

Annexure - 5

Business Responsibility & Sustainability Report

SECTION A

General Disclosures

I. Details of the entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L65991DL1996PLC083909
2.	Name of the Listed Entity	Insecticides (India) Limited
3.	Year of incorporation	1996
4.	Registered office address	401-402, Lusa Tower, Azadpur Commercial Complex, Delhi - 110033
5.	Corporate address	401-402, Lusa Tower, Azadpur Commercial Complex, Delhi - 110033
6.	E-mail	investor@insecticidesindia.com
7.	Telephone	(+) 91 11-45532209
8.	Website	www.insecticidesindia.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 Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 29,59,78,370
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. Sandeep Kumar Company Secretary & CCO Contact Number: 011-45870222 Email Id: cs.sandeep@insecticidesindia.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):	Disclosures made in the report are on standalone basis.
14.	Name of assurance provider	None
15.	Type of assurance Obtained	Not applicable

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/Trading	Manufacturing and trading of Agro-Chemicals	100 %

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	Insecticides	20211	45%
2	Herbicides	20211	33%
3	Fungicides	20211	19%
4	Biologicals & plant growth regulators (PGR's)	20219	3%

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	6	28	34
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Value (in numbers)
National (No. of States)	34
International (No. of Countries)	22

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

The contribution of exports as a percentage of the total turnover of Insecticides India Limited is **5.07%**

c. A brief on types of customers: We provide crop protection solutions to farmers. We also serve to distributors to ensure that our ultimate customers, that is, farmers get the best of our products.

IV. Employees

20. Details as at the end of Financial Year (FY 2023-24):

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)	797	769	96%	28	4%
2.	Other than Permanent (E)	734	734	100%	0	0%
3.	Total employees (D + E)	1531	1503	98%	28	2%
Workers						
4.	Permanent (F)	818	811	99%	7	1%
5.	Other than Permanent (G)	33	33	100%	0	0%
6.	Total workers (F + G)	851	844	99%	7	1%

b. Differently abled Employees and workers (FY 2023-24):

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 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 workers (F+G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. (B)	No. and percentage of Females
			% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	6	1	17%

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	8%	12%	16%	10%	16%	14%	10%	14%
Permanent Workers	23%	13%	23%	27%	0%	27%	22%	0%	22%

* From this year onwards, we have started tracking turnover rate separately for employees and workers, so we have restated the value for previous two years.

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) 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	OAT & IIL India Laboratories Private Limited	Joint Venture	20%	No
2	IIL Biologicals Limited	Subsidiary	100%	No
3	IIL Overseas DMCC (Dubai)	Subsidiary	100%	No

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): **Yes**
- ii. Turnover (in ₹): **19,66,38,55,177.24**
- iii. Net worth (in ₹): **10,11,10,42,056.74**

VII. Transparency and Disclosures 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			FY 2022-23		
		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 (https://www.insecticidesindia.com/wp-content/uploads/2024/03/P3_CSRP_2023.pdf)	0	0	-	0	0	-
Investors (other than shareholders)	Yes (https://www.insecticidesindia.com/wp-content/uploads/2023/08/P1_IGRP_2021.pdf)	0	0	-	0	0	-
Shareholders		12	0	-	22	0	-
Employees and workers	Yes (https://www.insecticidesindia.com/wp-content/uploads/2024/04/P17_CodeofConductandGuidelines_2023_links.pdf)	0	0	-	0	0	-
Customers	"Yes (Customer Care Number & Email ID available on packaging labels)"	0	0	-	0	0	-
Value Chain Partners	Yes (App and Emails)	0	0	-	0	0	-

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 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	Business Ethics	Opportunity	Business ethics practices within the organization are imperative for establishing trust, accountability, integrity, and transparency, while also fostering trust with stakeholders.	A strong corporate governance framework includes policies like Insider Trading Prevention, Related Party Transaction Policy, Whistle blower Policy, and Codes of Conduct for both the board and employees.	Positive
2	Economic Performance	Opportunity	The economic performance significantly affects the financial well-being and sustainability of the company, as well as its capacity to attract investors, lenders, and suppliers.	-	Positive
3	Research & Development	Opportunity	Research and development (R&D) is pivotal in providing a competitive edge to the organization.	-	Positive
4	Material Management	Risk	Efficient material management practices reduce costs, minimize waste, optimize resource use, and ensure regulatory compliance for the organization.	Diversifying raw material sources reduces dependency and enhances efficiency.	Positive
5	Water Management	Risk	Efficient water management guarantees sustainable operations for the organization while reducing environmental impact. Implementing proper water management practices helps in minimizing wastewater and mitigating the risks of water scarcity.	Developing an alternative water resource through water harvesting.	Negative
6	Waste Reduction	Risk	Waste generated during manufacturing, whether hazardous or non-hazardous, can present environmental and health risks while being costly to manage. Implementing waste reduction strategies helps organizations mitigate their environmental impact and lower operating costs	To educate employees at the production facilities, Insecticides (India) Limited has Waste Management Policy	Negative
7	Product Safety & Transparency	Opportunity	Given that chemical products can present risks to both human health and the environment, it is imperative for organizations to prioritize product safety and offer transparent information regarding the chemicals employed in their products. This fosters trust with customers and other stakeholders.	Insecticides (India) Limited consistently involves itself in raising farmers' awareness to educate them on the judicious use of products.	Negative

S. No.	Material 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)
8	Supply Chain Management	Opportunity	Efficient supply chain management practices are crucial for guaranteeing product quality, safety, and on-time delivery, all while reducing environmental impact.	-	Positive
9	Occupational Health & Safety	Risk	Handling chemicals presents significant safety risks. Therefore, the Occupational Health and Safety (OHS) system ensures employee well-being, lowers the likelihood of accidents and injuries, and aids in minimizing liabilities and related costs.	Insecticides (India) Limited conducts routine internal and external safety audits, prioritizing the safety and well-being of workers across all plants. Additionally, IIL maintains the necessary safety certifications.	Negative
10	Diversity & Equal Opportunity	Opportunity	Diversity & Equal Opportunity can stimulate innovation, attract and retain top talent, and bolster the company's reputation and social acceptance, ultimately leading to long-term success and financial performance.	-	Positive
11	Human Rights	Opportunity	Respecting the human rights of all stakeholders is a legal and ethical imperative that pervades every aspect of a company's operations.	-	Positive
12	Local Communities	Opportunity	Fostering enduring relationships with local communities and contributing to society are paramount.	-	Positive

**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	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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.insecticidesindia.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our manufacturing locations are ISO 9001, ISO 14001 and ISO 45001 certified.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Under Principle 3, IIL understands and is dedicated towards creating a diverse workforce. It has set a specific gender diversity target to achieve 18% female representation of our workforce at executive level and above by March 2025 Additionally, IIL is also striving to increase percentage of differently abled workforce as part of total workforce.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As of March 2024, IIL has 16% women representation in its workforce at the executive level and above								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	We recognise the growing importance of ESG factors for our stakeholders. We are committed to transparency and accountability regarding our ESG performance. We are confident that a strong ESG focus will create long-term value for our stakeholders								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	CSR & Sustainability Committee and Management Core team headed by Mr Hari Chand Aggarwal is responsible for implementation and oversight of ESG strategy and 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.	Insecticides India Limited has a CSR & Sustainability Committee led by Mr. Hari Chand Aggarwal – Chairman & WTD with members Mr Rajesh Kumar Aggarwal - Managing Director and Mr Shyam Lal Bansal - Independent Director								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The frequency of compliance requirement differs based on respective authority's deadline. All compliances are met before due date								

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
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)	Not Applicable								

**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.

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	2	1. Company overview and directors' responsibility 2. Skill upgradation- regulatory updates	100%
Key Managerial Personnel	2	1. Human Rights 2. Environmental Awareness	100%
Employees other than BoD and KMPs*	3	1. POSH 2. Human Rights 3. Environmental awareness	10%
Workers**	4	1. First aid and CPR 2. Fire fighting 3. Accident Training 4. Electrical Safety	65%

*At present, trainings are only given to employees situated in head office.

** At present, only mandatory safety trainings given to workers across the plants are being tracked. Moving forward, rest will be tracked.

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	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary

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

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

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

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

Insecticides India Limited is committed to conducting business with honesty, integrity, and transparency. The Company has well established Bribery Prevention guidelines which outlines our commitment to preventing bribery and corruption in all its operations and relationships. These guidelines are part of its Code of Conduct which can be accessed here https://www.insecticidesindia.com/wp-content/uploads/2024/04/P17_CodeofConductandGuidelines_2023_links.pdf

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

	FY 2023-24	FY 2022-23
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		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	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.

Not applicable

8. Number of days of accounts payables

	FY 2023-24	FY 2022-23
Number of days of accounts payables	102	108

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	11.37%	11.01%
	b. Number of trading houses where purchases are made from	17	17
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	94.23%	92.29%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	71.88%	70.80%
	b. Number of dealers / distributors to whom sales are made	8230	7501
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.12%	4.47%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.40%	2.77%
	b. Sales (Sales related parties / Total Sales)	0.88%	0.70%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	0%	0%

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



Essential Indicators

- 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.**

	FY 2023-24	FY 2022-23*	Details of improvements in Environmental and social impacts
R&D	35.22%	40.88%	Investment for innovation of new molecules to improve the soil health and productivity
Capex	13.82%	3%	Installation of equipment's to reduce the consumption of solvent, water and time in the manufacturing process

* Due to internal error, we have restated the values for FY 2022-23

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

We interact regularly with our suppliers. Our topic of discussion includes pricing, quality, availability of material, regulations and environmental & social landscape. Efforts are made to enhance their awareness on environmental and social aspects of supply chain. Further, we plan to develop a framework to evaluate them on environment, health and safety indicators.

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

Not applicable

- 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.**

We are in process of developing procedures to safely reclaim our products for reuse, recycling, or proper disposal at the end of their life cycle. We understand the importance of implementing such processes to ensure responsible and sustainable waste management practices. We are proactively exploring avenues in consultations with the industry.

- 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.**

Not applicable

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	% of employees covered by										
	Total (A)	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	769	754	98.05%	769	100%	0	0%	0	0%	0	0%
Female	28	28	100%	28	100%	28	100%	0	0%	0	0%
Total	797	782	98.12%	797	100%	28	3.51%	0	0%	0	0%
Other than Permanent employees											
Male	734	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	734	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of employees covered by										
	Total (A)	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	811	539	66.46%	811	100%	-	-	0	0%	0	0%
Female	7	4	57.14%	7	100%	7	100%	0	0%	0	0%
Total	818	543	66.38%	818	100.00	7	0.86%	0	0%	0	0%
Other than Permanent workers											
Male	33	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	33	0	0%	0	0%	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	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.075%	0.026%

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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	1.80%	19.50%	Y	1.74%	14.47%	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.

We are committed towards creating an environment where differently abled employees can navigate with ease and flourish professionally. Our facilities include ramps and elevators to promote ease of movement for persons with disabilities. We continuously strive to identify and address barriers, actively soliciting feedback from our diverse workforce to refine and enhance our accessibility initiatives.

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.

We believe in providing equal opportunities to all our employees and all qualified applicants for employment, without regard to their race, caste, religion, colour, ancestry, marital status, sex, age, nationality, disability, and veteran status. Our aim is to provide fair treatment to our employees and treat them with respect, dignity and create equal opportunities for employment and career advancement. We have well established equal opportunities framework which is part of our Code of Conduct which can be accessed here https://www.insecticidesindia.com/wp-content/uploads/2024/04/P17_CodeofConductandGuidelines_2023_links.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

ILL has a framework in place for addressing grievances, issues pertaining to human rights of its workforce. The mechanism is based on three levels:

- Level 1: The affected employee submits their grievance to their immediate supervisor, either verbally or in writing. The supervisor is required to take action to resolve the matter within three working days. If the issue pertains to policy matters, it is escalated to the HR Head.
- Level 2: If the employee is dissatisfied with the response from their immediate supervisor, he/she may escalate the grievance along with the supervisor's reply to their HOD/Unit Head or HR Head. Within three working days, the HOD/Unit Head or HR Head will address the grievance and offer guidance.
- Level 3: If the grievance remains unresolved, it is forwarded to the Grievances Redressal Committee. The committee examines the grievance, gathering input and perspectives from its members. Within seven working days, the Grievance Redressal Committee provides its recommendation to the Chairman for consideration and appropriate action, if necessary. The Chairman's decision is final and binding on all parties involved.

This grievance redressal process ensures that individual grievances are promptly and fairly addressed, fostering a positive work environment and facilitating effective conflict resolution.

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

	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	797	0	0%	736	0	0%
Male	769	0	0%	713	0	0%
Female	28	0	0%	23	0	0%
Total Permanent Workers	818	0	0%	736	0	0%
Male	811	0	0%	728	0	0%
Female	7	0	0%	8	0	0%

*Values for FY 2022-23 now only include permanent employees and workers

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 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	1503	254	16.90 %	23	1.53 %	1351	1121	82.97%	0	0%
Female	28	1	3.57 %	3	10.57 %	23	16	69.56%	0	0%
Total	1531	255	16.60%	26	1.70%	1374	1137	82.75%	0	0%
Workers										
Male	844	526	62.32 %	0	0%	1574	1574	100%	1574	100%
Female	7	2	28.57 %	0	0%	8	8	100%	8	100%
Total	851	528	62.04%	0	0%	1582	1582	100%	1582	100%

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	1503	769	51.16%	1351	713	52.78%
Female	28	28	100%	23	23	100%
Total	1531	797	52.06%	1374	736	53.57%
Workers						
Male	844	811	96.09%	1574	728	46.25%
Female	7	7	100%	8	8	100%
Total	851	818	96.12%	1582	736	46.52%

*Performance and career development reviews is conducted only for permanent employees and workers, owing to this we are restating the data for FY 2022-23.

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?

Our Company prioritizes the health and safety of its workforce through a robust occupational health and safety management system. All our facilities are certified with ISO 45001 which ensures that we manage risks and dedicated in improving our OH&S performance. Consequently, we are committed to provide safe workplace and healthy environment for our workforce and visitors. Our commitment is based on our Quality, Environment, Health & Safety Policy.

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

All our facilities are certified with ISO 45001 ensuring risk management and improving occupational health and safety performance. Our work-related hazards and risk assessment process consists of the following steps:

- Hazards identification: look at each of our processes and identify the potential threats.
- Risk assessment: identify the OH&S risks and other risks that are associated with the hazards.
- Improvement: plan actions to address the risks

We provide continuous training to our workforce to report occupational hazards and risks to the concerned HSE team. Additionally, our HSE team conducts periodic walkthrough of the respective facilities to identify any risks and hazards.

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

We promote a culture of reporting of any kind of work-related hazards by our workforce. We urge all employees to promptly report any work-related injuries, unsafe conditions or behaviours, near-misses, or any other safety-related issues to the supervisor or the HSE team.

To streamline this reporting process and ensure its effectiveness, all our manufacturing facilities has instituted a dedicated procedure for reporting such incidents. We treat these observations with utmost seriousness as they are crucial for risk identification and implementing corrective measures to improve workplace safety.

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

Our manufacturing facilities have an Occupational Health Centre (OHC) to deal with any occupational injury. The doctors in these OHCs also attend to basic non-occupational medical and healthcare requirement of workforce. Our OHC team provides further assistance in case the issue remains unresolved at the OHC.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
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
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract workforce

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

All our facilities are ISO 45001 certified. We believe workplace safety is paramount to workforce health and operations. We ensure safe and healthy workplace through robust safety management systems. Some of the initiatives to ensure safe and healthy workplace includes:

- Regular Risk Assessments
- Following Safety Procedures
- Regular safety trainings and awareness sessions
- Encouraging employee participation in safety discussions
- Encourage reporting of incidents

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

	FY 2023-24			FY 2022-23		
	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

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%

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.

Not applicable

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.

We acknowledge that farmers are integral stakeholders, and their welfare and advancement are paramount to us. We are dedicated to delivering products that not only impress our customers but also comply with the safety and quality standards mandated by law. The company acknowledges Employees, Shareholders, Communities, Suppliers/partner/vendors, and regulatory bodies as key stakeholders, both internal and external, based on their direct influence on the company's operations and functioning. Additionally, the company periodically interacts with analysts and news media.

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
Farmers	Yes	1. Awareness campaigns 2. Visits 3. Farmer meetings 4. Mass media, social media and call centres	Quarterly	1. Awareness of the right usage of agrochemicals 2. Understanding the challenges faced by them while using Agro- Chemical
Shareholders	No	1. Annual Report 2. Press Releases 3. Investor Presentation 4. Corporate Website 5. Quarterly and Annual Results 6. Corporate Announcement on Stock Exchanges	Quarterly	1. Financial information 2. Return on investment 3. Company developments

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	1. Customer feedback and satisfaction survey	Quarterly	1. Product details 2. Product pricing 3. Product feedback 4. New product development 5. Better service 6. Products quality 7. Competitive price
Employees	No	1. Induction program 2. Conferences 3. Engagements Surveys 4. Workshops 5. Training program	Quarterly	1. Benefits provided to employees 2. Understanding challenges faced by employees (if any)
Communities	No	1. Community Visits 2. Interaction with Local Bodies in areas of operation 3. CSR Activities	Quarterly	1. Understanding challenges faced by these communities 2. Feedback on CSR activities carried out
Suppliers	No	1. Open house vendor meetings 2. Meetings through associations	Half-Yearly	1. Vendor assessment and review 2. Pricing and quality issues 3. Supply chain issues/ solutions
Regulatory Bodies	No	1. Regulatory filings 2. Facility inspections 3. Annual reports	Quarterly	1. Compliance with regulatory requirements

PRINCIPLE 5: Businesses should respect and promote human rights



Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
Employees						
Permanent	797	83	10.41%	736	0	0%
Other than permanent	734	0	0%	638	0	0%
Total Employees	1531	83	5.42%	1374	0	0%
Workers*						
Permanent	818	0	0%	736	0	0%
Other than permanent	33	0	0%	846	0	0%
Total Workers	851	0	0%	1582	0	0%

*At present, human rights training is only tracked for employees. Moving forward, we will also track for workers.

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

Category	FY 2023-24					FY 2022-23				
	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	797	0	0%	797	100%	736	0	0%	736	100%
Male	769	0	0%	769	100%	713	0	0%	713	100%
Female	28	0	0%	28	100%	23	0	0%	23	100%
Other than Permanent	734	0	0%	734	100%	638	0	0%	638	100%
Male	734	0	0%	734	100%	638	0	0%	638	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	818	0	0%	818	100%	736	0	0%	736	100%
Male	811	0	0%	811	100%	728	0	0%	728	100%
Female	7	0	0%	7	100%	8	0	0%	8	100%
Other than Permanent	33	0	0%	33	100%	846	0	0%	846	100%
Male	33	0	0%	33	100%	846	0	0%	846	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)	9*	99.60 Lacs	2	48 Lacs
Key Managerial Personnel	5	41.71 Lacs	1	48 Lacs
Employees other than BoD and KMP	1498	4.52 Lacs	27	6.36 Lacs
Workers	844	4.09 Lacs	7	2.61 Lacs

* Shri S Jayaraman has retired from the position of Independent Directorship w.e.f February 08, 2024.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	3.39%	3.31%

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)

We ensure that fundamental human rights are respected, valued and protected for our workforce. Our policies, practices, procedures are formed accordingly. Further, the Nomination, Remuneration and Ethics Committee is responsible to address any human rights impact or issues that arise in the Company.

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

At Insecticides (India) Limited, we prioritize human rights principles and are dedicated to treating all employees with dignity and respect. To ensure these values are consistently maintained across our operations and engagements with stakeholders, we have established robust guidelines on human rights which is part of our code of conduct and can be accessed at https://www.insecticidesindia.com/wpcontent/uploads/2024/04/P17_CodeofConductandGuidelines_2023_links.pdf.

These guidelines underscore the importance of safeguarding human rights, promoting non-discrimination, and ensuring fair treatment. Moreover, we acknowledge our responsibility to uphold the rights of workers, customers, suppliers, and the communities where we operate.

We have a three tier grievance redressal of issues pertaining to human rights with structured levels of escalation which includes submission to immediate supervisor, HR head, HoD/Unit Head and the Grievance redressal committee. Refer to Principle 3, Question 6 for further details

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

	FY 2023-24			FY 2022-23		
	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	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	Nil	Nil		Nil	Nil	
Forced Labour/ Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	0%	0%
Complaints on POSH upheld	0	0

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

Insecticides India is dedicated in ensuring a supportive workplace for its workforce. We have established a strong mechanism to safeguard individuals who report incidents of discrimination or harassment. This includes protecting complainants from retaliation and victimisation. Moreover, our mechanism ensures that reporting such incidents will not have any adverse impact on the complainant's employment status or opportunities for career advancement within the Company. In furtherance to achieve this, IIL has a POSH policy which is in accordance with the Sexual Harassment at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 and Whistleblower Policy.

Both of our policies can be accessed here;

POSH Policy: https://www.insecticidesindia.com/wp-content/uploads/2024/07/POSH_Policy-2023-updated.pdf

WhistleblowerPolicy:<https://www.insecticidesindia.com/wp-content/uploads/2021/02/WhistleBlowerPolicy.pdf>

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

We, at IIL, recognise and respect human rights for our workforce and expect the same from our vendors. Further, we encourage our vendors to be compliant with all laws and regulations and adhere to all safety and social standards at their workplace.

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 10 above.

Not applicable

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 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A) (GJ)	5,675.77	5,303.93
Total fuel consumption (B) (GJ)	7,52,934.00	71,778.13
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C)	7,58,609.77	77,082.06
From non-renewable sources		
Total electricity consumption (D) (GJ)	68,581.49	53,843.79
Total fuel consumption (E) (GJ)	11,57,214.81	1,56,030.72
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F)	12,25,796.30	2,09,874.5
Total energy consumed (A+B+C+D+E+F)	19,84,406.07	2,86,956.56
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.000100916	0.000015919
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/Crore)	0.000027702	0.00000443
Energy intensity in terms of physical output	44.20	40.20
Energy 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. **Not applicable**

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 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	9,994.10	6,373.50
(iii) Third party water	63,375.60	63,979.00
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater harvesting)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	73,369.70	70,352.50
Total volume of water consumption (in kilolitres)	49,656.60	50,624*
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (L/Rs)	0.000002523	0.0000028084*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.0000006899	0.0000007821
Water intensity in terms of physical output	1.106	1.17
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Following internal calculations, data for total volume of water consumption has been restated for FY 2022-23

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. **Not applicable**

4. Provided the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- 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 *	23,713	27,819
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	23,713	27,819

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. **Not applicable**

*Level of treatment:- Pre-liminary treatment

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

Insecticides India Limited (IIL) has Zero Liquid Discharge (ZLD) system in three of its manufacturing facilities in Chopanki, Udhampur, and Sambha. Other than these three facilities, our fourth manufacturing facility in Dahej has a state-of-the-art wastewater treatment plant ensuring quality and quantity of wastewater discharged is within permissible limits set by Gujarat Pollution Control Boards.

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	FY 2022-23
NOx	MT	17.10	58.27
SOx	MT	29.90	22.220
Particulate Matter (PM)	MT	19.90	26.18
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? (Y/N) If yes, name of the external agency. **Not applicable**

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

Parameter	Unit	FY 2023-24	FY 2022-23
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	12,144.97	12,047.31
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	13,335.29	10,596.32
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.000001290	0.00000126

Parameter	Unit	FY 2023-24	FY 2022-23
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)	-	0.000000354	0.000000344
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	0.57	0.52
Total Scope 1 and Scope 2 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. **Not applicable**

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

As climate change issues are garnering great attention around the world, we, at IIL, are dedicated to reducing our GHG emissions and minimize our carbon footprint across our operations. We have made significant investments in our solar energy infrastructure, installing solar panels across our facilities to harness clean and renewable power. Through this, we are constantly striving to reduce our emissions. Further, at our newly built section within Dahej, we have installed boilers with briquettes as fuel instead of conventional natural gas fired boiler.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1,301.40	608.62
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Currently, not estimated. In coming year, it will be tracked and reported	Currently, not estimated. In coming year, it will be tracked and reported
Total (A+B + C + D + E + F + G + H)	1301.40	608.62
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000662	0.0000000338
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000018118	0.000000009403
Waste intensity in terms of physical output	0.028	0.01
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	5.60	22.458
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	5.60	22.458
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	588.47
(ii) Landfilling	-	-
(iii) Other disposal operations	1279.70	-
Total	1279.70	588.47

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. **Not applicable**

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.

Our waste management approach aligns with compliance with regulations, guaranteeing appropriate disposal or recycling through authorized facilities. Our prime focus is on recycling and reusing materials, aiming for environmentally sustainable waste treatment. Any hazardous waste generated during production is disposed of by certified third-party agencies authorized by the State Pollution Control Board. These agencies utilize recycling or incineration methods.

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.
Not applicable			

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
Not applicable					

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:

Yes, The Company is in compliant with mentioned laws, regulation, guidelines, as applicable.

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

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.

Three

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	Bombay Chambers of Commerce and Industry (BCCI)	National
2	Crop Care federation of India (CCFI)	National
3	Pesticides Manufacturer & Formulators Association of India	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
NIL	NIL	NIL

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 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
Not Applicable					

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

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)
Not Applicable						

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

We care for the communities we are surrounded with. We ensure that no community or its resources are affected due to our operations. Further, we have aligned our Corporate Social Responsibility (CSR) initiatives for the betterment of the communities. As part of our community interaction mechanism, we have dedicated teams to conduct regular engagements with community members to understand their grievances towards us or conduct need assessments to formulate appropriate community development programs.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	13.86 %	16.99 %
Sourced directly from within India	66.78 %	60.55 %

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	FY 2022-23
Rural	13.02 %	13.16 %
Semi-urban	32.90 %	31.78 %
Urban	24.42 %	25.20 %
Metropolitan	29.66 %	29.85 %

(Locations are categorized as per RBI Classification System as per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

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.

We are committed to provide the best solutions to our customers. We take customers feedback and complaints seriously and ensure its resolution in the least possible turnaround time. Customers willing to provide any feedback or facing any issues with our solutions can reach out to our customer care number +917231000514. The customer care number is also mentioned every product label. Additionally, our customer can reach out to us from the "Contact Us" section of our website.

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%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY 2023-24			FY 2022-23		
	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 essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Others	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
Forced recalls		

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.

We are committed to protecting the data of our stakeholders from cyber risks and threats. Consequently, we have a welldefined framework ensuring cyber security and mitigate risk related to data privacy, which is a part of our code of conduct and can be accessed here at https://www.insecticidesindia.com/wp-content/uploads/2024/04/P17_CodeofConductandGuidelines_2023_links.pdf

Salient features of the cyber security framework include the following aspects

- Identifying potential threats and vulnerabilities, and assessing their potential impact on the organization's operations and assets
- Implementing measures to control and monitor access to sensitive information and critical systems, including user authentication, authorization levels
- Implementing measures to secure the organization's network infrastructure, including firewalls, intrusion detection and prevention systems
- structured plan and procedures for responding to security incidents and breaches
- Awareness sessions and training programs to employees and those incharge of data privacy on cyber security best practices, such as identifying phishing attempts, using strong passwords
- Protecting endpoints such as desktops, laptops, and mobile devices from malware, ransomware, and other threats through antivirus software
- strategies and contingency plans to maintain critical business operations in the event of a cyber security incident or other disruptions

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.

Not applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil

c. Impact, if any, of the data breaches

Nil