

INDIA PESTICIDES LIMITED



An ISO 9001:2015, 14001:2015, 45001:2018 and 10002:2018 Company

CIN No. L24112 UP1984PLC006894

GSTIN- 09AAACI3591D1ZO

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Date: 29.07.2024

To

<p>The Manager, Listing Department BSE Limited P. J. Towers, Dalal Street, Mumbai-400001 Scrip Code: 543311 ISIN: INE0D6701023</p>	<p>The Manager, Listing & Compliance Department National Stock Exchange of India Ltd. Exchange Plaza, Plot no. C/1, G Block, Bandra- Kurla Complex, Mumbai-400051 Symbol: IPL</p>
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Dear Ma'am/Sir,

Sub: Business Responsibility and Sustainability Report

In terms of the Requirement of Regulation 34(2) (f) of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, as amended, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Integrated Annual Report for Financial Year 2023-24, submitted to the stock exchange.

Thanking you

Yours faithfully,
For India Pesticides Limited



(AJEET PANDEY)
Company Secretary and Compliance Officer
Membership No.: A42500

Annexure - A

Business Responsibility and Sustainability Reporting by listed entities

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24112UP1984PLC006894
2	Name of the Listed Entity	India Pesticides Limited.
3	Year of incorporation	1984
4	Registered office address	35-A Civil Lines, Bareilly, Uttar Pradesh
5	Corporate address	Water Works Road, Swarup Cold Storage, Compound Aishbagh, Lucknow-226004
6	E-mail	investor@indiapesticideslimited.com
7	Telephone	91-522-2653602
8	Website	www.indiapesticideslimited.com
9	Financial year for which reporting is being done	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	1. BSE India Limited 2. National Stock Exchange of India Limited
11	Paid-up Capital	11,51,63,508
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ajeet Pandey Company Secretary & Compliance Officer 91-522-2653602 investor@indiapesticideslimited.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	None
15	Type of Assurance obtained	NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Pesticides	Manufacturing of Pesticides	95.00%

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

S. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Pesticides	2021	95.00%

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	2	26	28
International	Nil	Nil	Nil

19. Market Served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	17
International (No. of Countries)	25+

b. What is the contribution of exports as a percentage of the total turnover of the entity? 40%

c. A brief on type of customers

Major customers include MNCs that look to collaborate with active ingredient manufacturers in India. Customer relationship are led by the ability to manufacture complex off-patent Technicals in a cost effective, safe & environmentally conscious manner, in compliance with stringent quality specifications. Longstanding relationships with 60+ international customers including Multinational customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	949	941	99.16%	8	0.84%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total employees (D + E)	949	941	99.16%	8	0.84%
WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	1221	1221	100%	0	0%
6.	Total workers (F+G)	1221	1221	100%	0	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	0	0	0%	0	0%
Differently Abled Workers						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F+G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.34%	20.00%	18.76%	19.15%	10%	19.01%	13.86%	0%	13.72%
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Name of holding / subsidiary / associate companies / joint ventures

S. 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 column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Shalvis Specialities Limited	Wholly Owned Subsidiary	100%	Yes
2	Amona Specialities Private Limited	Subsidiary	51%	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

(ii) Turnover (in Rs.): 680.62 Crores

(iii) Net worth (in Rs.): 824.91 Crores

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
The list of the stakeholders							
Communities	Not Specific	0	0	0	0	0	Nil
Investors (other than Shareholders)	Yes https://www.indiapesticideslimited.com/InvestorRelations.php	0	0	0	0	0	Nil
Shareholders	Yes https://www.indiapesticideslimited.com/InvestorRelations.php	0	0	0	13	13	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes https://www.indiapesticideslimited.com/InvestorRelations.php	0	0	0	0	0	Nil
Customers	Not Specific	0	0	0	0	0	Nil
Value Chain	Not Specific	0	0	0	0	0	Nil
Partners							
Other (Total)	Not Specific	0	0	0	0	0	Nil

Note: Complaints/ Grievances received from stakeholders, other than shareholders, are not significant and are resolved promptly.

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, as per the following format

S. 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	Chemicals Management	Risk	As the company manufactures pesticide, insecticides, fungicides & APIs, risks associated with chemicals may arise when required safety measures are overlooked.	Storage and handling of chemicals like chlorine, CS ₂ , flammable materials like fuel, etc. are identified as a major process hazards at the site for which the company has implemented mitigation measures studied through Quantitative Risk Assessment; HIRA & HAZOP studies & engineering control as advised by professional safety auditors and International clients' HSE auditors	Negative

S. 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)
2	Waste Management	Risk	The company generates chemical waste due to multiple processes. Management of wastes by following regulations and standards are to be strictly followed to avoid any negative impact to environment and the society.	<ul style="list-style-type: none"> • Solid waste disposal is done through government certified agents for landfilling at approved location. • Emission scrubbers are active for the process. • Cyclones & Dust collector arrangements manage micro wastes from boilers. • Effective PPE management is in place. 	Negative
3	Water Management	Risk	Water is essential for carrying out various processes. Adhering to environmental regulations is important while using and disposing to avoid contamination that can impact Society and environment.	Systems are in place for zero liquid discharge such as liquid from all plants is treated through, RO, MEE, and then Spray Dryer, which are expanded during capacity increase. Water re-generated during every step of treatment is re-used for different purposes according to its purity. Only final Solid wastes are disposed through government certified agents for landfilling	Negative
4	Climate Change & GHG Emissions	Risk	The processes & other factors lead to emission of GHG and the primary risk associated with it is climate change. Increasing concentrations of GHGs in the atmosphere lead to global warming, resulting in a range of adverse impacts such as more frequent and intense heatwaves, storms, floods, droughts, and sea-level rise. Companies that fail to comply with these regulations may face penalties, reputational damage, and legal liabilities	IPL has varied environmental initiatives which prioritise reducing greenhouse gas emissions and also reducing the carbon footprint. The company promotes adoption of renewable energy sources which helps in contributing to the global fight against climate change	Negative

S. 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)
5	Energy Management	Risk & Opportunity	<p>Risk: The risks associated with energy management include fluctuations in energy prices, disruptions in the supply of energy resources and inefficient energy management practices.</p> <p>Opportunity: By addressing energy risks proactively and adopting sustainable energy management practices, organizations can enhance resilience, reduce costs, and create long-term value while contributing to environmental sustainability and energy security. Implementing energy management practices such as energy efficiency improvements, demand-side management, and renewable energy integration - can lead to significant cost savings.</p>	IPL conducts a comprehensive energy assessment by external experts to identify areas for improvement. They ensure a sustainable energy supply by relying solely on biomass for heat and steam generation and expanding solar power utilisation	Positive
6	Occupational Health & Safety (OHS)	Risk	<p>Providing employees with adequate training and education on OHS risks, safe work practices, protection against chemical hazards (such as exposure to harmful substances or toxic chemicals) and emergency procedures is essential for increasing awareness and promoting a culture of safety in the workplace. Also, ensuring compliance with OHS regulations and standards is a legal requirement for employers and organizations</p>	<p>IPL conducts mandatory monthly health and safety training sessions for all employees at the site, in different batches during various shifts. Additionally, they also arrange scheduled health check-ups for our employees through empanelled doctors right on the site.</p> <p>IPL continuously collaborate with external experts and perform various safety assessments, such as Hazard and Operability Analysis (HAZOP) and Hazard Identification and Risk Assessment (HIRA) on the job site</p>	Negative

S. 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	Product innovation and responsibility	Opportunity	The company can attract environmentally conscious consumers by developing innovative products that align with sustainability, ethical sourcing, and environmental responsibility which will differentiate them in the market and will help them to capture new market segments	IPL has Sustainable Procurement Policy based on which the company ensures sourcing is done ethically. The company has all process designed through in-house R&D and Technology where factors of sustainability is integrated at the strategic planning of designing stage itself. Key characteristics of IPL's products are: Quality matching customers' need; None of the Technicals in "red triangle" category; Use and Import only regulators approved products both in India and abroad	Positive
8	Human Rights	Risk	Risks associated with Human rights risks include labor rights violations such as forced labor, child labor, discrimination, and unsafe working conditions. It also includes compliance with the Universal Declaration of Human Rights, the International Labour Organization (ILO) conventions and the United Nations Guiding Principles on Business and Human Rights (UNGPs). Engaging with affected stakeholders, including local communities, civil society organizations, indigenous peoples, workers, and rights holders, is crucial for understanding human rights risks	IPL all grievances as and when received by the respective Unit Heads/ Departmental Heads in coordination with the HR department. A standard operating procedure is followed for addressing all grievances. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/ complaint. The Company values contribution of each stakeholder and provides good work environment to employees to work together and succeed	Negative

S. 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)
9	Human Capital Development	Opportunity	Investing in human capital development through training, education, and skill-building programs can enhance individual productivity and performance of the company. Organizations that prioritize human capital development are more attractive to top talent- seeking opportunities for growth, development, and advancement. These initiatives contribute to higher levels of employee engagement, satisfaction, and well-being		Positive
10	Sustainable Supply Chain	Opportunity	Adopting sustainable practices throughout the supply chain can enhance the company's reputation as an environmentally and socially responsible organization, opens the door to new markets and customer segments, particularly those that prioritize ethical and environmentally friendly products. Embracing sustainability in the supply chain can help businesses comply with evolving regulatory requirements, standards, and certifications related to environmental and social responsibility		Positive
11	Product Safety & Quality	Opportunity	Ensuring product safety and quality builds trust and loyalty among customers. The company can gain a competitive edge by offering superior products that meet or exceed customer expectations, if it prioritizes safety and quality. It contributes to customer satisfaction by delivering products that perform as expected, meet safety requirements, and provide value for money	IPL possess NABL certified labs at the manufacturing sites. Labs are equipped with the choice of appropriate testing activities, specific methods, and attributes of the testing. Periodical check on quality control is done through calibration with testing by outsourced centers. Thus, it feedback credibility, accuracy and competency of internal QC. Also, Quality professionals are upgraded on knowledge and skill through exposure to training programs and webinars.	Positive

S. 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)
12	Business Ethics	Opportunity	Ethical and responsible acts can differentiate a company in the marketplace and enhance its reputation as a trustworthy and socially responsible organization. A positive reputation for ethical conduct can attract customers, investors, and top talent, leading to increased competitiveness and market share. Also, ethical behavior builds trust and loyalty among customers, employees, suppliers, and other stakeholders	India Pesticides Limited is committed to encourage organisation culture at the highest standards of ethics & integrity at all levels, with due carefulness to prevent & detect unlawful & unethical conduct. IPL has implemented Business Ethics Policy described for common standards to both management and employees. The ethical policy has been designed to deter wrongdoing and to promote the values and principles.	Positive
13	Risk Management	Risk	Failure to identify all potential risks or overlooking emerging risks can lead to unexpected threats and disruptions. Incomplete risk assessments or reliance on outdated risk registers may result in critical risks being overlooked, leading to inadequate mitigation strategies and exposure to unanticipated losses. Non-compliance with regulatory requirements, standards, or industry best practices can expose organizations to legal and regulatory risks	The company has a Risk Management policy which includes evaluating the adequacy of risk management systems and it aims to ensure the overall efficiency and functionality of the risk management framework. IPL adopts a comprehensive risk management framework both at the Committee of Directors' level and Executive level that aims to identify, assess, mitigate and monitor threats	Positive
14	Regulatory & Legal compliances	Risk	The implementation of penalties, fines, or legal actions by regulatory bodies or authorities for noncompliance with certain regulations is one of the most obvious hazards. These punishments may take the form of monetary fines or more serious repercussions like prohibitions on corporate operations or legal repercussions.	All risks related to compliance, regulations, contracts, non-contractual obligations, disputes, reputation, and other factors are considered by the company before making any decisions	Negative

SECTION B: MANAGEMENT AND 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.indiapesticideslimited.com/InvestorRelations.php								
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	9001:2015- Quality management systems 14001:2015- Environmental management systems 45001:2018- Occupational health and safety 10002:2018- Quality management — Customer satisfaction NABL certification for R&D Lab in Sandila, Hardoi, Uttar Pradesh								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Environment: > Quarterly and Yearly Impact study of all environmental related projects by 31st March 2025 > Aggressive initiatives to promote larger-scale afforestation during 2024-25 > Increased use of solar power and completion of comprehensive feasibility studies in order to carry out solar energy projects by 31st March 2025. Social: > Carrying out activities and undertake projects for community development > Maintaining safe working environment for employees > Improving agriculture, business, the environment, and society at large Governance: > Maintaining diversity at board level > Improve long-term sustainability, preserve operations, and reduce risk								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Environment > IPL has achieved 25% reduction in energy consumption from non-renewable sources as compared to FY23 > 23% reduction in water consumption as compared to FY23, making the sites ZLD compliant > 3% reduction in total Scope 1 & 2 emission intensity compared to FY23 > The company prioritized the promotion of afforestation by employing the Miyawaki technique to enhance the existing greenbelt surrounding its manufacturing sites. The 'Food Forestation' project transformed idle lands into productive areas								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>> Within its production facilities, the company has implemented advanced systems such as Effluent Treatment Plant (ETP), Multiple Effect Evaporator (MEE), Reverse Osmosis (RO) and Spray Driers and diligently follows the 5Rs principle to systematically minimise environmental waste at all organisational levels</p> <p>> One of the significant steps involve conducting a comprehensive energy assessment carried out by external experts to identify areas for improvement. The company ensures sustainable energy supply by relying solely on biomass for heat and steam generation and expanding solar power utilisation</p> <p>Social</p> <p>> Nutritional supply for poor children in government hospitals; Financial support for poor patients on their critical illness treatment; Delivering medicines for poor patients in hospitals when they are reported as needy; Installing Water Coolers and Drinking Water Filters in Government hospitals during summer and distributing warm blankets for poor & handicapped during winter.</p> <p>> Implementation of projects like 'Samagra Sudhar' for the upliftment of village youth and children, 'Chuppi Tod ; Halla bol' for safety of under 18 from sexual abuses</p> <p>Governance</p> <p>> Recognizing diverse board that leverages a wide range of information, professional experiences, expertise, qualifications, skills and perspectives</p> <p>> Encouraging diversity for improving decision-making processes and the ability to adapt to a dynamic environment</p>								
Governance, leadership and oversight									
<p>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)</p>	<p>Environmental, Social, and Governance (ESG) has gained increasing attention over the past few years, with many institutional investors investing only in those companies that provide ESG an important goal for organizations. Despite facing numerous macroeconomic challenges worldwide, IPL has consistently maintained a strong track record of delivering sustainable top-line performance throughout the year. The company's commitment to delivering sustainable long-term growth remains steady. India Pesticides Limited is dedicated to upholding its corporate social responsibility with a huge belief in "Caring for the world with Care." We strongly believe that prioritizing sustainability in all their initiatives can foster the growth and well-being of their communities. Guided by the core principle of integrating innovation, quality, and sustainability into every aspect of operations, IPL has implemented numerous initiatives aimed at ensuring sustainable and ethical practices. Their commitment is to safeguard the interests of all stakeholders. By translating ESG (Environmental, Social, and Governance) principles into tangible action, they strive to achieve excellence through sustainability. The company is also dedicated to provide a safe, secure, and healthy work environment for its employees and stakeholders is an ongoing journey marked by continuous improvement.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The implementation and oversight of the Company's Policy towards business responsibility is regularly carried out by:								
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.	1. Board of Directors Yes, The Company has a Corporate Social Responsibility (CSR) & Risk Management Committee of Executives Lead by CEO of the Company with the Company's strategy to bring about a positive impact on the communities.								

10. Details of Review of NGRBCs by the Company:

Subject of 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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Regularly reviewed by: Board of Directors Corporate Social Responsibility (CSR) Committee Audit Committee Risk Management Committee									Board of Directors (Periodically)								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The compliance with the statutory requirements is monitored on a regular basis by: 1. Management 2. Audit Committee 3. Board of Directors									The compliance with the statutory requirements is monitored on a periodically by: 1. Management 2. Audit Committee 3. Board of Directors								

11. Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	The working of all the Policies is internally monitored. Audit/ evaluation by external agencies is carried out wherever necessary.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
a. The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
d. It is planned to be done in the next financial year (Yes/ No)									
e. Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership".

While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.



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 the awareness programmes
Board of Directors Key Managerial Personnel	5	During the Financial year, the Board of Directors of the Company invested their time on various updates pertaining to the business, regulations, environmental, social, governance matters, etc. These topics comprise insights on the said Principles	100%
Employees	4	1) Code of Conduct 2) Anti Bribery Anti Corruption 3) Whistle Blower Policy 4) Health & Safety, Cleanliness 5) Prevention of Sexual Harassment at the Workplace 6) Risk Management Policy	95%
Workers	12	1) Code of Conduct 2) Anti Bribery Anti Corruption 3) Whistle Blower Policy 4) Health & Safety, Cleanliness 5) Prevention of Sexual Harassment at the Workplace	80%

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, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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	Nil				No
Settlement	Nil				No
Compounding fee	Nil				No

	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			No
Punishment	Nil			No

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
Yes waive off penalty has been appealed.	

4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has an Anti-Bribery and Anti-Corruption (ABAC) Policy in place. India Pesticides Limited (the 'Company' or 'IPL') practices a zero-tolerance approach toward involvement of bribery and corruption in all its business dealings and relationships. The company has a policy anti-corruption or anti-bribery. The weblink for the policy is <https://www.indiapesticideslimited.com/InvestorRelations.php>

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

NA

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	87	65

9. 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:

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	20.71	17.33
	b. Number of trading houses where purchases are made from	88	101
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	69.2	68.45
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	28%	18%
	b. Number of dealers / distributors to whom sales are made	5695	3991
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	5.93%	9.24%
Shares of RPTs in	a. Purchases (Purchases with related parties/ total purchases)	0.01%	0.01%
	b. Sales (Sales to related parties/ total sales)	0.09%	0.16%
	c. Loans & advances (Loans & advances given to related parties / total loans and advances)	41.29%	31.90%
	d. Investments (Investments in related parties / total investments made)	70.44%	27.84%

Leadership Indicators

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

Total number of awarenessprogrammes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	Safety & Customer Engagement	100%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same

Yes, the Company has adopted a Code of Conduct to avoid/ manage conflict of interests involving members of the Board. The Code is uploaded on the Company's website at:

<https://drive.google.com/file/d/1FAsUSqmpJnuEamnR4fCVBTWklnFE8Fmv/view>

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



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**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	3%	2.60%	Investments in R&D for product improvement, so as to minimize the negative environmental impacts & enhance the positive impacts on the society. Costumers needs & market driven research is conducted on continuous basis.
Capex	11%	10%	The Company's overall capex programme is designed towards investment in assets that continually improve the quality of manufacturing processes. This helps the Company to not only reduce environmental and social impacts resulting from its operations but also help to offer products and services that have optimal impact on the environment.

- 2 a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes.

IPL has developed a process for the selection of suppliers and third parties, including various parameters such as sustainable procurement policy sourcing guidelines, Environment Health & Safety Policy, Legal Compliance, Adherence to Code of conduct, ISO Certification, etc

- b. **If yes, what percentage of inputs were sourced sustainably?**

84%

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

(a) Plastics (including packaging)	IPL is registered with the pollution control board under Extended Producer Responsibility (EPR). We responsibly manage our plastic waste via a Waste Management Agency as per Plastic Waste Management Rules, 2016 (and amendments). These help to collect, transport and recycle the plastic waste
(b) E-waste	E-waste is segregated at source & stored in designated areas. These are further managed by Pollution Control Board authorized recycler
(c) Hazardous waste	Hazardous waste is stored at designated places within the plant premises. This is further managed by M/s. Ramkey which is a Pollution control board authorised hazardous waste recyclers.
(d) other waste.	Other non- hazardous solid waste is managed by M/s. Ramkey and sent to approved treatment, storage, and disposal facilities (TSDF)

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes Waste collection plan is submitted to PCB

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

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 (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Nil					

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.

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
HDPE Drum Plastic Drum, Metal Drum, HDPE Bags	<5%	<5%

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:

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-used	Recycled	Safely Disposed (MT)	Re-Used	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	88.3	Nil	Nil	134.76
Other waste	Nil	Nil	6507	Nil	Nil	8452

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	



3 PRINCIPLE 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	941	0	0%	941	100%	-	-	0	0%	0	0%
Female	8	0	0%	8	100%	1	12.50%	-	-	0	0%
Total	949	0	0%	949	100%	1	0.11%	0	0%	0	0%
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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 workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent workers											
Male	1221	1221	100%	1221	100%	-	-	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	-	-	0	0%
Total	1221	1221	100%	1221	100%	0	0%	0	0%	0	0%

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.19%	0.12%

2 Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99%	100%	Y	99.4	100	Y
Gratuity	100%	100%	Y	99.64	100	Y
ESI	42%	100%	Y	52	100	Y
Others - Please specify	100%	100%	Y	100	100	Y

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

4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes Clauses related to the equal opportunities is a part of "Work Ambience Policy" which is available on the company intranet

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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

Please note: none of the employees or workers availed of parental leave during FY24

6 Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	IPL has policies in place to safeguard the human rights & adress grievances.
Other than Permanent Workers	Following policies are available on the company intranet, with references to reporting & handling grievances:
Permanent Employees	
Other than Permanent Employees	<ul style="list-style-type: none"> • Work Ambience Policy • QHSE (Quality Health, Safety Environment) Policies & Procedures – IPL's Incident Reporting System and On Site & Off Site Emergency Action Plan • HR Policies • Whistle Blower Policy • Prevention of Sexual Harassment at the Workplace <p>Grievance redressal mechanism is also available by way of direct approach to immediate Reporting head/Supervisor/Manager</p>

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / 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						
Male	941	941	100%	820	820	100%
Female	8	8	100%	10	10	100%
Total Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8 Details of training given to employees and workers:

Category	2023-24					2022-23				
	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	941	485	51.54%	485	51.54%	820	428	52.2%	280	34.15%
Female	8	4	50.00%	4	50.00%	10	5	50%	5	50%
Total	949	489	51.53%	489	51.53%	830	433	52.17%	285	34.34%
Workers										
Male	1221	422	34.56%	422	34.56%	1261	662	52.5%	662	52.5%
Female	0	0	0.00%	0	0.00%	0	0	0%	0	0%
Total	1221	422	34.56%	422	34.56%	1261	662	52.5%	662	52.5%

9 Details of performance and career development reviews of employees and worker:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	941	410	43.57%	820	280	34.15%
Female	8	8	100.00%	10	10	100%
Total	949	418	44.05%	830	290	34.94%
Workers						
Male	1221	350	29%	1261	598	47.42%
Female	0	0	0%	0	0	0%
Total	1221	350	29%	1261	598	47.42%

10 Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes. The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensures the protection of the environment, health & safety of its employees, contractors, visitors and all other relevant stakeholders.

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

The safety and health management system is part of the Organization's management system which covers:

- Health and safety work organization and policy in a company
- Planning process for accident and ill health prevention
- Line management responsibilities and
- Practices, procedures and resources for developing and implementing, reviewing and maintaining the occupational safety and health policy

Storage and handling of toxic chemicals like chlorine, CS₂, flammable materials like fuel, etc. are identified as the major process hazards at the site for which the Company has carried out Quantitative Risk Assessment; HAZOP study & engineering control as appropriate. Both the manufacturing units of the Company have been working on Process Safety and Risk Management (PSRM).

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes

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

Safety Incident /Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We have regular assessments of our manufacturing facilities by international customers, external governing bodies, and internal teams for quality assurance as well as for health and safety systems and sustainability aspects. Robust safety protocols are in place to safeguard our employees. Reverberating the motto – 'Care the World with Care', we are making a positive contribution towards making an impact in community development. Organizing various safety training and awareness programmes across operations like mock drills for fire safety, maintenance of safety data sheet, work at confined spaces and mining safety, etc. Risk assessment for all identified tasks are done and based on the risk score rating, 'SOP's are prepared for the respective task/ operation. It is being ensured by regular audit and inspection that all control measures are in place and SOP are adhered to strictly by individuals concerned. SCAR Safety Corrective Action Request system is implemented to ensure that all plant sections are being inspected to identify unsafe conditions. After initial inspection in a prescribed time frame corrective actions are taken by concerned section in-charges.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14 Assessments for the year:

Safety Incident /Number	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	96%
Working Conditions	96%

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.

All safety related observations during regular scheduled internal inspections are discussed by respective departmental officials and investigated if any more effective implementation is required. During everyday morning meeting by the senior officials, CAPA on all observations and other safety audits are not only addressed but also ensure implementations through re-inspections.

Leadership Indicators
1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes

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 conducts compliance check on contractors involved in supplying resources while processing their invoices

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:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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/ No)

No. All employees are provided with friendly workplace culture controlled by the company's Workplace Ambience Policy. Career ending employees are given considerable amount of time to adopt the transition.

5 Details on assessment of value chain partners:

Safety Incident /Number	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	92%
Working Conditions	92%

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.

Scheduled internal inspections followed by CAPA. Everyday morning huddle meeting by all departmental heads for sharing the support and improvement required to meet the set goal of the day safely. Replication of measures taken at one place to new areas so that prevention can be done.

4

PRINCIPLE

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

The internal and external stakeholders who have a direct influence on the Company's operations and activities are identified as key stakeholder groups of the entity. The identification of stakeholder groups involved conducting mapping exercises to assess their impact and influence on the entity's operations, subsequently prioritizing them according to their significance and engagement levels. The company identifies stakeholders with the intention of conducting the business in a sustainable way, which is possible only through understanding the needs of each other and fulfilling them by abiding by the rule of the land.

The company has mapped its internal and external stakeholders, the major/ key categories include:

- Society
- Distribution agencies
- Vendors / Suppliers / Contractors
- Employees (including content producers)
- Community organizations / NGOs
- Government and regulatory authorities
- Investors and banks

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 (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Company website, Phone call & Email, Surveys & Grievance Redressal	Periodic	Business updates & Engagement of dealers
Communities	Yes	Community Visits, meetings & Surveys	Periodic	To help benefit communities in the areas surrounding the Company's operations by livelihood opportunities through various CSR initiatives by the Company

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors (other than shareholders)	No	Written and Verbal Communication by way of the Phone call, Emails, Letters, Notices of Board Meetings, Earning calls on financials from time to time, Newspaper Advertisements & Websites of company & Stock Exchanges	Annually, half yearly and Quarterly on Financial Results and others from time to time	Business updates, financial performances and Compliances on financial covenants
Shareholders & lenders	No	Written and Verbal Communication by way of the Phone call, Emails, Letters, Notices of Board Meetings, Earning calls on financials from time to time, Newspaper Advertisements & Websites of company & Stock Exchanges	Annually, half yearly and Quarterly on Financial Results and others from time to time	Business updates, financial performance and compliances with norms
Employees and workers	No	Written and Verbal Communication by way of E-mail and phone call	Daily	Employee engagement is an on-going exercise conducted throughout the year
Government & regulatory authorities	No	Annual/ Quarterly reports, Monthly and as when regulatory filings	Annually/ Quarterly/ Monthly and as and when required	Good governance practice, Regulatory compliance, Environmental compliances
Suppliers & contractors	No	Review Meetings & Vendor Interactions	Periodic	Engagement with the suppliers and contractors for developing long term business relationships

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.

The company regularly interacts with all the stakeholders through different platforms. The feedback from the stakeholders are studied on relevance and feasibility. Actionable prioritized are discussed through meetings of Risk Management Committee of executives represented by the identified heads of different departments. Further escalation is done for board approval and to update the status of completion.

2 Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Inputs from stakeholders are received through meeting with them during their site visit or meeting or assessments they conduct. Actions in which changes in policy or creation of any new policy are sorted and Board is informed prior to taking action and post after completion.

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

During the financial year, Gram panchayat Pradhan in Som Village in Hardoi communicated the general manager of the manufacturing site and CSR Head of IPL seeking support for enhancing the condition of two schools in the village. The company CSR head along with the NGO team visited the site and developed better sanitation facility, sports equipment, computer room for two schools in the village. Besides, the company installed solar street lights listening to the need from women and girls in village. Also, the company has adopted 4 villages near the manufacturing site for the upliftment.

5

PRINCIPLE

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, in the following format:

Category	FY 2023-24 Current Financial Year			FY 2022-23 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	949	489	51.53%	830	280	33.73%
Other than permanent	0	0	0.00%	0	0	0%
Total Employees	949	489	51.53%	830	280	33.73%
Workers						
Permanent	0	0	0%	0	0	0%
Other than permanent	1221	422	34.56%	1261	662	52.5%
Total Workers	1221	422	34.56%	1261	662	52.5%

2 Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24 Current Financial Year					FY 2022-23 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	941	3	0.32%	398	42%	820	0	0%	820	100%
Female	8	0	0.00%	8	100%	10	0	0%	10	100%
Other than permanent										
Male	0	0	0.00%	0	0%	0	0	0%	0	0%
Female	0	0	0.00%	0	0%	0	0	0%	0	0%
Workers										
Permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent										
Male	1221	1164	95.33%	57	4.67%	1261	1120	88.82%	141	11.18%
Female	0	0	0.00%	57	0.00%	0	0	0%	0	0%

3 Details of remuneration/salary/wages, in the following format:
a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. in Lakh)	Number	Median remuneration/ salary/ wages of respective category (Rs. in Lakh)
Board of Directors (BoD)	6	9.17	1	9.00
Key Managerial Personnel	4	37.17	0	0
Employees other than BoD and KMP	871	4.14	8	2.59
Workers	1,221	2.04	0	

Of the 8 Male BOD, 1 is Executive director, who is considered under KMP, 1 BOD gets sitting fees, which is not considered in the above table

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	0.37%	0.39%

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/No)

Yes, HR heads of the respective units are responsible for addressing the issues. The Audit, Risk Management Committee/s and the Board has overseen redressing human rights impacts or issues caused or contributed to by the business.

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

All grievances are addressed as and when received by the respective Unit Heads/ Departmental Heads in coordination with personnel of HR department. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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 the year	Remarks
Sexual Harassment Discrimination at workplace Child Labour Forced Labour/ Involuntary Labour Wages Other Human rights related issues		Nil			Nil	

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

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

The Company has policies relating to Human Resources and Prevention of Sexual Harassment (POSH), which promote a free, fair and discrimination free working environment for employees and provide a mechanism for raising concerns and resolution of disputes. The above policies apply to IPL. The Company has in place a Supplier / Vendor Code. Company's subsidiaries have their own policies

9 Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, The Company adheres to highest level ethical practices as articulated by its Code of Conduct. The Company values contribution of each stakeholder and provides thriving work environment to employees to work together and succeed

10 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

11 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There are no such instance of significant risk or concerns arising during the financial year 23-24.

Leadership Indicators**1 Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**

The Company has NIL grievances/complaints

2 Details of the scope and coverage of any Human rights due-diligence conducted.

None

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

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	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

5 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

NA

6

PRINCIPLE

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

Essential Indicators
1 Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (Current Financial Year) (Giga Joules)	FY 2022-23 (Previous Financial Year) (Giga Joules) *
From renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)	4,47,690.4	5,19,435.5
Energy consumption through other sources (C)	4,47,690.4	5,19,435.5
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	1,18,032.2	1,58,035.8
Total fuel consumption (E)	10,683.2	16,849.6
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1,28,715.4	1,74,885.4
Total energy consumed (A+B+C+D+E+F)	5,76,405.8	6,94,320.9
Energy intensity per rupee of turnover (Total energy consumed/ revenue from operations)	0.000085	0.000078
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000205	0.0000198
Energy intensity in terms of physical output (GJ/MT)	39.2	32.4
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The energy consumption data was reported in Mio kWh in FY23 BRSR report, which is converted to GJ & reported- for uniformity

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency

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? (Y/N) 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.

No. The company has plans to focus on the PAT Scheme.

3 Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,80,530.51	2,33,246
(iii) Third party water (tanker)	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,80,530.51	2,33,246
Total volume of water consumption (in kilolitres)	1,80,530.51	2,33,246
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/Turnover in Rs.)	0.0000265	0.0000264
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00000643	0.00000664
Water intensity in terms of physical output (KL/MT)	12.3	10.9
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. No

4 Provide the following details related to water discharged:

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (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	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency No

5 Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

ZLD is implemented in the both sites of IPL

6 Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/m3	25.61	24.3
Sox	µg/m3	13.17	18.26
Particulate matter (PM)	µg/m3	89.28	88.4
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0
Hazardous air pollutants (HAP)		0	0
Others – please specify		0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency No

7 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	791.6	1,248.5
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	23,475.3	31,431.6
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) *		0.0000036	0.0000037
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00000086	0.00000093

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO₂/MT)		1.6	1.5
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			-

* Please note: Emissions from biogenic sources are not considered under Scope 1 or Scope 2 emissions, but are reported separately, as per GHG protocol. Emissions from biogenic sources (rice husk) for FY 24 is 44769 tCO₂ & FY 23 is 51943 tCO₂

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. No

8 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

The company purchases Rice husk as a source of fuel, and thus utilizes the concept of waste to energy.

9 Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	NA	NA
Radioactive waste (F)	Nil	Nil
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)	6595.37	8586
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	6595.37	8586
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000969	0.000000970
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000235	0.000000244
Waste intensity in terms of physical output (tons/ MT)	0.45	0.40
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	659.54	858.6
(ii) Re-used	395.72	515.16
(iii) Other recovery operations	197.86	257.58
Total	1,253.12	1,631.34
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	88.31	135
(ii) Landfilling	6,507.06	8,452
(iii) Other disposal operations	-	-
Total	6,595.37	8,587

*Note: The company is in the process of monitoring waste generation (though in minor quantities) and further having a robust disposal mechanism to minimise waste sent to landfill.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the 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

The Company has practices for choosing always safer or alternatives in terms of raw materials, none of our products are in Red Triangle, in-house derived technologies to create a safe work atmosphere for employees and the environment and standardized procedures for choosing materials for manufacturing. The company has set up ETP (Effluent Treatment Plant) for treating and reusing wastewater for non-potable uses like gardening, cleaning, in flush system etc. RO systems at the site help to reuse of water back in process.

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 corrective action taken, if any
			NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

13 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 (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	None	NA	NA	NA

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:

- Name of the area -
- Nature of operations -
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
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	-	-
---No treatment	-	-
---With treatment – please specify level of treatment	-	-
(v) Others	-	-
---No treatment	-	-
---With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

2 Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

3 With respect to the ecologically sensitive areas reported at Question 10 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.

NA

4 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 provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Renewable resources are used for steam generation. The company uses bio-mass for steam generation. ETP is installed, and treated water is re-used within site premises, to keep the manufacturing sites ZLD		

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

The company has Business Continuity Plan (BCP) that helps to be resilient while facing any disruptive situation. Time during the lockdown was tested period, which the company could handle without any interruption to business and meeting promises given to both the clients, other stakeholders and employees. The objective of the BCP is to always be aware of threats that can cause discontinuity to business operations. The company has efficient Risk Management Committee of Executives that meet regularly to discuss each of the identified Business Risks. Each business risk is tagged with responsibility and accountability for the identified officials who are expert on tackling each. Also, the committee revisits the identified Business Risks every year and reassess them to prioritise on basis of Severity and Probability of occurrence. Meet of all the responsible officials under same roof is scheduled four time a year during which every one do the brainstorm on each other's risks to reframe mitigation measures that are already defined for each. All decisions and minutes of meeting on such meet are escalated to RM Committee of Directors for their inputs, update and approvals if any required.

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

Such significant adverse incidents have never occurred. Pro-actively the team in the field connects with the whole value chain till farmers for understanding areas of improvement if any on their way of using our products.

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

6%



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

Essential Indicators

- 1 a. Number of affiliations with trade and industry chambers/ associations. 10**
b. 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	Basic Chemicals, Cosmetics & Dyes Export Promotion Council popularly known as CHEMEXCIL.	National
2	Pesticides Manufacturers & Formulators Association of India (PMFAI)	National
3	Crop Care Federation of India (CCFI)	National
4	Chamber of Commerce and Industry (CCI)	National
5	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
6	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
7	The All India Management Association (AIMA)	National
8	Indian Pest Control Association (IPCA)	National

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

Name of authority	Brief of the case	Corrective action taken
	NA	

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 - please specify)	Web Link, if available
NA					



Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

2 Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No	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)
NA						

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

Our Whistle blower policy covers external stakeholders, through which community members can raise their concerns. Along with this, we also implement a public grievance redressal mechanism, where any complaints or grievances of our stakeholders, including the community, can be addressed directly to our Administration through email address and phone number of the Vigilance and Ethics Officer. details of the same are mentioned in the Vigil mechanism & Whistle blower policy, which can be accessed on the mentioned link: <https://drive.google.com/file/d/1UUVXTfbEPTn-emVuuji2gfKgBDMR64a9/view>

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	26.16%	24%
Directly sourced within India	14%	11%

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	68%	42%
Semi-urban	-	-
Urban	32%	58%
Metropolitan	-	-

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
NA	

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Uttar Pradesh	Siddharth Nagar	₹ 3,00,000.00

3 (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) No

(b) From which marginalized /vulnerable groups do you procure? NA

(c) What percentage of total procurement (by value) does it constitute? NA

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:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA				

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.

S. No	Name of authority	Brief of the Case	Corrective action taken
NA			

6 Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Samagra Sudhar: Sowing the seed of sustainability in youth & children in villages and train them on self diagnosing and finding sustainable solutions for improvements in their own village.	9,199	100%
2	Food Forests & Bori Bagiya: 650 Urban Poor Families	456	100%

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
3	Chuppi Tod Halla Bol: Combating child sexual abuse by developing tangible avenues that provides safe environment for children to speak out and get motivated for the life ahead	1,21,186	100%
4	Open Gym: Installing gym equipment in 5 public parks under Lucknow Nigam	>1,000	100%
5	Improving Medical Facility in government hospital: Installation of Cardiac Probe for detail study of heart and Online Digital Microscope in the hospital lab	>1,000	100%



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.

For our clients, we customize our solutions based on their needs. Feedback on our services and their experience with us is collected during and at the end of our engagement with them. For our digital platforms, we seek real-time feedback from users visiting our web pages through pop-up forms to take inputs on their user experience. Given the nature of business and the direct connection we have with our readers clients, the Company carries out periodic surveys to stay on their pulse. The objective is to understand their needs and ascertain the gaps. We also participate in readership and brand-related surveys carried out by independent agencies.

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	100% The Company is compliant with
Safe and responsible usage	disclosure requirements as per applicable laws
Recycling and/or safe disposal	

3 Number of consumer complaints in respect of the following:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of Products	Nil	Nil	Nil	Nil	Nil	Nil
Quality of Products	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5 Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

No

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

NA

7 Provide the following information relating to data breaches:

- a. Number of instances of data breaches None
- b. Percentage of data breaches involving personally identifiable information of customers None
- c. 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).

Yes, Information related to products & services of the entity is available on the Company's website https://www.indiapesticideslimited.com/ipl_at_a_glance.php

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

All businesses of the Company comply with the regulations and relevant voluntary codes concerning marketing communications, including advertising and promotion. The Company's communications are aimed at enabling consumers to make informed purchase decisions.

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

Yes, We have Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Our team is in constant touch with the end users including channel partners, dealers & farmers. This help us to communicate any updates regarding products, services etc.

4 Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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/No)

Yes. Sales force does this on a regular basis during their market visits, to serve customers better. Also all display information on the product packaging is in line with the regulatory/ compliance requirements.