

- As per Annual report of CPCB for 21-22, estimated amount waste generation is between the range of 98.79 grams/capita/day to 123.45 grams/capita/day. The company has considered 123.45 grams per person per working day for non-manufacturing locations.
- Pressmud and Bagasse are considered as By-products as they generate value and help in reducing emissions being a carbon neutral source. Accordingly, they have not been considered in current year reporting.

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund for India.

iv. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Since EID Parry is in food and nutraceutical sector, there are no toxic chemicals used in the process. Raw sugar, jaggery and other sugarcane-based sweeteners do not require sulphitation process eliminating the usage of Sulphur in the manufacturing process.

In Haliyal, the Company produces sulphur-free sugar.

1. Waste Utilization:

Our Company recognizes waste as a resource and has laid down comprehensive guidelines on waste management. Staying committed to our principles of circularity, residues and by-products from manufacturing sugar and alcohol, such as press mud, ETP sludge, and yeast sludge, are either used as manure or recycled to create commercial products. For instance, potash-rich ash from spent wash incineration boilers is converted into a patented fertilizer called K-Ash and the boiler ash generated from our cogeneration plant is used in brick making.

2. Nutraceuticals:

EID Parry's nutraceutical units grow microalgae organically. The process avoids inorganic chemicals, and pond residues and sludges are reused as agricultural manure. The salt residues from the nutraceutical unit contribute to animal nutrition, which we are working on in collaboration with Tamil Nadu University of Veterinary and Animal Sciences (TANUVAS) to develop nutrient-rich 'fibre-fortified fodder block' developed from sugarcane bagasse for cattle. Animal adaptation trials were completed; commercial production is under progress.

3. Innovative Products:

The company is pioneering value-added products from excess bagasse and press mud. The Company is also exploring on developing cost-effective and bio-degradable mulching sheet, grow bags from bagasse fibres and value addition of grow medium through hydrogel and nano nutrients. This bagasse value-addition is based on nano science technology interventions.

4. Waste Management:

All the products produced are agro based products and units do not use any hazardous or toxic chemicals for the process. All bulk Chemical used for Water treatment and other requirements are stored in bulk containers with secondary containment. Compatibility study done for low quantity chemicals and stored as per the compatibility chart. E-Waste is responsibly recycled through authorized vendors, and waste oil undergoes reprocessing.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and
Not Applicable as the Company does not operate in ecologically sensitive areas.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year

Name and Brief of the project	EIA Notification no	Date	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain? (Yes/No)	Relevant web link
Nil					

13. Applicable environmental law/ regulations/ guidelines in India.

i. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder.

Yes. Our existing manufacturing units comply with the applicable environmental regulations and operate as per conditions mentioned in Consent to Operate issued by the respective Pollution Control Boards.

Leadership Indicators**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)**

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Nellikuppam, Pugalur and Bagalkot

(ii) Nature of operations: Sugar and Distillery Plants

Water withdrawal, consumption and discharge in the following format:

Category of waste	FY (2024-2025)	PY (2023-2024)
Water withdrawal by source (in kilolitres)		
(i) Surface water	415259	504846
(ii) Groundwater	285161	25916
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Condensate Generated)*	1424332	0
Total volume of water withdrawal (in kilolitres)	2124752	530762
Total volume of water consumption (in kilolitres)	2049800	164607
Water intensity per rupee of turnover (Water consumed / turnover)	0.000064 KL/Re.	0.0000059 KL/Re.
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	140533
- No treatment	-	-
- With treatment – please specify level of treatment	-	140533
(v) Others	74952	225622
- No treatment	-	-
- With treatment – (Secondary Treatment)	74952	225622
Total water discharged (in kilolitres)	74952	366155

*Sugar manufacturing process results in the generation of water. In the current year, produced water which accounts for 1424332 KL as result of the said process has been accounted and reported in "Others" category.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

2. Total Scope 3 emissions

Measuring GHG emissions is a significant challenge and relies on many estimates and on information from third parties. We have estimated our Scope 3 emissions across each of the 15 GHG Protocol Scope 3 emission categories relevant to our business. We measure our most material emissions from procured goods and services, using data on volumes of procured raw materials/packaging and services combined with standard emissions factors for these materials, applying guidance on the use of emissions factors and the GHG Protocol's Technical Guidance for calculating Scope 3 emissions.

We have computed the Scope 3 emissions on a standalone basis for the FY 24-25.

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	486177.76	Not computed for FY 2023-24.
Total Scope 3 emissions per rupee of turnover	-	0.000015 MTCO ₂ eq./Re.	
Total Scope 3 emission intensity in terms of physical output (MTCO ₂ eq./sugar produced in LMT)	-	1.53 MTCO ₂ eq./LMT	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

- With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
Not applicable as we do not operate in ecologically sensitive areas.
- If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions/effluent discharge/waste generated. (Please add as many as required)

S. no	Initiative Undertaken	Details of the Initiative (Web-Link, if any, may be provided along with summary)	Outcome of the initiative
1	Process condensate Treatment plant (PCTP) at Nellikuppam with PAQUES Bioreactor.	PCTP with High Efficiency Bioreactor was installed along with tertiary treatment to make the best utilization of the Condensate and make the plant a Zero Discharge plant	<ul style="list-style-type: none"> Lowest treatment cost for PCTP per KL costs less than Rs 100. Very Efficient & high-performance anaerobic digestion system.
2	K Ash Plants at Nellikuppam	Ash coming from the Distillery incineration boiler was converted into K Ash granules which are utilized as manure.	Waste converted to Manure
3	Sivaganga – Trial for Aquatron & UltraKUL	Trial taken at Sivaganga unit through MWTS to test the new technologies for reducing water consumption	Reduction identified in Cooling tower evaporation losses when tested with Ultra KUL Technology.
4	Pugalur – Pressure jet cleaning for the vessels	Pugalur plant utilized dedicated pressure cleaning machines and manpower for cleaning of vessels.	Water reduction and effective cleaning.
5	Pugalur & Ramdurg – Utilization of the CPU outlet water for Boilers	Pugalur & Ramdurg plants have utilized the CPU treated water in place of fresh water for DM Plant and boiler	Significant reduction of Fresh water consumption (more than 30% Compared to Last year).
6	Sankili – Organic & Inorganic treatment plants for Distillery	Sankili Plant installed inorganic treatment plant with tertiary treatment and in the process of installing an Organic treatment plant to treat Distillery effluents.	<ul style="list-style-type: none"> Replacement for old RO systems. Making the plant ZLD. Reduced Operating cost for old technology.

- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes. The Company has a comprehensive strategy that aims to prevent and mitigate the impact of various risks on its operations. We ensure that the personnel and the assets are safeguarded and can function swiftly in the face of a disaster. Our risk-management / business continuity plan involves identifying risks and their potential impact on operations, implementing safeguards and procedures to minimize risks, regularly testing procedures to ensure their effectiveness. The Company as part of its disaster management plan regularly conducts mock drills, safety workshops to be prepared for any unforeseen situations.

6: Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

90% of our material is sugarcane, an agri based water intensive product. To conserve resources, we promote sustainable farming practices in sugarcane cultivation areas and partly source Bonsucro certified sugarcane. These practices result in water conservation and regeneration of soil and also increase farmer's income. We are the first sugar company in Asia to be awarded the Bonsucro International Certification since FY 2014 - 2015 for sugarcane command area of Nellikuppam facility.

The Company nurtures rural entrepreneurs to facilitate technology transfer among marginalised farming communities. Farmer entrepreneurs are created to produce direct transplantable sugarcane seedlings, bio-agents for sugarcane pest control and render mechanisation services.

We are among the first in India to introduce 'Smart Agriculture' or 'Precision Farming' the cloud based and internet of things (IoT) based solutions in command areas. Due to precision farming, need-based application of water, soil nutrients, and biopesticides is ensured resulting in water efficiencies, reduction in agrochemical and fertilizer usages and making timely interventions feasible.

For restoring the organic balance in the soil and to enhance agricultural productivity, soil mapping and testing facilities are provided to farmers along with the guidance on soil health.

Our ongoing efforts are on educating and supporting farmers to carry out in-situ trash conservation to improve the soil organic carbon and also ensuring that the cane and trash are not burnt in the field.

We have introduced autonomous farming with GPS enabled devices for yield mapping and timely harvesting and a novel soil monitoring system which includes soil moisture and plant growth sensors to help farmers to continuously monitor crop growth and soil health and take timely action when needed. Conventionally manual labour or tractor mounted sprayers were deployed in sugarcane fields for spraying chemicals (growth promoters and micronutrients).

In recent times, drones are being used with enhanced precision in less time. In South India, sugarcane is planted using single/ double/ triple budded setts and in some cases by using seedlings. The planted sugarcane is harvested between eight to nine months. The new technology of chip bud seedlings is introduced where the buds are chipped from the sugarcane using efficient cutting machines and raised under controlled conditions for 20 to 30 days using shade nets and the protrait technique. When these seeds are planted in fields, the harvesting period is reduced by a month. To conserve irrigation water in sugarcane cultivation, the company embarked on initiatives to improve irrigation systems.

Farmers can inter crop their fields. Our company has established cane purchase centers at various locations in Sankili units to overcome the challenges in cane supply from marginal farmers due to labour non-availability and cost of harvesting. These centers are established near the cane cultivation areas to reduce the time, efforts and GHG emissions of cane transportation.

We engage with farmers through field visits, technical trainings & demonstrations, meets, call centers and mobile based Apps.

Our cane teams assist farmers in command area in sustainable cane farming practices through integrated cane management system (I-Cane). We have signed an agreement with International Finance Corporation (IFC) under South Asia Agribusiness Advisory Services Program to promote low-carbon based climate smart interventions & support digital and smart farm technologies amongst small holder farmers. We have collaborated with Boomitra, an Earthshot prize winner, to assist farmers in enhancing their incomes through carbon credit remuneration. Global corporations can buy certified carbon credits; farmers are incentivized to increase soil carbon, removing CO₂ from the atmosphere.

7: Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Our cane teams assist farmers in sustainable cane farming practices through integrated cane management system (I-Cane) and a host of other services, initiatives and measures as detailed above. The positive impact of these practices on environment in terms of water savings and GHG emission reduction has been documented. For suppliers other than farmers, we have developed an ESG based questionnaire to assess their ESG performance & environmental impacts of their operations. The suppliers are onboarded after their ESG performance is assessed on various metrics.

8. How many Green Credits have been generated or procured:

a. By the listed entity

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. Trade and industry chambers / associations

i. Number of affiliations with trade and industry chambers / associations

4

ii. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CII	State
2	ISMA	National
3	SISMA	National
4	Hindustan Chambers of Commerce	State

2. Provide details of corrective action taken or underway on any issues related to Anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the Case	Corrective action taken
NIL		

Leadership Indicators

1. Details of public policy positions advocated by the entity.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly Others)	Web Link if available
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The Company works with apex institutions in the industry that are engaged in policy advocacy, like ISMA, SISMA and various other industry bodies and forums including regional Chambers of Commerce. The Company's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and taking into consideration interests of farmers and all other stakeholders.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company based on applicable laws, in the current financial year.

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable					

3. Describe the mechanisms to receive and redress grievances of the community.

EID Parry conducts need assessment studies in marginalized communities around its manufacturing sites. The company's CSR projects are informed by the outcomes of these assessments. Some of the mechanisms are as follows:

1. Structured Community Engagements:

Regular community engagements help identify needs and quantify the impacts of CSR activities. The Human Resource Department and Cane Department interact with the community on various matters, including health care, education, disaster relief, rural development, sports and art and culture. They receive concerns (both written and verbal) and work toward addressing them.

2. Proactive Community Engagement:

We actively engage with the community as part of its development efforts. Informal and formal sessions are conducted throughout the year to facilitate interactions and collaboration.

For further details, you can also refer to the response provided in Question No. 2 (Principle 4). Web-link where the policy is available:

<https://www.eidparry.com/wp-content/assets/2023/02/Stakeholders-Grievance-Redressal-Policy.pdf>

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.

	FY (2024-2025)	PY (2023-2024)
Directly sourced from MSMEs/ small producers*	21.60%	36%
Directly within India	100%	100%

*Total purchase definition is in accordance with Industry Standards on Reporting of BRSR Core.

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY (2024-2025)	PY (2023-2024)
Rural	37.56	40.21
Semi-urban	34.34	37.21
Urban	0.22	0
Metropolitan	27.89	22.58

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments. (Reference: Question 1 of Essential Indicators above)

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.

State	Aspirational District	Amount spent (in INR)
Andhra Pradesh	Vizianagaram	4,48,000

3. Preferential procurement policy.

i. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?**

Yes

ii. **From which marginalized /vulnerable groups do you procure?**

Yes, done under Diversity and Inclusion. The Company procures sugarcane from all farmers including marginalized farmers who grow sugarcane in its command area. The Company is committed to collaborate with farmers for adopting sustainable farming practices and helps to build their adaptive capacity and resilience to emerging risks like climate change and water stress. It is also working towards raising awareness and work with farmers on yield, recovery, crop quality, safety and protection, as applicable, based upon requirement.

iii. **What percentage of total procurement (by value) does it constitute?**

The company procures sugar cane from marginalized farmers in its command area.

The Marginal farmers (with less than 3 acres) constitute around 72% in Tamilnadu, 68% in Karnataka and 80% in Andhra Pradesh.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

Intellectual Property based on traditional knowledge	Owned/ Acquired	Benefit shared	Basis of calculating benefit share
NIL	NIL	NIL	NIL

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
NIL	NIL	NIL

6. Details of beneficiaries of CSR Projects.

CSR Project	Number of persons benefitted from CSR Projects	% of beneficiaries from marginalized and vulnerable groups
Haliyal Unit		
Provided Basic Healthcare support to villages through Project "Wellness on wheels" at Villages near Haliyal, Uttara Kannada District, Karnataka	23400	100
Provided scholarship for farmer's Children at Haliyal, Uttara Kannada District, Karnataka	44	100
Support extended for Construction of classroom at Govt Primary School, Gunavanthe	450	100
Supported for Primary Education at Villages Through CherYsh Trust at Haliyal, Uttara Kannada District, Karnataka	150	100
Sponsorship for athletes at Haliyal, Uttara Kannada District, Karnataka	10	100
Supported for construction of animal shelter at Haliyal, Uttara Kannada District, Karnataka	300	100
Contributed for pond renovation in rural villages at Uttara Kannada District, Karnataka	4000	90

CSR Project	Number of persons benefitted from CSR Projects	% of beneficiaries from marginalized and vulnerable groups
Ramdurg Unit		
Organised specialised eye camp for rural populace and extended support for cataract operation and spectacles at free of cost to the needy villagers at Ramdurg, Belagavi District, Karnataka	1800	100
Extended support for construction of rest rooms, renovation of Classrooms and provided RO plants for local schools at Ramdurg, Belagavi District, Karnataka	600	100
Provided High mast lights and constructed drinking water tank in nearby villages at Ramdurg, Belagavi District, Karnataka	600	100
Bagalkot Unit		
Conducted medical camp for rural villagers and provided medical diagnosis and medicines at free of cost at Bagalkot District, Karnataka	650	100
Extended support for construction of Rest Rooms, Renovation of Classrooms and Provision of RO Plant, Educational Infrastructures such as Desk, Cupboards, Computers, at Bagalkot District, Karnataka	1200	100
Provided Solar and LED lights to nearby villages at Bagalkot District, Karnataka	800	95
Sankili Unit		
Provided Basic Healthcare support to villages through Project "Wellness on wheels" at Villages near Sankili, Srikakulam District, Andhra Pradesh	22800	100
Support extended for renovation of school near Sankili, Srikakulam District, Andhra Pradesh	300	100
Constructed classroom at ZP School, Vizianagaram District, Andhra Pradesh	650	100
Provided scholarship for farmer's Children at Sankili, Srikakulam District, Andhra Pradesh	423	100
Support for women livelihood, RO Plant and cleaning of pond and other rural development projects	600	100
Support extended for promoting of sports at neighbouring village schools by providing sports kit and organising sports tournament at Sankili, Srikakulam District, Andhra Pradesh	300	100
Support for Village Infrastructure development at Sankili, Srikakulam District, Andhra Pradesh	400	100
Provided drinking water project at Chinnayyapetta, Srikakulam District, Andhra Pradesh	800	100
Infrastructure Support for Village Crematorium at Chinnayyapetta, Srikakulam District, Andhra Pradesh	800	100
Construction of Community Hall at Sankili, Srikakulam District, Andhra Pradesh	1200	100
Contributed for Pond Renovation at Sankili, Srikakulam District, Andhra Pradesh	1000	100
Nellikuppam Unit		
Provided Medical Care and Support for Rural Populace at their doorsteps through rural health center at villages near Nellikuppam, Cuddalore District, Tamil Nadu	24800	100
Provided after school learning support for rural school students through after school education project at villages near Nellikuppam, Cuddalore District, Tamil Nadu	300	100

CSR Project	Number of persons benefitted from CSR Projects	% of beneficiaries from marginalized and vulnerable groups
Support for training of students on music, renovation of Schools and donation of bags	200	100
Provided sports training for rural youth and facilitated them to participate in national level tournaments and win medals through Sports for Development Project at villages near Nellikuppam, Cuddalore District, Tamil Nadu	600	100
Sponsored 4 athletes from Nellikuppam to participate in VIII Asian Pencak Silat Tournament, at Tashkent, Uzbekistan and they have won 4 bronze medals for the nation	4	100
Drinking Water, Food Support and infrastructure development at villages near Nellikuppam, Cuddalore District, Tamil Nadu	1500	100
Pugalur Unit		
Support extended for renovation of School classroom and establishment of Smart Class at Pugalur, Karur District, Tamil Nadu	850	100
Renovation of Anganwadi and contribution of furniture at Pugalur, Karur District, Tamil Nadu	200	100
Donation of Computers to schools at Pugalur, Karur District, Tamil Nadu	300	100
Donation of Streetlights and related accessories at Pugalur, Karur District, Tamil Nadu	2000	90
Support Establishment of RO Plant at Sivagiri, Erode District, Tamil Nadu	5000	100
Support extended for road extension at Pugalur, Karur District, Tamil Nadu	2800	85
Road Safety – CCTV, Roundabout renovation and Safety Mirror Contribution at Pugalur, Karur District, Tamil Nadu	3000	85
Support extended for maintenance of saplings planted at Pugalur, Karur District, Tamil Nadu	1000	85
Sivagangai Unit		
Provided Medical Care and Support for Rural Populace at their doorsteps through rural health center at villages near Udaikulam, Sivagangai District, Tamil Nadu	18600	100
Provided after school learning support for rural school students through after school education project at villages near Udaikulam, Sivagangai District, Tamil Nadu	280	100
School Fees Support for students near Udaikulam, Sivagangai District, Tamil Nadu	12	100
Construction of additional facility at school & donation of notebooks, computers and bags, near Udaikulam, Sivagangai District, Tamil Nadu	600	100
RO water facility, support for construction of Community hall and other development projects, near Udaikulam, Sivagangai District, Tamil Nadu	1800	100
Establishment of Community Forest, near Pillayarpatti, Sivagangai District, Tamil Nadu	400	100
Oonaiyur Unit		
Provided Solar stoves for less privileged at Oonaiyur, Pudukottai District, Tamil Nadu	100	100

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

During the financial year 2024-25, the Company received a total of 20 customer complaints from institutional, trade, and retail customers in the SAP system. All complaints were effectively resolved through appropriate corrections and preventive measures based on Root Cause Analysis, Why-Why Analysis, and Fishbone Analysis conducted at the respective units. Additionally, multiple Standard Operating Procedures (SOPs) were proactively revised or developed to ensure compliance with quality and food safety standards, and these were implemented across the units.

These initiatives were also communicated within the Company to facilitate horizontal deployment. The Company has established several channels for receiving consumer complaints and feedback. Upon receiving a complaint, it is acknowledged within 48 hours and addressed systematically by the relevant team.

An effective complaint management system is in place where the team identifies potential causes using the Fishbone or TPM model for Why-Why Root Cause Analysis, followed by the preparation of a detailed Corrective and Preventive Actions (CAPA) report. As necessary, corrections and CAPA measures are implemented. Records of these complaints are maintained on the SAP platform and shared with internal stakeholders, while updates regarding these actions are also communicated to the end customers.

2. Turnover of products and / services as a percentage of turnover from all products/service that carry information about

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

Note: The products of the Company contain relevant labelling/product information as required under the applicable laws.

3. Number of consumer complaints in respect of the following:

Particulars	FY 2024-25(Current Financial Year)			FY 2023-24(Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	20*	-	-	28*	-	-

*Includes complaints received from customers, retail, institutional and trade.

4. Details of instances of product recalls on account of safety issues.

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes

Web-link where the policy is available: <https://www.eidparry.com/wp-content/assets/2023/02/Cyber-Security-Policy.pdf>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Nil. Please also refer to the response given in Question 1 (Principle 9)

7. Provide the following information relating to data breaches

i. Number of instances of data breaches	0
ii. Percentage of data breaches involving personally identifiable information of customers	0
iii. Impact, if any, of the data breaches	NA

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Channels/Platform	Link
Website	https://www.eidparry.com/products/sugar/sweetcare https://www.eidparry.com/products/jaggery/#healthyE-commerceplatforms https://eidparry.com/products/supergrains/dhals/
E-commerce platforms	Flipkart: https://www.flipkart.com/parry-s-sweet-care-low-gi-sugar/p/itmcd86ec7c895b7?pid=SUGGFZF9HQA8VWQZ&lid=LSTSUGGFZF9HQA8VWQZGVHNJS&marketplace=FLIPKART&q=sweetcare+parrys&store=search.flipkart.com&srno=s_1_4&otracker=search&otracker1=search&fm=Search&iid=0f8cc443-44e5-4d5c-9342230ca0b7484a.SUGGFZF9HQA8VWQZ.SEARCH&ppt=sp&ppn=sp&ssid=3fg2sqxlvk0000001747894703198&qH=75a286db70d8c952 Amazon: https://www.amazon.in/Parrys-Sugar-Amrit-Cane-Pouch/dp/B01K73XLAK/ref=sr_1_3_f3_wg_sspa?almBrandId=ctnow&crd=2WJO2GIIAOGQO&fpw=alm&keywords=sugar&qid=1688053520&s=n_ow_store&sprefix=sugar%2Cfresh%2C229&sr=1-3-spons&sp_csd=d2lkZ2V0TmFtZT1zcF9hdGY&psc=1 https://www.amazon.in/Parrys-8906009010472-Little-Millet-500g/dp/B0D319SRD7 Big Basket: https://www.bigbasket.com/pd/40213544/parrys-sweet-care-low-gi-sugar-200-g/?nc=cl-prod-list&t_pos_sec=1&t_pos_item=5&t_s=Sweet+Care++Low+GI+Sugarhttps://blinkit.com/prn/parrys-superfine-sugar/prid/495432 https://blinkit.com/prn/parrys-kodrakodo-millet/prid/562965?srsId=AfmBOoqGzCGJhE2JtJb5X-snxSi2UweTSAFAmoyQhv7hiHhuTNZ0-y
Social media	Facebook account: https://www.facebook.com/parrysconsumerproducts/ Instagram account: https://www.instagram.com/parrysconsumerproducts/ LinkedIn account: https://www.linkedin.com/company/eid-parry-india-ltd/

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Sale of Sugar is not required to come with any statutory warning of safe and responsible usage as per the current regulations. However, the Company educates the consumers about the benefits, USPs and product superiority on the various platforms or through its TV Commercials (TVCs) or print ads or on digital and social media. Some of the initiatives are detailed below.

E-com:

For all e-com portals: the company provides details as required by the concerned e-com portals– the front panel, back panel and/or nutritional panel are listed separately along with images of the products, which are uploaded on e-com portals. (Few links have been shared above)

Digital (Social Media, Influencers & YouTube):

The Company uses social media and digital media to educate customers through various marketing assets like posts, videos, TVCs etc. One can also visit the official handles of our brands.

One may refer to the links below for some of them:

<https://www.facebook.com/photo/?fbid=701220512017306&set=a.689425799863444>

<https://www.facebook.com/parryssugar/videos/984945809206061>

<https://www.instagram.com/p/Cq5g9sKJGCz/>

<https://www.instagram.com/p/CtZDxqNtVjp/>

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The Company so far has not faced this situation. There has been no disruption or discontinuation of our operation, which has significantly affected the Company's business. Even during the COVID-19 pandemic, manufacture of sugar being essential services, the Company carried out its operations without any disruption.

4. Entity display product information**i. Does the entity display product information on the product over and above what is mandated as per local laws?**

Yes

The Company displays as well as reviews the displayed information of all its products for correctness of information and safety guidance on the product label as may be required under the Food Safety and standards Act, 2006, Legal Metrology Act, 2011, Drugs and Cosmetics Act, 1940, Fertiliser (Control) Order, 1985, Sugar (Packing and Marking) Order, 1970 and other applicable laws and as may be applicable and relevant for its products. Over and above the mandatory requirements, product information about the benefits to health, compositions/ nutrient content are provided through the product labels/pack declaration. The Company also displays various content on consumer engagement and product information in its packs. The Company carries out market research at regular intervals to study brand health and understand various brand health parameters.

ii. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?

Yes