RALLIS INDIA LIMITED

June 6, 2022

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001
Scrip Code: **500355**

National Stock Exchange of India Limited
Exchange Plaza
Bandra-Kurla Complex Bandra (E)
Mumbai – 400 051
Symbol: **RALLIS**

Dear Sir,

Sub: Business Responsibility & Sustainability Report – Disclosure under Reg 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Ref: SEBI Circulars dated May 5, 2021 and May 10, 2021

The Company has, as a matter of good governance, voluntarily adopted the Business Responsibility & Sustainability Report for the financial year ended March 31, 2022, which forms part of the Integrated Annual Report FY 2021-22.

The same is also being made available on the website of the Company at www.rallis.com.

This is for your information and records.

Thanking you,

Yours faithfully,
For Rallis India Limited

Yash Sheth
Company Secretary

Business Responsibility & Sustainability Report

SECTION A – GENERAL DISCLOSURES

I DETAILS

1.	**Corporate Identity Number (CIN)**	L36992MH1948PLC014083
2.	**Name of the Listed Entity**	Rallis India Limited
3.	**Year of incorporation**	1948
4.	**Registered office address**	23rd Floor, Lodha Excelus, New Cuffe Parade, Off Eastern Freeway, Wadala, Mumbai - 400 037
5.	**Corporate address**	--
6.	**E-mail address**	investor_relations@rallis.com
7.	**Telephone No.**	+91 22 6232 7400
8.	**Website**	www.rallis.com
9.	**Financial year for which reporting is being done**	April 1, 2021 – March 31, 2022
10.	**Name of the Stock Exchange(s) where shares are listed**	1. BSE Limited (BSE) 2. The National Stock Exchange of India Ltd. (NSE)
11.	**Paid-up Capital**	₹ 19.45 crore
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Name: Mr. Amol Jadhav Telephone: +91 22 6232 7400 E-mail ID: amol.jadhav@rallis.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).**	The disclosures under this report are made on Standalone basis

II PRODUCTS / SERVICES

14. 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.	Crop Care	Manufacturing, Distribution, Sales & Marketing of Crop Protection and Crop Nutrition Products and a variety of field crop and vegetable seeds	87%
2.	Seeds		13%

15. 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.	Agri Inputs	3808	100%

III OPERATIONS

16. Number of locations where plants and/or operations / offices of the entity are situated

Location	Number of Plants	Number of Offices	Total
National	7	16	23
International	Nil	Nil	Nil

17. Markets served by the entity

(a) Number of locations

Locations	Number
National (No. of States)	26
International (No. of Countries)	31

(b) What is the contribution of exports as a percentage of the total turnover of the entity?

30.22%

(c) A brief on types of customers

The Company serves various customers including farmers, retailers, distributors through its domestic business and multinational agrochemical companies and other distributors through the international business. The Company's products are consumed within India as well as across the globe.

IV EMPLOYEES

18. Details as at the end of Financial Year

(a) Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	1,662	1,601	96%	61	4%
2.	Other than Permanent (E)	80	77	96%	3	4%
3.	**Total (D) + (E)**	**1,742**	**1,678**	**96%**	**64**	**4%**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	WORKERS					
1.	Permanent (F)	51	51	100%	0	0
2.	Other than Permanent (G)	3,924	3,560	91%	364	9%
3.	**Total (F) + (G)**	**3,975**	**3,611**	**91%**	**364**	**9%**

(b) Differently abled Employees

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	3	3	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total (D)+(E)**	**3**	**3**	**100%**	**0**	**0**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED WORKERS					
		Nil				

19. Participation / Inclusion / Representation of women

	TOTAL (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	3*	1	33.33%

** Includes MD & CEO*

20. Turnover rate for permanent employees and workers

	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	8%	17.6%	11.1%	10%	13.1%	12.9%	9%	12.9%
Permanent Workers	-								

V HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. Names 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.	Tata Chemicals Limited	Holding	50.06%	Yes

VI CSR DETAILS

22.	i.	Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes / No)	i. Yes
	ii.	Turnover (in ₹)	ii. ₹ 2,604 crore
	iii.	Net worth (in ₹)	iii. ₹ 1,697 crore

VII TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. 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 2021-22			FY 2020-21		
		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
Communities	Yes. A focussed group comprising the Senior Leadership and the CSR Head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members. https://www.rallis.com/WhistleblowerPolicy	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)		Not Applicable					
Shareholders	https://scores.gov.in/scores/Welcome.html	2	Nil	-	4	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 2021-22			FY 2020-21		
		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	https://www.rallis.com/WhistleblowerPolicy Ethics Helpline: (https://secure.integritymatters.in)	2	Nil	-	3	Nil	-
Customers	Yes. Details including contact no., address and email id for lodging complaints have been specified on products. These complaints are addressed as per the process laid down.	59	Nil	-	54	Nil	-
Value Chain Partners (dealers/ vendors)	https://www.rallis.com/WhistleblowerPolicy	4	Nil	-	1	Nil	-
Other (Including contract workers, anonymous, trainees etc)		4	Nil	-	6	Nil	-

24. Overview of the entity's material responsible business conduct issue

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

Please refer our Integrated Report for materiality issues on *Page No. 16*

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

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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	**The Tata Code of Conduct:** https://www.rallis.com/TCOC **Environment, Health & Safety Policy:** https://www.rallis.com/EHSPolicy **Quality Policy:** https://www.rallis.com/QualityPolicy **CSR Policy:** https://www.rallis.com/csr-policy **Affirmative Action Policy:** https://www.rallis.com/AA-policy **Whistleblower Policy:** https://www.rallis.com/WhistleblowerPolicy **Climate Change Policy:** https://www.rallis.com/climatechangepolicy								
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. #	Y (1, 2, 3)	Y (1, 2, 3)	Y (1, 2, 3)	Y (1, 2, 3)	Y (1, 2,3)	Y (1, 2, 3)	Y (1, 2, 3)	Y (1, 2, 3)	Y (1, 2, 3)
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.	Long term Sustainability Goals / Targets have been identified and the action plan for achieving the same is tracked on a year on year basis. Performance of such principles is also reviewed periodically by the Senior Management								

 # Responsible Care (1)

ISO 14001 (2)

OSHAS 18001 (3)

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

Rallis India Limited ('Rallis' or 'the Company'), in its process of visualising a promising future, has been undertaking efforts to align and integrate its goals with the Environment, Social and Governance (ESG) aspects of business and to build innovative business models. The Company endeavours to address a majority of the 17 Sustainable Development Goals (SDGs) aimed at building economic capital, ensuring environmental integrity, enabling economic development and building social capital. The Company has also undertaken an ambitious initiative '30 by 30', targeting 30% absolute reduction of carbon emission by the year 2030.

Further, as a part of its social focus area, the Company undertakes various CSR projects around its manufacturing units with specific focus on watershed, education, skill development and employability / entrepreneurship. The Company works with under privileged and affirmative population to improve livelihood and overall development of the communities it serves. To deliver these commitments, the Company has a CSR Policy, Affirmative Action Policy, Diversity & Inclusion Policy and Business & Human Rights Policy in place.

The Company has also adopted the Tata Code of Conduct (TCoC) which guides its interactions with all key stakeholders including Employees, Customers, Value Chain Partners, Communities, Investors, Environment, Society, etc. and has well defined governance practices in line with the TCoC.

For more information about the targets and achievements on the ESG, please refer to the details on Natural and Social Capital at *Page Nos. 10-15 and 36-39* of the Integrated Report.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies

Mr. Sanjiv Lal, Managing Director & CEO (DIN: 08376952) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.

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, the Company has a Board level Safety, Health, Environment and Sustainability ('SHES') Committee. This Committee provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all-new strategic initiatives, budgets, audit actions and improvement plans.

Members of SHES Committee	Designation	DIN
Dr. C. V. Natraj, Chairman	Non-Executive, Independent Director	07132764
Mr. R. Mukundan, Member	Non-Executive, Non-Independent Director	00778253
Mr. Sanjiv Lal, Member	Managing Director & CEO	08376952

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, policies on Business Responsibility of the Company are reviewed periodically or on a need basis by the Senior Leadership Team including the MD & CEO. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented																	
Compliance with statutory requirements of relevance to the Principles and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the MD & CEO/CFO to the Board of Directors																	

11. 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.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The Company has various policies in place which are reviewed from time to time by the Board, its Committees and Senior Management. Further, the above policies and processes may be subject to regulatory compliances and changes, as applicable.								

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
The entity does not consider the Principles material to its business (Yes/No)	All Principles are covered by the Policies								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or / human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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 the awareness programmes
Board of Directors (BoD)	During the 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
Key Managerial Personnel	2	1. Tata Code of Conduct 2. Anti-Bribery & Anti-Corruption	100
Employees other than BoD and KMPs	43	3. Whistleblower Policy 4. Prevention of Sexual Harassment at the Workplace	65
Workers	5	1. Tata Code of Conduct 2. Prevention of Sexual Harassment at the Workplace	60

Note: All the principles laid down in this Report are covered in the Tata Code of Conduct which is mandatorily adhered to by all employees of the Company

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2021-22 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)**

	Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil				
Settlement					
Compounding fee					

	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				

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
NA	

4. **Does the entity have an anti-corruption policy 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. The Policy has been developed in alignment with the Tata Code of Conduct (TCoC).

The ABAC policy covers risk assessment, third party due diligence, training and awareness. Various training and awareness sessions on the TCoC and related policies were conducted on a continuous basis through classroom as well as e-modules.

Employees, Customers, Suppliers and other Stakeholders of the Company are encouraged to raise concerns on becoming aware of any actual or potential violation of the TCoC, policies or laws.

One of the core principles being the commitment to operating businesses conforming to the highest moral and ethical standards, the Company does not tolerate bribery or corruption in any form. It is illegal and immoral to, directly or indirectly, offer or receive a bribe and this commitment underpins everything it does.

The Company, having adopted the TCoC, is therefore committed to acting professionally, fairly and with integrity in all its business dealings and relationships wherever it operates and to implement and enforce effective systems to counter bribery. This includes compliance with all laws, domestic and foreign, prohibiting improper payments, gifts or inducements of any kind to or from any person, including officials in the private or public sector, customers and suppliers. The Company is equally committed to the prevention, deterrence and detection of bribery and other corrupt business practices.

The TCoC can be accessed at: https://www.rallis.com/TCOC

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

	FY 2021-22	FY 2020-21
Directors	Nil	
KMPs		
Employees		
Workers		

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs				

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.**

   Not Applicable

LEADERSHIP INDICATORS

1. **Awareness programmes conducted for value chain partners on any of the Principles during FY 2021-22**

Total number of awareness programmes held	Topics / Principles covered under the training	% age of value chain partners covered (by value of business done with such partners)
40	Topics addressed in the Tata Code of Conduct - Anti-Bribery & Anti-Corruption Policy Whistleblower Policy Prevention of Sexual Harassment Policy Gift and Hospitality Policy	60

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, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes the shareholding.

   Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein.

   In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested.

   For identifying and tracking conflict of interests involving the Directors/KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department for monitoring and tracking transaction(s) entered by the Company with such parties.

   Additionally, the Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which 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. 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.

(₹ in Lakh)

	FY 2021-22	FY 2020-21	Details of improvements in environmental and social impacts (indicative)
R&D	374.09	251.54	i. Solvent recovery and recycling across all process chemistry projects ii. Formulation development such as those which are water based, vegetable oil based, non-solvent based, etc. and development of green and blue triangle pesticide category formulations iii. Development for sustainable crop nutrition products
Capex (Including capital work-in-progress and intangible assets under development)	321.66	231.90	i. Equipment purchase (reactor : 5 litre & 10 litre capacity) to develop the technology for solvent recovery and recycling ii. Energy saving : CFL to LED (monthly saving of 2,000 units) iii. Sustainable formulation development

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

(a) Yes

During the year, the Company has developed a process for selection of suppliers and third parties which includes various parameters such as guidelines on Environment Health & Safety Policy, Legal Compliance, Adherence to TCoC, ISO Certification, etc.

(b) If yes, what percentage of inputs were sourced sustainably?

The Company plans to carry out a sustainability assessment of key Suppliers. In phase 1 the Company will be covering critical suppliers.

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) (b) E-waste (c) Hazardous waste and (d) Other waste.

(a) Plastics (including packaging) - For damaged product packaging, the product is reclaimed at the depots and is returned to the respective factories for repacking. Further, the expired products are sent for incineration to an authorised agency in accordance with the Hazardous Waste Management Rules, 2016 ('the Rules')

(b) E- waste - A pan India based agency authorised by the Pollution Control Board is selected for ensuring safe disposal of e-waste with minimal environmental impact

(c) Hazardous waste - Hazardous waste is categorised as per the Rules and is sent to the authorised end users for utilising the same and converting it into useful products. The remaining hazardous waste is sent for proper disposal at Pollution Control Board's authorised facilities.

(d) Other waste - NA

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. Plastic waste generated from end products is disposed off under EPR with the help of an agency authorised by the Central Pollution Control Board (CPCB). They collect plastic waste under two categories, namely multi layer and non-multi layer. The multi layer waste is disposed off at CPCB approved cement industries as co-processing and non-multi layer waste disposal is done at a certified plastic recycler. The Company files annual returns for plastic waste disposal at CPCB.

LEADERSHIP INDICATORS

1. **Has the entity conducted Life Cycle Perspective / Assessment (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					

Note: The Company is in process of carrying out LCA for its manufacturing unit at Ankleshwar, Gujarat. Additionally, the Company also assesses its Carbon Footprint.

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 reuse input material to total material	
	FY 2021-22	FY 2020-22
Nil		

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 2021-22			FY 2020-21		
	Re-used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	-	1,013.24	-	NA	NA	NA
E-Waste	-	3.62	-	-	-	-
Hazardous waste	14,552.00	-	-	12,257.00	-	-
Other waste	NA	NA	NA	NA	NA	NA

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
Crop Protection Products	0.117%

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 (D)	% (E / A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,604	1,604	100%	1,604	100%	NA	NA	-	-	-	-
Female	61	61	100%	61	100%	61	100%	NA	NA	-	-
Total	**1,665**	**1,665**	**100%**	**1,665**	**100%**	**61**	**100%**	**-**	**-**	**-**	**-**
Other than Permanent employees											
Male	77	Nil									
Female	3										
Total	**80**										

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 (D)	% (E / A)	Number (F)	% (F/A)
Permanent Employees											
Male	51	51	100%	51	100%	NA	NA	-	-	-	-
Female	0	0	0	0	0	NA	NA	NA	NA	NA	NA
Total	**51**	**51**	**100%**	**51**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent employees											
Male	3,560	3,560	100%	Nil							
Female	364	364	100%								
Total	**3,924**	**3,924**	**100%**								

2. **Details of retirement benefits for Current and Previous FY**

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as a % of total employees	No. of employees 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 employees covered as a % of total workers	Deducted and deposited with the authority (Y/ N/ N.A)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y

3. **Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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.**

Most of our working locations are accessible to differently abled persons

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.

The Company is governed by the TCoC whereby all the employees and those eligible are provided with equal opportunities. The Company is committed by an inclusive work culture without any discrimination on the grounds of race, caste, religion, colour, marital status, gender, sex, age, nationality, ethnic origin, disability and such other grounds as precribed and protected by the applicable laws.

The TCoC can be accessed at: https://www.rallis.com/TCOC

5. Return to work and Retention rates of permanent employees 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	100	100	NA	NA
Total	**100**	**100**	**NA**	**NA**

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

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Employees are encouraged to share their concerns with their reporting managers, the HR department and members of the Senior Leadership Team. Apart from this, an Ethics and POSH escalation mechanism is also available including a third party helpline.

The Company, on a regular basis, sensitises its employees on the same as well. It is mandatory for new employees to read, understand and affirm to the TCoC document as part of the induction program.

Employees can raise their concerns to -

i. Ethics mailbox - ethics@rallis.com, posh@rallis.com

ii. Independent Third Party Helpline - Integrity Matters at reportmyconcern@integritymatters.in

iii. Ethics Counsellors, POSH Committee Members

iv. The Whistleblower channel

The concern received, if any, is investigated by the authorised persons by gathering, validating and analysing the data. The observations and findings / recommendations are shared with the PEO (Principal Ethics Officer). The documentation of the action taken is filed for records. Periodically, these concerns are reviewed by the Audit Committee Members. The lessons learnt are also shared during the quarterly Employee Communication meetings.

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

Category	FY 2021-22			FY 2020-21		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of associations or Union (B)	% (B/ A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of associations or Union (D)	% (D/ C)
Total Permanent employees	**1,665**	**0**	**0**	**1,645**	**0**	**0**
Male	1,604	0	0	1,592	0	0
Female	61	0	0	53	0	0
Total Permanent workers	**51**	**51**	**100%**	**55**	**55**	**100%**
Male	51	51	100%	55	55	100%
Female	0	0	0	0	0	0

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

Category	FY 2021-22					FY 2020-21				
	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	1,604	1,604	100%	1,396	87%	1,592	1,592	100%	1,353	85%
Female	61	61	100%	53	87%	53	53	100%	45	85%
Total	**1,665**	**1,665**	**100%**	**1,449**	**87%**	**1,645**	**1,645**	**100%**	**1,398**	**85%**
Workers										
Male	51	51	100%	51	100%	55	55	100%	55	100%
Female	0	0	0	0	0	0	0	0	0	0
Total	**51**	**51**	**100%**	**51**	**100%**	**55**	**55**	**100%**	**55**	**100%**

9. **Details of performance and career development reviews of employees**

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	1,604	1,604	100%	1,592	1,592	100%
Female	61	61	100%	53	53	100%
Total	**1,665**	**1,665**	**100%**	**1,645**	**1,645**	**100%**
Workers						
Male	51	51	100%	55	55	100%
Female	0	0	0	0	0	0
Total	**51**	**51**	**100%**	**55**	**55**	**100%**

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 of such a 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 environment, health & safety of its employees, contractors, visitors and all other relevant stakeholders.

The Company has also adopted Environment, Health & Safety Policy which can be accessed on its website at: https://www.rallis.com/EHSPolicy

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 Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency preparedness and business continuity. There is a structured Risk Assessment & Management process which is regularly reviewed and mitigation plans are put in place to reduce the risk.

For all activities including routine or non-routine, hazards are identified by a trained cross functional team and risk assessment is done through Hazard Identification and Risk Assessment (HIRA) / Job Safety Analysis (JSA) / Standard Operating Procedures (SOP) which is referred before starting any activity. Identified hazards and associated risks are addressed through operational control measures using a hierarchy of control approach. Techniques like Process Hazard Analysis (PHA), what-if-analysis, Failure Mode Effect Analysis (FMEA) are carried out on a case to case basis.

Storage and handling of toxic chemicals like Ammonia, Bromine, Solvents, 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.

Considering the level of process hazards, Ankleshwar and Dahej, Gujarat (manufacturing units of the Company) have been working on Process Safety and Risk Management (PSRM) for the last two years.

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

Yes. Work related Hazards are being identified and addressed through a daily plant round and cross functional Behaviour Safety Observation rounds. Analysis of observations are being done through Master Data Online (MDO) safety e-portal and controls are identified during studies like HIRA, HAZOP, JSA etc.

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

Yes. All employees are covered under the Mediclaim Insurance Policy and Group Personal Accident Policy

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

Safety Incident	Category	FY 2021-22	FY 2020-21
Lost time injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees & Workers	0.13	0.06
Total recordable work-related injuries	Employees & Workers	5	4
No. of fatalities	Employees & Workers	0	0
High consequence work related injury or ill health (excluding fatalities)	Employees & Workers	0	0

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

At Rallis, a culture of safety is encouraged across hierarchies by promoting behaviour-based safety, process safety and road safety as key focus areas among its workforce, PSRM implementation started at the Dahej and Ankleshwar sites after a gap assessment with the help of an external competent agency. Rallis is taking various measures to further strengthen its process safety through enhancing automation in chemical processes and unit operations. Safety Audit conducted at all manufacturing sites by corporate safety to identify and rectify the gaps in workplace safety. TfS (Together for Sustainability) audit process was carried out to verify Rallis' sustainability performance against a defined set of audit criteria on environment, health & employee wellbeing. Both Ankleshwar and Dahej where the assessment was carried out, fared very well in TfS Audit with high scores. Tata group safety standards are implemented at sites to align the site procedure with the group guidelines. MDO - the e-portal has also been implemented to record safety performance and take timely action on deviations.

The Company also has a Board level Safety, Health, Environment and Sustainability ('SHES') Committee, chaired by a Non-Executive, Independent Director. The Committee reviews and monitors the safety, health, environmental and sustainability practices, processes, standards and activities of the Company to ensure compliance with appropriate laws and legislation. This Committee also provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly and timely addressed. All the incidents are reported to the Committee and are investigated and analysed to avoid any recurrence.

13. Number of Complaints on the following made by employees

	FY 2021-22			FY 2020-21		
	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					
Health & Safety						

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%
Working Conditions	100%

Assessments were carried out by the Directorate of Industrial Safety & Health and Indian Chemical Council.

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.

The Company follows Tata group Safety Incident Investigation guidelines. The Incident Investigation process describes a structured approach to identify, assess and control various hazards and risks and support the system to achieve the goal of 'Zero Harm' along with other business goals of zero defects, zero legal non-compliance etc. in a systematic and auditable manner. Incident Investigation guideline support the Rallis Safety Policy, Safety Principles and Technical requirement on Process Safety & Risk Management.

It outlines a structured approach to list and investigate the process of safety incidents and near misses, work out the root cause(s), with possible corrective or preventive action and to follow up closure of these actions identified.

All incidents are investigated by a cross-functional team and all critical factors involved in the incident are determined through root cause analysis with proper corrective and preventive actions to prevent a recurrence.

The learnings are shared and training is conducted for better understanding & better implementation of processes across all locations.

A Report prepared by a process of collating all the safety incidents (critical near miss, safety parameters, process safety, fire incidents, etc.) through a safety cross functional team forms the basis for the monthly report which is sent to the senior leadership team and to the SHES Committee of the Board.

LEADERSHIP INDICATORS

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

Yes. Rallis has a scheme in place to provide Financial Assistance to the legal dependents of the permanent employees in case of death while in service.

In addition to this, the employees are covered under the Group Personal Accident (GPA) Policy. The GPA Policy is also being extended to the contract employees working in manufacturing units and offices.

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 monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance.

3. **Provide the number of employees having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment**

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Employees	Nil			
Workers				

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

5. **Details of 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%
Working conditions	100%

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.**

   The Company conducts EHS, system & regulatory audits of the third parties, their warehouses and of suppliers at regular intervals to ensure compliance of various processes. Regular follow ups are being done to ensure implementation of suggested corrective / preventive actions.

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.**

   The Company identifies and engages with various stakeholders with the intention of understanding and addressing their expectations and developing short, medium and long-term strategies of the Company. The internal and external groups of key stakeholders identified on the basis of their immediate impact on the operations and working of the Company include Employees, Shareholders, Customers, Communities, Suppliers, Government Authorities, Partners and Vendors.

   The Company also engages with the analysts and news media from time to time.

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, Websites)	Frequency of engagement (Annually / Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/ conference calls, annual report, quarterly results, media releases and Company/SE website	Ongoing	Share price appreciation, dividends, profitability and financial stability, robust ESG practices climate change risks, cyber risks, growth prospects
Employees	No	Senior leaders' communication/talk / forum, Employee Communication (CEO Online), goal setting and performance appraisal meetings/review, arbitration/ union meetings, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, quarterly publication and newsletters	Ongoing	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives
Customers	No	Website, distributor / retailer / direct customer / MD, senior leader-customer meets / visits, customer plant visits, MD / COO club, Dealer's meet, focus group discussion, trade body membership, complaints management, helpdesk, conferences, customer surveys and NPS	Ongoing	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines / manufacturing, climate change disclosures, Safety awareness and safe use of Agrochemicals
Suppliers / Partners	No	Prequalification / vetting, communication and partnership meets, plant visits, MoU and framework agreements, professional networks, contract management/review, on site presentations, satisfaction surveys	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ISO and OHSAS standards, collaboration and digitalisation opportunities
Government	No	Advocacy meetings with local/state/ national government and ministries, seminars, media releases, conferences, membership in local enterprise partnership and industry bodies	Ongoing	Strong ESG practices (climate change roadmap, frameworks for sustainability and beyond compliance and RC, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement
Communities	Partially	Meets of community / local authorities / location heads, community visits and projects, partnership with local charities, volunteerism, seminars/ conferences, CSR Partner's meet	Ongoing	Integrated water management, clean water, Natural Resource Management, community development, livelihood support, disaster relief, support of the UN SDGs, Education, Skill development, Farmer Safety etc.

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's management regularly interacts with key stakeholders i.e investors, customers, suppliers, employees etc. The Company has a Safety, Health, Environment & Sustainability and CSR Committees that updates the progress of actions to the Board and takes inputs on a quarterly basis.

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, through materiality assessment, we engage with our stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics.

   (For further details please refer to the section on Stakeholder Engagement on *Page 19* of the Integrated Report)

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

   The Company follows an integrated development approach, which specifically targets the disadvantaged, vulnerable and marginalised stakeholders. The Company began its journey a few years ago by focussing on Affirmative Action i.e. disadvantaged communities. All social initiatives under these elements are carried out around the Company's areas of operations. As per the need assessment, the Scheduled Caste (SC) / Scheduled Tribe (ST) community in the Company's neighbourhood regions aspires for better education, health care, agriculture/animal husbandry, better livelihood skills and employment.

   The Company's entry level recruitment like Diploma Engineer Trainees, Graduate Engineer Trainees and Management Trainees focus on colleges with areas dominant by SC/ST. The internal job posting initiative Seamlessly Harnessing Internal Expertise ('SHINE') is further enhanced to include referrals for candidates from the economically and socially backward communities calling it Seamlessly Harnessing Internal Expertise ('SHINE+').

   Tata Affirmative Action Program (TAAP) is designed to address the vulnerable and marginalised community especially SC / ST. Rallis works under 5 Es – Employment, Entrepreneurship, Employability, Education and Essential enablers to empower SC / ST. communities. Various programs and targets for each program are planned and implemented. External assessment by assessors from Tata group fraternity reviews the work done in TAAP and shares the feedback including the positive as well as areas of improvement under these 5 Es.

PRINCIPLE 5 – BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

1. **Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format**

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. of employees	% (B / A)	Total (C)	No. of employees	% (D / C)
Employees						
Permanent	1,665	1,665	100%	1,645	1,645	100%
Other than Permanent	80	80	100%	122	122	100%
Total Employees	**1,745**	**1,745**	**100%**	**1,767**	**1,767**	**100%**
Workers						
Permanent	51	51	100%	55	55	100%
Other than Permanent	3,924	3,924	100%	4,051	4,051	100%
Total Employees	**3,975**	**3,975**	**100%**	**4,106**	**4,106**	**100%**

2. Details of minimum wages paid to employees in the following format

Category	FY 2021-22					FY 2020-21				
	Total (A)	Equal to Minimum wages		More than minimum wages		Total (D)	Equal to Minimum wages		More than minimum wages	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,604	0	0	1,604	100%	1,592	0	0	1,592	100%
Female	61	0	0	61	100%	53	0	0	53	100%
Other than Permanent										
Male	77	0	0	77	100%	118	0	0	118	100%
Female	3	0	0	3	100%	4	0	0	4	100%
Workers										
Permanent										
Male	51	0	0	51	100%	55	0	0	55	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	3,560	0	0	3,560	100%	3,668	0	0	3,668	100%
Female	364	0	0	364	100%	383	0	0	383	100%

3 Details of remuneration/salary/wages, in the following format

	Male		Female	
	Number	Median remuneration / salary/ wages of respective category (₹ in lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)
Board of Directors#	4	38	2	39.10
Key Managerial Personnel*	2	219.78	1	110.63
Employees other than BoD and KMP	1,602	7.87	60	9.89
Workers	51	5.77	-	-

** inlcudes MD & CEO*

 # includes sitting fees

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. Business & Human Rights Policy has been adopted by the Company and the Audit Committee of the Board has an oversight on the progress.

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

The Company has a policy in place for Business & Human Rights. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and / or any other unsafe or disruptive conditions.

Accordingly, the Company has in place an ethics framework comprising a team of ethics counsellors for redressal of grievances related to ethics / human rights as well as a team of POSH committee members for redressal of such related issues. Additionally, a third party helpline is also in place.

6. Number of Complaints on the following made by employees

	FY 2021-22			FY 2020-21		
	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	Nil					
Discrimination at workplace						
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

i. An independent Internal Committee (IC) drawn from cross functional/location employees, follows the process/guidelines as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

ii. The Whistleblower Policy ensures that no unfair treatment will be meted out to a Whistleblower by virtue of his/her having reported a Protected Disclosure under the policy. The Company, as a policy, condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers. Complete protection will, therefore, be given to Whistleblowers against any unfair practices like retaliation, threat or intimidation of termination/ suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like including any direct or indirect use of authority to obstruct the Whistleblower's right to continue to perform his/her duties/functions including making further Protected Disclosure.

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

Yes, the Company has specific clauses as part of the TCoC included in the business agreements and contracts and purchase orders. Human rights forms part of the TCoC.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company's manufacturing plants, R&D centers and offices were assessed by the Company and/or externally by third parties, as applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

NA

LEADERSHIP INDICATORS

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

Business and Human Rights Policy was adopted in FY 2021-22. So far there have been NIL grievances

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, most of the locations are accessible to differently abled persons

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

Declaration of adherence to our TCoC on the above is taken from the value chain partners as part of their contract / purchase orders.

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

NA

PRINCIPLE 6 – 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 2021-22	FY 2020-21
Total electricity consumption (A)-GJ	1,30,908	1,22,480
Total fuel consumption (B)- GJ	3,70,409	3,76,885
Energy consumption through other sources (C)-GJ	12,538	12,470
Total energy consumption (A) + (B) + (C)	**5,13,855**	**5,11,835**
Energy Intensity per rupee of turnover (total energy consumption/turnover in rupees) GJ/Crore	197.33	210.68
Energy intensity (optional) – the relevant metric may be selected by the entity - GJ/MT of Production	14.46	16.05

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

Yes, Sustainability data assurance is done externally by -

FY 2020-21 - Price Waterhouse Chartered Accountants LLP

FY 2021-22- Ernst & Young Associates LLP

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

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

Parameter	FY 2021-22	FY 2020-21
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	0	0
(iii) Third Party water	3,14,259	3,29,591
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres i+ii+iii+iv+v)	**3,14,259**	**3,29,591**
Total volume of water consumption (in kilolitres)	**3,14,259**	**3,29,591**
Water intensity per rupee of turnover (water consumed / turnover) KL / Crore	120.68	135.66
Water intensity (optional) – the relevant metric may be selected by the entity-KL/ MT of Production	8.85	10.34

Note: indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? if yes, name the external agency

Yes

FY 2020-21 - Price Waterhouse Chartered Accountants LLP

FY 2021-22- Ernst & Young Associates LLP

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

The Company is working towards making its all manufacturing units as Zero liquid discharge units. So far Ankleshwar and Akola have developed the capability for 100 % recycle of the treated water.

5. Provide details of air emissions (other than GHG emissions) by the entity, in the following format.

Parameter	Specify unit	FY 2021-22	FY 2020-21
NOx	kg/Annum	15,264	13,685
SOx	Kg/Annum	18,497	14,236
Particulate matter (PM)	kg/Annum	26,361	23,535
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

Note: indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? if yes, name the external agency

Monthly monitoring is done with the help of Government approved /MOEF approved agency

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

Parameter	Unit	FY 2021-22	FY 2020-21
Total scope 1 emissions (Break up of the GHG into CO_2, CH_4, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	17,890	39,385.32
Total scope 2 emissions (Break up of the GHG into CO_2, CH_4, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	29,818	28,343.40
Total scope 1 and 2 emissions per rupee of turnover	MT /Crore	18.32	27.87
Total scope 1 and 2 emissions intensity (optional) the relevant metric may be selected by the entity	Metric tonnes of CO_2 / Metric tonnes of production	1.37	2.17

Note: indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? if yes, name the external agency

Yes, Sustainability data assurance is done externally by -

FY 2020-21 - Price Waterhouse Chartered Accountants LLP

FY 2021-22- Ernst & Young Associates LLP

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

Yes. Carbon abatement project done with PricewaterhouseCoopers (PWC) in FY 21-22 to identify and evaluate various CO_2 reduction projects to meet Company's overall objective of reducing 30% absolute carbon emission by 2030.

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

Parameter	FY 2021-22	FY 2020-21
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,013.24	NA
E-waste (B)	3.62	0
Bio-medical waste (C)	0.004155	0.00875
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste, please specify (G)	16,360	18,319
Other non-hazardous waste generated (H) if any (Break up by composition i.e by materials relevant to the sector)	2,281.38	2,027.66
Total (A+ B+C+D+E+F+G+H)	**19,658.24**	**20,346.66**
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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	14,555	12,257
Total	**14,555**	**12,257**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	10,427.49	10,406
(ii) Landfilling	5,932	7,914
(iii) Other disposal operations- Co processing	14,555	12,257
Total	**30,914.49**	**30,577**

Note: indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? if yes, name the external agency-

Yes, Sustainability data assurance done externally by -

FY 2020-21 - Price Waterhouse Chartered Accountants LLP

FY 2021-22- Ernst & Young Associates LLP

9. 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

Non toxic waste water from process, canteen, amenities, cooling towers, boiler blow-down, etc. is treated in Effluent Treatment Plant (ETP). ETP is equipped with primary, secondary, tertiary treatment followed by an RO system. Tertiary treated effluent is either recycled through RO or discharged to the common effluent system.

The Aqueous effluent generated from processes having low COD and high TDS is fed to the Multiple Effect Evaporator and condensate of the evaporator is sent for treatment in the Effluent treatment plant or recycled/reused.

The sludge generated from the evaporator/ETP is sent to an authorised secured landfill site. High calorific and high TDS value hazardous waste is sent for processing to authorised co-processors and further to cement industry.

Spent acids are sent for recycling to authorised end user to make useful products. Aqueous/Organic waste is sent to the authorised common incinerator system.

As per our policy we have discontinued production of the highly toxic red triangle products as per the Insecticides Act.. Thus, the product portfolio and waste generated remains relatively less toxic.

10. 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, specify details in the following format

S. No	Location of operations/ offices	Types of operation	Whether the conditions of environment approval / clearance are being compiled with ? Y / N If no, the reasons thereof and corrective action taken, if any.
			Not Applicable

11. 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 the project	EIA Notification no.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant web link
Proposed expansion for manufacturing of Pesticides Technical, Pesticide Specific Intermediates, Specialty Product, Pesticide formulations and addition of Captive Co-Gen Power Plant	IA/GJ/IND3/ 256051 /2022	March 5, 2022	Yes	Yes	http://environmentclearance.nic.in/proposal_status_new1.aspx

12. 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:

Yes

S No.	Specify the law / regulation / guidelines which was not complied with	Provide the details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
Not Applicable				

LEADERSHIP INDICATORS

1. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2021-22	FY 2020-21
From renewable sources		
Total electricity consumption (A) GJ	12,538	12,470
Total fuel consumption (B) GJ	1,18,691	1,22,539
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) GJ	**1,31,229**	**1,35,009**
Total electricity consumption (D) GJ	1,30,908	1,22,480
Total fuel consumption (E)	3,70,409	3,76,885
Energy consumption through other sources (F) (fuel consumption)	12,538	12,470
Total energy consumed from non-renewable sources (D+E+F)	**5,13,855**	**5,11,835**

Note: indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? if yes, name the external agency

Yes, Sustainability data assurance done externally by -

FY 2020-21 - Price Waterhouse Chartered Accountants LLP

FY 2021-22- Ernst & Young Associates LLP

2. Details related to water discharged

Parameter		FY 2021-22	FY 2020-21
Water discharge by destination and level of treatment (in kilolitres)			
(i)	To Surface water	0	0
-	No treatment	0	0
-	With treatment – please specify level of treatment	0	0
(ii)	To Groundwater	0	0
-	No treatment	0	0
-	With treatment – please specify level of treatment	0	0
(iii)	To Seawater	0	0
-	No treatment	0	0
-	With treatment – please specify level of treatment	0	0
(iv)	Sent to third-parties		
-	No treatment	0	0
-	With treatment – please specify level of treatment	72,414	72,127
(v)	Others		
-	No treatment	0	00
-	With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		**72,414**	**72,127**

3. 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 - Ankleshwar, Dahej, Akola, Lote and Kokkonda

(ii) Nature of operations - Agri inputs

(iii) Water withdrawal, consumption and discharge

Parameter	FY 2021-22	FY 2020-21
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	3,14,259	3,29,591
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	**3,14,259**	**3,29,591**
Total volume of water consumption (in kilolitres)	**3,14,259**	**3,29,591**
Water intensity per rupee of turnover (Water consumed / turnover) KL/Crore	120.68	135.66
Water intensity (optional) – the relevant metric may be selected by the entity	8.85 KL /MT of production	10.34 KL/MT of production
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment–please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment– please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment –please specify level of treatment	0	0
(iv) Sent to third-parties	72,414	72,127

4. Details of total Scope 3 emissions & its intensity, in the following format

Parameter	Unit	FY 2021-22	FY 2020-21
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	9,921	1,533
Total Scope 3 emissions per rupee of turnover (FY 2021-22 - Supply chain & Business travel emissions included)	MT/ Crore	3.81	0.63
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MT/ MT of production	0.27	0.04

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.

Scope 3 emission for FY 2021-22 increased due to inclusion of supply chain (inbound and outbound logistics) & Business travel.

Yes, Sustainability data assurance is done externally by -

FY 2020-21 - Price Waterhouse Chartered Accountants LLP

FY 2021-22- Ernst & Young Associates LLP

5. **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**

   Under CSR, the Company is not working in any ecologically sensitive zones / areas.

6. **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, provide details of the same as well as outcome of such initiatives, as per the following format**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Integrated Waste Management	Converting Hazardous waste like Spent Sulphuric Acid, Sodium Sulphate into useful product with partnership with authorised end users	Conservation of Natural resources

7. **Does the entity have a business continuity and disaster management plan? Give details in 100 words**

   Yes. Business Continuity Plans (BCP) are designed to help the Company to recover from a disruption in production activity. Specifically, BCP provides guidance to ensure that the Manufacturing units can respond effectively to a disruption and restore production operations as quickly as possible.

   The objectives of BCP for Manufacturing plants are to identify various threats that can disrupt the business operations. Identify advanced arrangements and procedures that will enable the team to respond quickly to an emergency event and ensure continuous performance of critical business functions. Reduce employee injury or loss of life and minimise damage and losses. Protect essential facilities, equipment, vital records, and other assets. Identify teams which would need to respond to a crisis and describe specific responsibilities. Facilitate effective decision-making to ensure that agency operations are restored in a timely manner. Identify alternative courses of action to minimise and/or mitigate the effects of the crisis and shorten the agency response time. Quantify the impact of any kind of event in terms of money, time, business and workforce. Recover quickly from an emergency event and resume to full-scale manufacturing of products in a timely manner. Maintain the quality of manufactured goods and products and keep consistency prioritised, protecting our customer base and brand during an emergency event.

8. **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.**

   No such incident has occurred. The Company provides awareness and training to the farmers to ensure proper handling and uses of agrochemical products.

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

   During FY 2021-22, the Company covered key value chain partners for environment impact assessment internally (Third party formulations & warehouse). The coverage was 90% for third party formulations and 70% warehouse operations.

   The Company is planning to conduct impact assessment for critical value chain partners in the 2nd phase.

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. a. **Number of affiliations with trade and industry chambers/ associations**

   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.	Crop Life India	National
2.	Confederation of Indian Industry (CII)	
3.	Bombay Chambers of Commerce and Industry (BCCI)	
4.	Federation of Seeds Industries of India (FSII)	
5.	IMC Chamber of Commerce and Industry	

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 the 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 the public domain ? (Yes / No	Frequency of review by Board (Annually / Half yearly / Quarterly / Others-)	Web link if available
1.	Use of drones in agriculture	Through Industry bodies	-	-	-
2.	Recycling of Plastic containers	Through Industry bodies	-	-	-
3.	Safe use of Agrochemicals by farmers	Through Industry bodies	-	-	-

PRINCIPLE 8 - 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 FY 22**

Name and brief details of the 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 PAF covered by R&R	Amounts paid to PAFs in FY (INR)
NA						

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

The Company has a focussed group comprising the Senior Leadership and the CSR Head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members. Further, the Company also has a Whistleblower Policy in place for all its stakeholders to file their grievances. Same can be accessed at https://www.rallis.com/WhistleblowerPolicy

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

	FY 2021-22	FY 2020-21
Directly sourced from MSMEs / small producers	12.8%	11.1%
Sourced directly from within the district and neighbouring districts		

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)

Not Applicable

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 (₹)
1.	Maharashtra	Osmanabad	36,00,000
2.	Gujarat	Narmada	15,00,000
3.	Telangana	Warangal Rural	15,00,000
4.	Jharkhand	Ramgarh	20,00,000

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

No (Procurement is done based on competitiveness). However we encourage marginalised and vulnerable groups.

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

If such a vendor is available, we prefer Affirmative Action (AA) Category vendor if competitive.

(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

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 benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Jal Dhan	2,54,656	27
2.	RUBY including teachers	8,663	50
3.	C-Safe	1,565	14
4.	Rural development	33,699	19
5.	TaRa	1,517	36

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.

Rallis has multiple touchpoints through which complaints are received : In the field through Sales team, 'Dr Vishwas' Company's farmer advisory helpline, cmc@rallis.com email ID, Website Query section, Rallis Krishi Samadhan App, Facebook, YouTube & Instagram Pages. All complaints received from the Sales team are logged into our 'e-Bandhan' portal & responded to. All complaints from other touch points are tracked and we call back the customer & respond to the complaints. Complaints for which personnel visit is required is undertaken by the Sales executives.

2. Turnover of products/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 (Energy Used, Water Consumed, No. of People involved in production, etc.)	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

	FY 2021-22			FY 2020-21		
	Received During the Year	Pending resolution at end of	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices *						
Other						

** .We have received only Product performance related queries . None of these category queries are received till date*

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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.**

   Yes. The Company has detailed framework on cyber security and risk related to data privacy. Please refer to Integrated Report on *Page No. 20*.

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.**

   The cyber security for Rallis has been outsourced and managed by a leading IT services company. The regular reviews are conducted and corrective actions are taken to improve the cyber security posture.

   Data privacy requirements are being evaluated with respect to proposed personal data privacy law. The actions will be taken as per data privacy law.

LEADERSHIP INDICATORS

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

   Information relating to all products of the Company are available on the website at www.rallis.com. Additionally, it is also available on the 'Rallis Krishi Samadhan' - an App and various social media platforms such as Facebook, YouTube and Instagram.

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

   The Company conducts meetings with the consumers including farmers on field days whereby they are educated about the correct dosage, time of application as well as correct methods to use the Company's products.

   Further, product leaflets are also provided in various languages with each package.

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

   NA

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.**

   No

   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

5. **Provide the following information relating to data breaches:**

   Number of instances of data breaches along-with impact: Nil

   Percentage of data breaches involving personally identifiable information of customers: NA