

# Sustainability Report 2023-24



सशक्त Kissan  
समृद्ध Bharat

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## About the Report

We are pleased to share our second Sustainability Report, which provides an overview of our strategies, initiatives, and performance related to our key Environmental, Social, and Governance aspects, complementing our annual report. This report highlights how Insecticides (India) Limited ("IIL", "Insecticides", "We", "Us" or "Our") is advancing towards a sustainable future, upholding a social license to operate, and generating long-term value for all our stakeholders. The intended audience for these sustainability disclosures includes all stakeholders with a direct or indirect connection to the Company.


## Scope and Boundary


This Report covers our non-financial information, activities, and sustainability efforts from April 1, 2023, to March 31, 2024, in reference to Global Reporting Initiative (GRI) Standards.

Information in this Report cover all operations directly controlled by us. The environmental performance data encompasses our manufacturing sites at Chopanki (Bhiwadi, Rajasthan), Dahej (Bharuch, Gujarat), Sambha, and Udhampur (Jammu & Kashmir). Additionally, disclosures about social aspects and our stakeholder relationships include not only our manufacturing facilities but also our corporate and regional offices.

Feedback on our Sustainability Report is appreciated by our stakeholders. We would be happy to hear from you. Kindly share your feedback at:

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# सशक्त Kissan समृद्ध Bharat

At Insecticides (India) Limited, we are committed to empowering farmers and enhancing sustainable agricultural practices. Our commitment incorporates supporting and uplifting the farming community by prioritising availability of latest knowledge and techniques to farmers thereby encouraging responsible and effective farming. We strive to embody our guiding principle of promoting a ‘Sashakt Kissan and Samridh Bharat’ by drawing on our extensive legacy, combining forward-looking perspectives with a strong dedication to current needs. Our advanced product lineup addresses the needs of diverse crops in different regions, leveraging technology to offer farmers complete solutions.



One of our primary goal is to ensure safe and correct application of crop protection and nutrition products. By advocating our “Sahi ka mantra” (right time, right product, right dosage, right method) approach, we emphasise the safe and responsible use of our products and solutions. We guide farmers on accurate dosages, application methods, and following label instructions, helping them maximise the effectiveness of our products while minimising potential environmental harm. To support this, we have launched comprehensive 360-degree marketing campaigns spearheaded by our skilled team. These campaigns increase our visibility across various platforms, broadening our reach and enhancing our impact. We also hold personalised one-on-one meetings, nukkad (street corner) gatherings, and small-scale events where our experts engage directly with farmers. These interactions promote knowledge sharing and address individual concerns, providing tailored guidance. Furthermore, we use online media as an accessible and convenient way to share knowledge, latest techniques and best practices with the farm community. By advocating for responsible practices and offering valuable guidance, we aim to support sustainable agriculture and enhance nature and well-being of farmers.



## Chairman's Message



**Our ESG policy enlists our main objective of minimising carbon emission, preserving precious natural resources, increasing the proportion to renewable energy sources. As an organisation, we firmly believe that it's our commitment to provide sustainable advantage to all the stakeholders while contributing positively to the environment for a cleaner and healthier planet.**

Dear Stakeholders,

I am pleased to present to you our Sustainability Report for FY 2023-24. This Report serves as a testament to our commitment towards sustainability, highlighting our progress on environmental stewardship and initiatives undertaken to ensure responsible business practices.

In the face of persistent global challenges, economic fluctuations, and unpredictable climate events, we have effectively navigated challenges within the current landscape, consistently strengthening our commitment to sustainability. Our focus on sustainable practices has not only helped us overcome obstacles but has also reinforced our determination to drive long-term value and positive impact across all aspects of our business. This is evident in our FY2023-24 performance, where we achieved a 9% increase in revenue and a net profit of ₹ 102 Crore.

As one of the leading manufacturers of insecticides and technical products, we are cognizant of the responsibilities that come with our position in the industry. To meet the growing demands, we have a technical plant capacity of 16,550 MT, ensuring consistent delivery of high-quality products. Our commitment to excellence is reflected in our certifications such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. In our continued efforts to enhance production capabilities, we are excited to announce the establishment of a new plant in Sotanala, Rajasthan, set to be operational by the end of 2024.

On the environmental front, we made significant progress in the areas of renewable energy, water management. In FY2023-24 our share of renewable fuel in our total energy mix increased by ~11.4%. Simultaneously, our renewable electricity consumption increased by more than 7% from previous year. Additionally, we also achieved notable reduction in water consumption, demonstrating our dedication to resource efficiency.

Our employees are central to our success, and we are fully dedicated to cultivating a workplace where each individual feels valued, respected, and empowered. We understand that our growth extends beyond business metrics; it also involves nurturing a culture of equality, safety, and inclusion for all. In line with our dedication, we conducted the annual employee happiness survey to gauge satisfaction and identify areas for improvement. The response of employees is examined to ensure the well-being of our employees.

Further to our theme for the year, "Sashakt Kisan-Samridh Bharat," we focus on promoting sustainable agricultural practices and empowering farmers. Our commitment to the farming community is demonstrated through comprehensive education initiatives that emphasize responsible and effective farming techniques.

Through this mission, we strive to expand our partnerships and collaborations, aligning them with our sustainability objectives to foster stronger stakeholder engagement. We are devoted to continuously assessing and enhancing our sustainability practices. Central to our approach is partnering with local communities and making significant investments in education, healthcare, and increasing farmer awareness, which forms the foundation of our stakeholder engagement strategy.

As we move forward, our resolve to lead by example strengthens, proving that business success and sustainability go hand in hand. We are committed to continuous improvement and to raising our standards in the coming years.

Regards,

**Mr. H. C. Aggarwal**

## MD's Message



As we chart our path forward in an increasingly complex and interconnected world, I am proud to reflect on our progress towards sustainability, a commitment that has been integral to our story of growth and success.

During the year, we have navigated a challenging economic landscape while constantly focusing on our mission to support the farmers through our initiatives. We have committed ourselves to refining every facet of our operations, ensuring progress and value creation for all our stakeholders. Despite global economic difficulties, our business demonstrated resilience, achieving a notable growth in FY 2023-24.

Our theme, "Sashakt Kissan, Samridh Bharat," reflects our commitment to empowering farmers and cultivating a sustainable agricultural ecosystem. Through our innovative products and solutions, we are addressing the needs of farmers while equipping them to face future challenges. In FY 2023-24, we introduced new products and secured new patents, further solidifying our role in advancing agricultural practices and supporting farmer resilience. Additionally, in my role as Vice Chairman of the Crop Care Federation of India and as a member of the PMFAI association, I strive to advocate for innovative solutions that promote

environmental stewardship and empower farmers, ensuring a resilient and equitable agricultural sector.

We are equally dedicated to nurturing our employees' growth and well-being. In the FY 2023-24, we organised various activities, such as New Year's celebrations and Navratri Puja, to foster a festive and inclusive atmosphere that enhances teamwork and creates a shared sense of belonging. We have launched the "IIL Wellness Series", a program designed to promote the overall health of our workforce.

In our pursuit of creating a diverse and inclusive workplace, we have set two diversity targets: to achieve 18% women representation at the executive level and above by March 2025 and increase percentage of differently abled workforce as part of total workforce which reflects our dedication to enhancing diversity.

In line with our vision of becoming every farmer's first choice for sustainable agriculture, we are constantly searching ways to impart education to farmers on the judicious and effective use of our products. To further this mission, we have launched the Project "Kisaan Jagrukta Abhiyan", a transformative initiative designed to empower farmers with essential knowledge on the safe and effective use of crop protection and nutrition products. Through this project, a dedicated team of agricultural experts actively engages with farmers, sharing vital best practices to enhance their agricultural methods and ultimately contribute to a more sustainable farming ecosystem, underscoring the importance of farmer welfare.

As we present this Sustainability Report, our business success and sustainability efforts are not just complementary but mutually reinforcing. This report outlines not only our achievements but also the challenges we face and the strategies we are deploying to address them.

I extend my sincere thanks to all our stakeholders for their continued support.

Regards,  
**Mr Rajesh Kumar Aggarwal**

## Our ESG Performance

### Environment

**25,481 tCO<sub>2</sub>e**

GHG emissions

**5.47%**

decrease in water intensity<sup>#</sup> with respect to production

**7.64%**

of total electricity consumption met through renewable electricity

**3**

ZLD facilities

**~30%**

Green belt conforming to air quality standards.

<sup>#</sup>It refers to the amount of water consumed per tonne of production.

### Social

**4.1/5**

Score in Employee Happiness Survey

**₹ 247.07 lakh**

CSR Spend

**50,000+**

CSR Beneficiaries

**11.25**

Average training hours per employee and worker

### Governance

**5**

Patents filed\*\*

**4**

R&D Units

**6\***

Independent Directors

**Zero**

Complaints on corruption

\*As of 30<sup>th</sup> May 2024, two of our independent directors have retired.

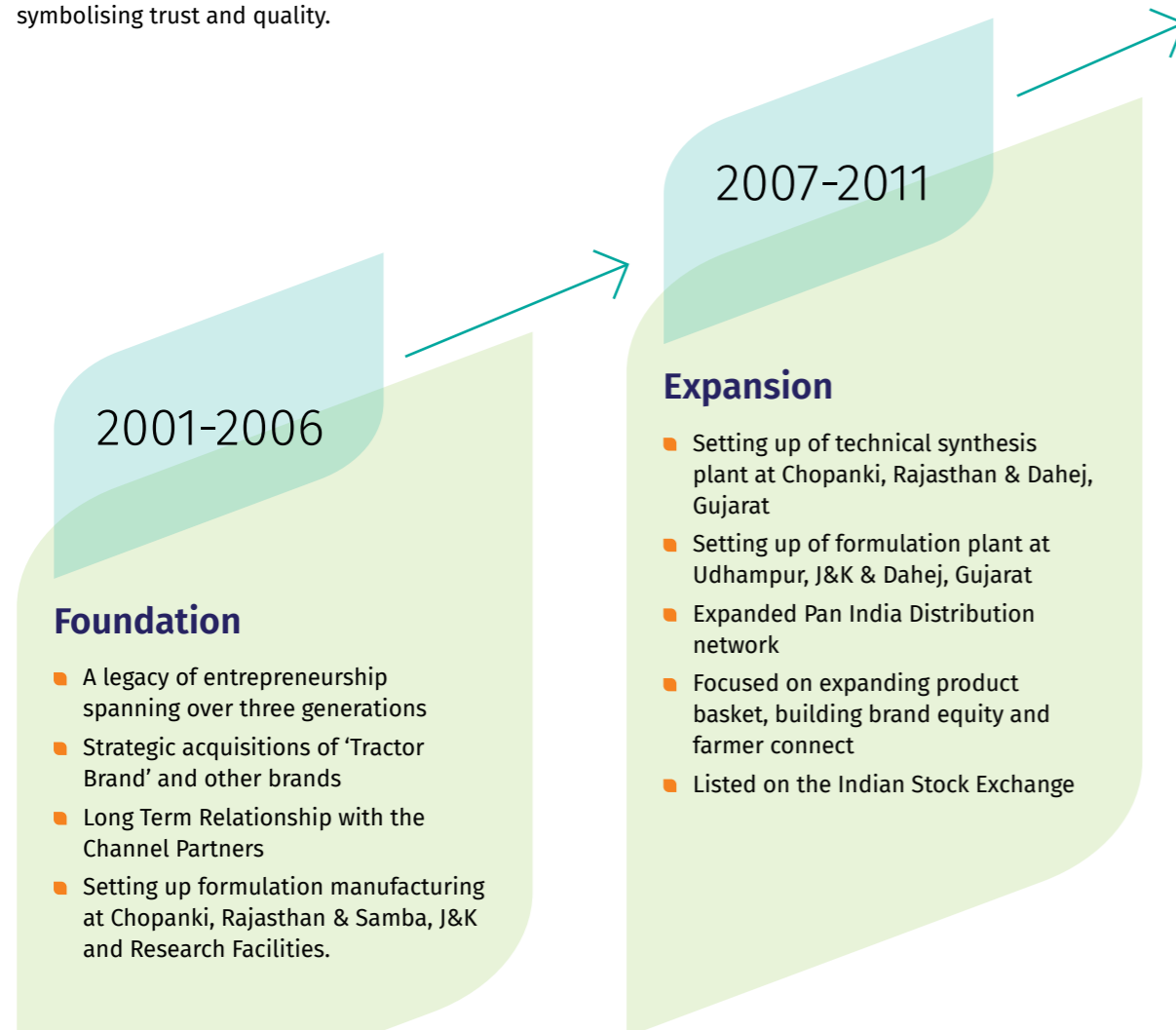
\*\*As on 31<sup>st</sup> March, 2024, we have already received 24 Patents.

## About Us

We are a prominent producer of crop protection and nutrition products in India and are well-regarded among farmers thanks to our unique product lineup and our keen understanding of their needs. Our goal is to deliver the latest crop protection solutions to farmers of all sizes, especially small and marginal farmers.

Established in 1996 and headquartered in Delhi, we began our operations with a manufacturing facility in Chopanki, Rajasthan, in 2001. Today, we operate six advanced manufacturing units across the country, producing a wide range of products, formulation and technical-grade products for crop protection and nutrition across four categories: Insecticides, Herbicides, Fungicides, Biologicals, and Plant Growth Regulators (PGRs). Our "Tractor Brand" is particularly popular among Indian farmers, symbolising trust and quality.

Our growth is driven by a commitment to innovation and sustainability. We focus on delivering environmentally friendly, high-efficacy products that empower farmers, especially those with small and marginal holdings, to improve their yields. With a foundation in quality and manufacturing excellence, we continue to be a preferred choice for the global farming community, dedicated to contributing to a more sustainable and resilient agricultural sector.



## III's Journey



### Our Presence

Our manufacturing facilities include two technical synthesis plants and six formulation plants. Our technical synthesis plants are based out of Chopanki (Rajasthan) and Dahej (Gujarat). Our formulation plants are based out of Samba and Udampur (Jammu & Kashmir), and Dahej (Gujarat), and Chopanki (Rajasthan). Our Biological unit is based out of Shamli, Uttar Pradesh, through a toll arrangement. All our plants are certified with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards. To further expand our production capabilities and meet industry demands, we are in process of establishing a new plant in Sotanala, Rajasthan. Equipped with technical synthesis and formulation facilities, the plant is expected to be operational by the end of 2024.

We also have a robust distribution network encompassing over 6,600 distributors and 70,000 dealers, strategically connected through our digital IIL 360 CRM portal. Our global reach extends across 22 countries, solidifying our position as a key player in the international agricultural market.



**Formulation units**  
Samba and Udampur,  
Jammu & Kashmir

**Formulation and Technical unit**  
Chopanki, Rajasthan

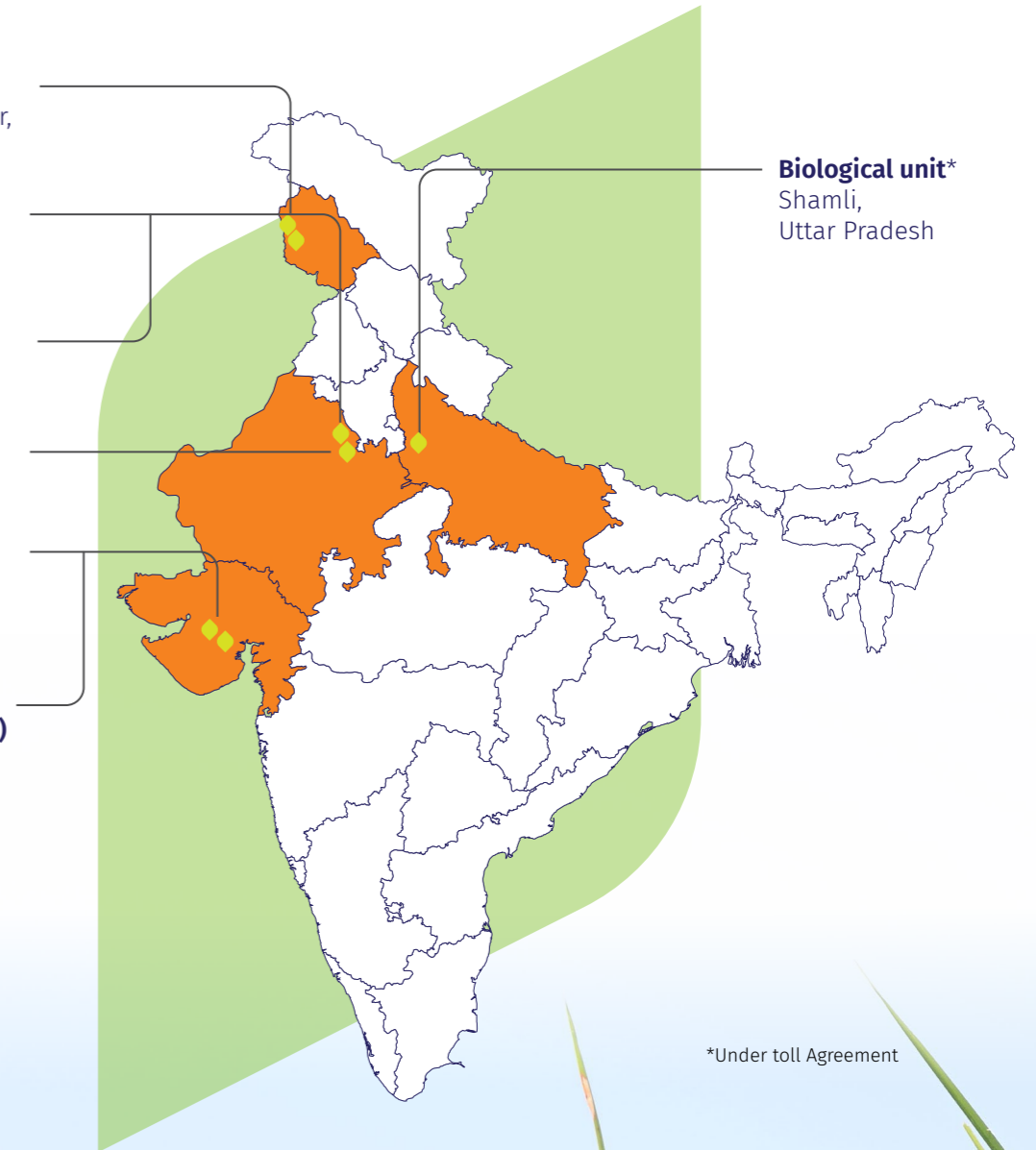
**Formulation unit II**  
Chopanki, Rajasthan

**Upcoming unit**  
Sotanala

**Formulation and Technical unit**  
Dahej, Gujarat

**Export oriented formulation unit (SEZ)**  
in Dahej, Gujarat

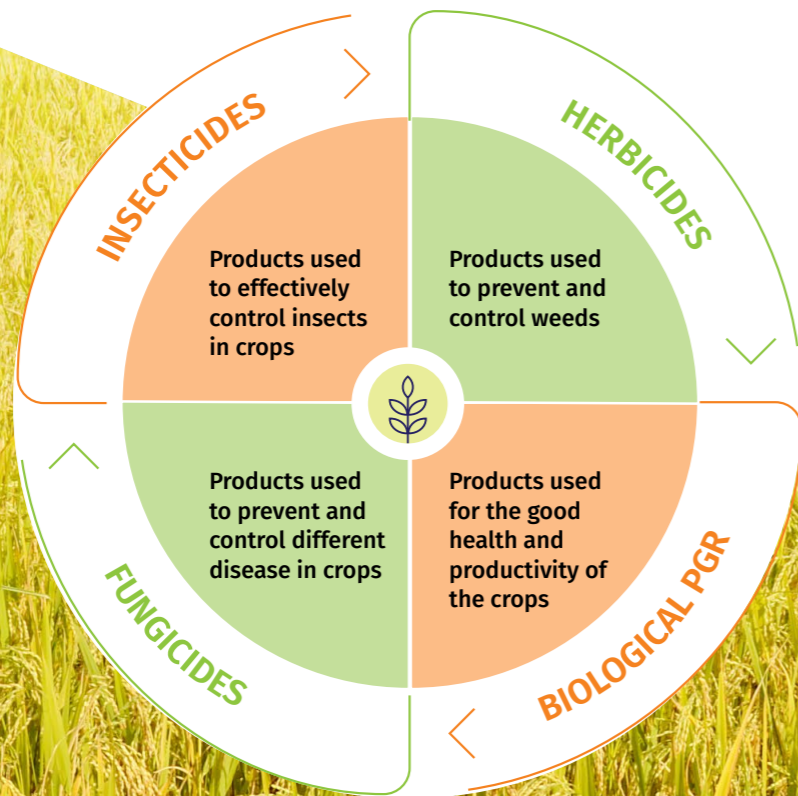
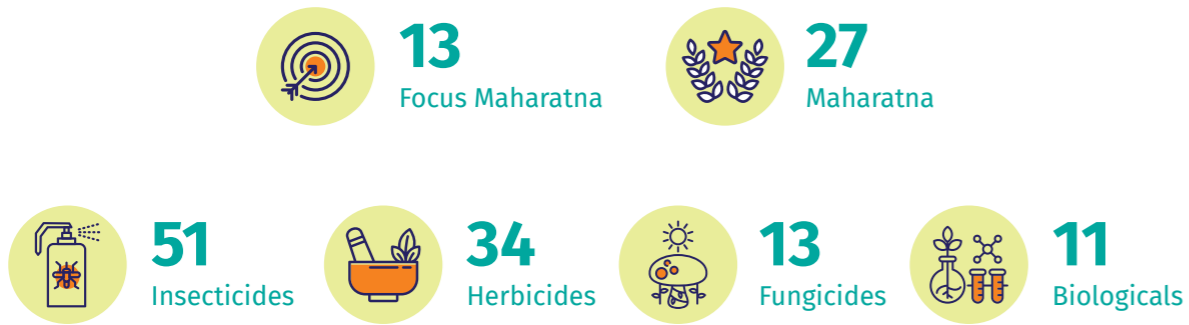
**Biological unit\***  
Shamli,  
Uttar Pradesh



\*Under toll Agreement

### Our Products and Services

We offer a diverse range of crop protection and nutrition products, including fungicides, insecticides, herbicides, and Plant Growth Regulators (PGRs). To support sustainable growth, we have broadened our range to include biologicals. Our product lineup features specialised solutions that enhance integration and synergy in crop protection, positioning us as a comprehensive solution provider.



### Our Values

Sustainability is at the core of our business strategy. It is the pathway for long-term success. We believe that it is imperative for businesses to embrace responsible and sustainable practices to thrive in this rapidly changing world with evolving customer needs. By aligning our operations with evolving customer expectations, we aim to create enduring value. Our principles emphasise customer-centricity, sustainable product development, operational excellence, and a strong ethical foundation.



### Our Vision and Mission



To be every farmer's first choice for sustainable agriculture.



Empower farmers with effective world-class products and services that are affordable and accessible



## Awards and Accolades



We received dual recognition at the PMFAI Agrochem Awards held in Dubai, securing two of the event's highest honours: the **Outstanding Innovation in Crop Solutions Award** and the **Social Responsibility Excellence Award** for large-scale companies.



Our IIL Foundation received the prestigious **Shiksha Bhushan Award** by the Education Department of the Rajasthan Government in recognition of our outstanding contributions to supporting government schools in the Alwar region



We bagged the **Chalo Rural India Award** in recognition of excellence in rural advertising and marketing. The accolade was awarded for our exceptional celebrity-driven campaign, 'Mil Kar Nibhaiyege Zimmedari,' featuring Ajay Devgan and for our creative approach in using a brand song for our Tractor Brand Anthem.



We shine in **Fortune Next 500 Companies** list. Striving ahead to conquering new fields and building strong stakeholder relations led its inclusion in the prestigious list.

## Our Governance

We strive to foster strong connections with all our stakeholders. We believe that these relationships are vital for our enduring prosperity. In respect to that, we uphold the highest corporate governance standards that are in line with the robust guidelines of the Ministry of Corporate Affairs (MCA) and the Securities and Exchange Board of India (SEBI). Our leadership team believes in promoting a culture that prioritises integrity, transparency, and accountability throughout our company.

### Our Board

We recognise the crucial role our Board of Directors play in maintaining effective governance throughout the organisation. The Board routinely reviews the Company's business strategy to ensure it remains adaptable to the ever-changing external environment and aligns with our mission and long-term objectives. Comprising a diverse mix of independent and executive directors, including both men and women, our Board brings a wealth of skills, expertise, and experience. This diverse composition ensures that the Company is well-guided in its strategic direction, benefiting stakeholders and driving value creation for the future.

**10\***  
Directors

**2**  
Women Directors

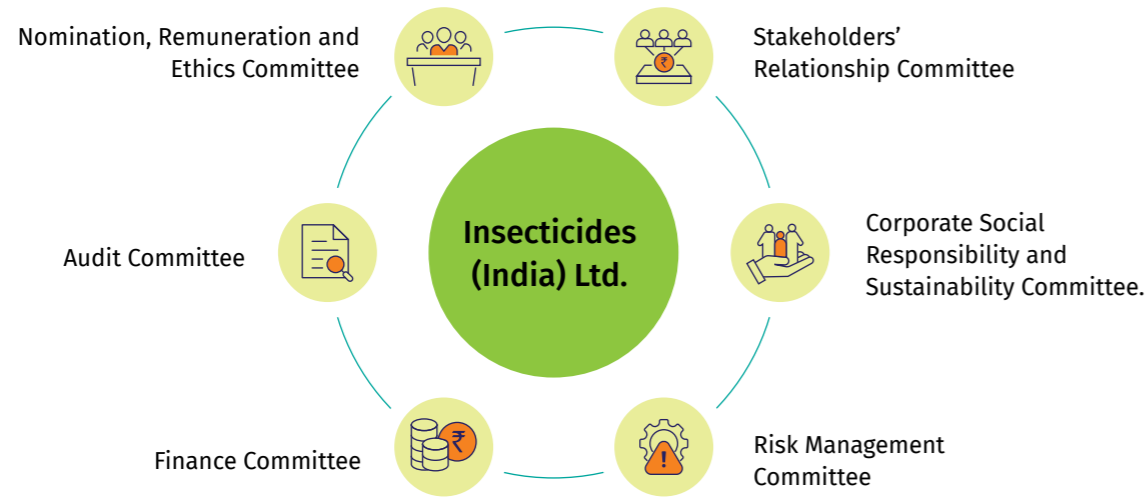
**6\***  
Independent Directors

### Skill set of our Board Members



The Board has also established six specialised Committees that focus on key areas and activities critical to the Company's operations. While these committees are tasked with executing specific responsibilities, the Board maintains oversight and holds ultimate accountability for their actions, ensuring that their work aligns with the company's broader objectives and governance standards.

\*As of 30<sup>th</sup> May 2024, two of our independent directors has retired



### Our Policies

To facilitate transparency and accountability, we have comprehensive policies and framework to ensure efficient business management. We have formulated a Business Responsibility Policy which is developed in accordance with the National Guidelines on Responsible Business Conduct (NGRBC). This policy governs the actions of all our employees, senior management, and directors, ensuring strict adherence to our company's values, ethical standards, and legal obligations. Additionally, our Code of Conduct also entails necessary guidelines on bribery prevention, non-discrimination and human rights. We are committed to upholding these policies in their entirety, reflecting our dedication to responsible business practices.

- Investor Grievance Redressal Policy (IGRP)
- Related Party Transaction Policy
- Criteria of making payments to Non-executive Director
- Child Labour Policy
- Dividend Distribution Policy
- Code of Conduct for Prevention of Insider Trading
- Policy and Procedures for Inquiry in Case of Leak or Suspected Leak of Unpublished price Sensitive Information
- Forex Risk Management Policy
- CSR Policy
- Nomination, Remuneration and Ethics and Board Diversity Policy
- Archival Policy or Policy for Maintenance and Preservation of Documents
- Policy on Prevention of Sexual Harassment of Women at Workplace Policy
- Business Responsibility Policy
- Comprehensive Code of Conduct for BOD and Senior management
- Policy for Disclosure of Event or Information and Determination of Materiality
- Whistle Blower policy
- Risk Management Policy
- Policy on Composition of various committees of Board of Directors
- Policy for Material Subsidiaries

### Our Sustainability Governance

To strengthen our commitment to sustainability, we have restructured our Corporate Social Responsibility (CSR) Committee into the Corporate Social Responsibility and Sustainability Committee. The Committee is tasked with the critical role of identifying, evaluating, and monitoring Environmental, Social, and Governance (ESG) issues relevant to our operations. Additionally, a core team comprising representatives from every department across all plant locations and the head office has been established to ensure that our sustainability initiatives are both effective and implemented. Furthermore, the Risk Management Committee oversees the strategic direction of our sustainability efforts. The primary goal of the sustainability governance structure is to ensure that sustainability is integrated into every aspect of our business, reinforcing our long-term commitment to responsible corporate practices and value creation for all stakeholders.

Additionally, the Nomination, Remuneration, and Ethics Committee plays a crucial role in upholding the ethical governance of our company by setting rigorous standards for integrity and transparency. It carefully oversees the nomination process for key positions, ensuring that candidates embody our core values and contribute to a culture of ethical excellence. Additionally, the committee is responsible for assessing sustainability disclosures, ensuring that our environmental and social impacts are reported transparently and in line with best practices. By diligently reviewing both ethical practices and sustainability reports, the committee reinforces our commitment to responsible corporate governance, driving the company toward sustainable and ethical success.



As the leader of Core Team, I am committed to driving our company's environmental and social initiatives with integrity and transparency. Our goal is to integrate sustainable practices into every facet of our operations, ensuring that we not only meet but exceed our responsibility towards the planet and our communities. Together, we are paving the way for a more resilient and ethical future.

**Mrs. Nikunj Aggarwal**  
Whole-time Director

#### CORE TEAM MEMBERS

- |                      |                      |                   |                       |
|----------------------|----------------------|-------------------|-----------------------|
| Mrs. Nikunj Aggarwal | Mr. Sandeep Aggarwal | Mr. Sandeep Kumar | Mr. Shishir Chandra   |
| Mr. Naresh Gupta     | Mr. Sanjeev Aggarwal | Mr. Rana Shekhar  | Ms. Gitika Aggarwal   |
| Dr. Mukesh Kumar     | Mr. Kiran Prajapati  | Mr. M.K. Rao      | Mr. Jitender Aggarwal |

# Sustainability in Action



We are dedicated to operating our business in a sustainable manner. We recognise the importance of balancing environmental responsibility with the business growth. This section of the report highlights our efforts to integrate sustainability into our core operations. Our sustainability initiatives showcased in the following sections demonstrate our resolve in creating a positive environmental impact while driving long-term value.






## Stakeholder Engagement

Building strong relationships with stakeholders is what drives us to our continued success. We acknowledge that open and honest communication is key to understanding the needs and expectations of our stakeholders. By encouraging an inclusive and open environment, we identify opportunities to create shared value and address potential challenges.

We are committed to transparency and incorporating sustainability into our regular

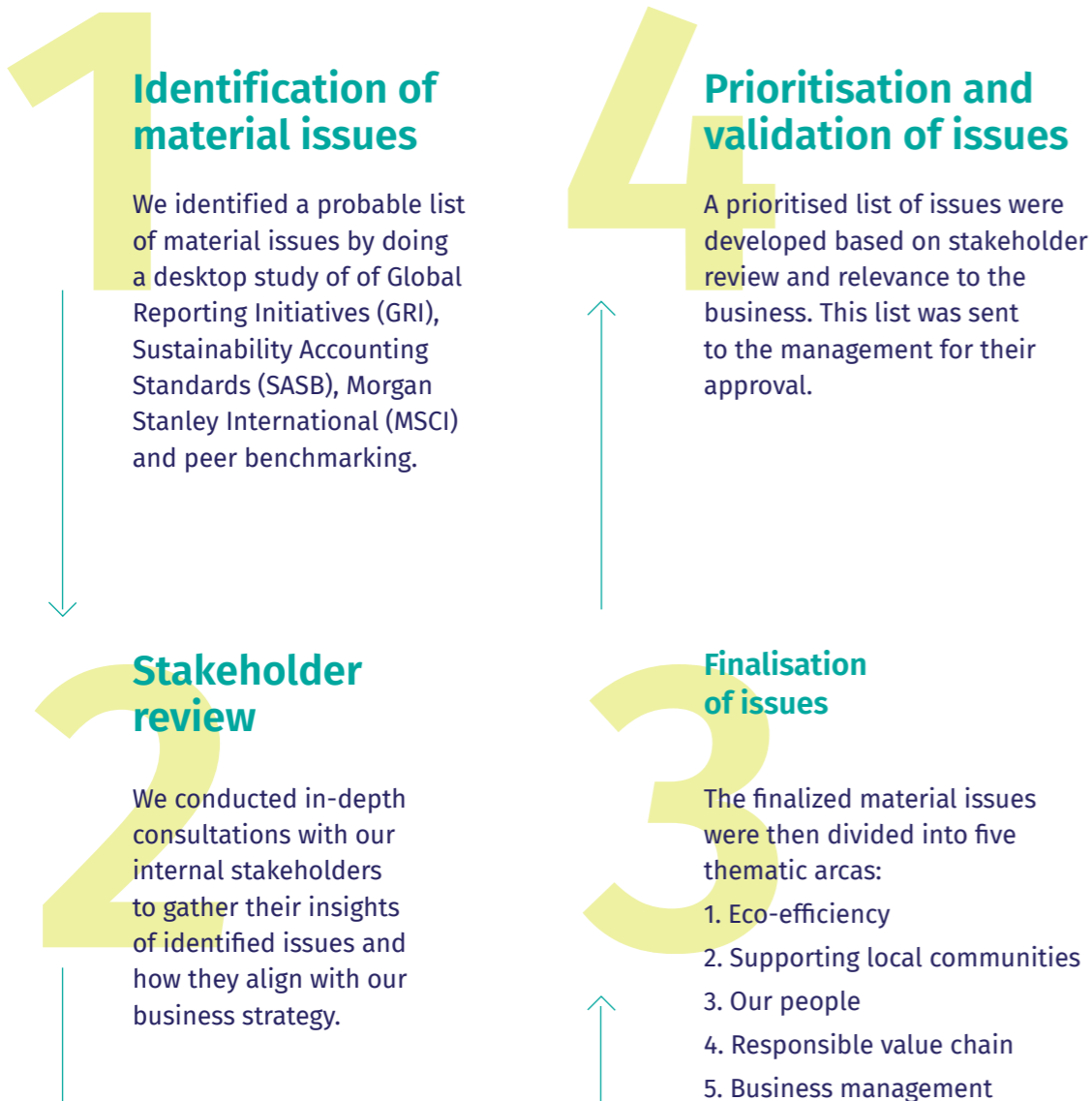
communications. This allows us to better understand and respond to emerging issues. To ensure that stakeholder feedback is integrated into our decision-making, we have established formal channels for communication. Our dedicated teams will engage with farmers, investors, employees, communities, suppliers, and regulators to gather input and implement necessary changes. By fostering these relationships, we strive to strengthen our business and contribute positively to society.

Stakeholder group	Engagement Platform	Topics covered
 <b>FARMERS</b>	<ul style="list-style-type: none"> <li>Awareness campaigns</li> <li>Visits</li> <li>Farmer meetings</li> <li>Mass media, social media and call centres</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of the right usage of agrochemicals</li> <li>Understanding the challenges faced by them while using insecticides and herbicides</li> </ul>
 <b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>Induction program</li> <li>Conferences</li> <li>Engagement Surveys</li> <li>Workshops</li> <li>Training program</li> </ul>	<ul style="list-style-type: none"> <li>Benefits provided to employees</li> <li>Understanding challenges faced by employees</li> </ul>

Stakeholder group	Engagement Platform	Topics covered
 <b>SHAREHOLDERS</b>	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Press Releases</li> <li>Investor Presentation</li> <li>Corporate Website</li> <li>Quarterly and Annual Results</li> <li>Corporate Announcement on Stock Exchanges</li> </ul>	<ul style="list-style-type: none"> <li>Financial information</li> <li>Return on investment</li> <li>Company developments</li> </ul>
 <b>SUPPLIER</b>	<ul style="list-style-type: none"> <li>Open house vendor meets</li> <li>Meetings through associations</li> </ul>	<ul style="list-style-type: none"> <li>Vendor assessment and review</li> <li>Pricing and quality issues</li> <li>Supply chain issues/ solutions</li> </ul>
 <b>COMMUNITIES</b>	<ul style="list-style-type: none"> <li>Community Visits</li> <li>Interaction with Local Bodies in areas of operation</li> <li>CSR Activities</li> </ul>	<ul style="list-style-type: none"> <li>Understanding challenges faced by these communities</li> <li>Feedback on CSR activities carried out</li> </ul>
 <b>REGULATORY BODIES</b>	<ul style="list-style-type: none"> <li>Regulatory filings</li> <li>Facility inspections</li> <li>Annual reports</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with regulatory requirements</li> </ul>
 <b>MEDIA</b>	<ul style="list-style-type: none"> <li>Advertisements</li> <li>Social Media</li> <li>Newsrooms</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of the right usage of agro-chemicals</li> <li>Our work with farmers</li> </ul>

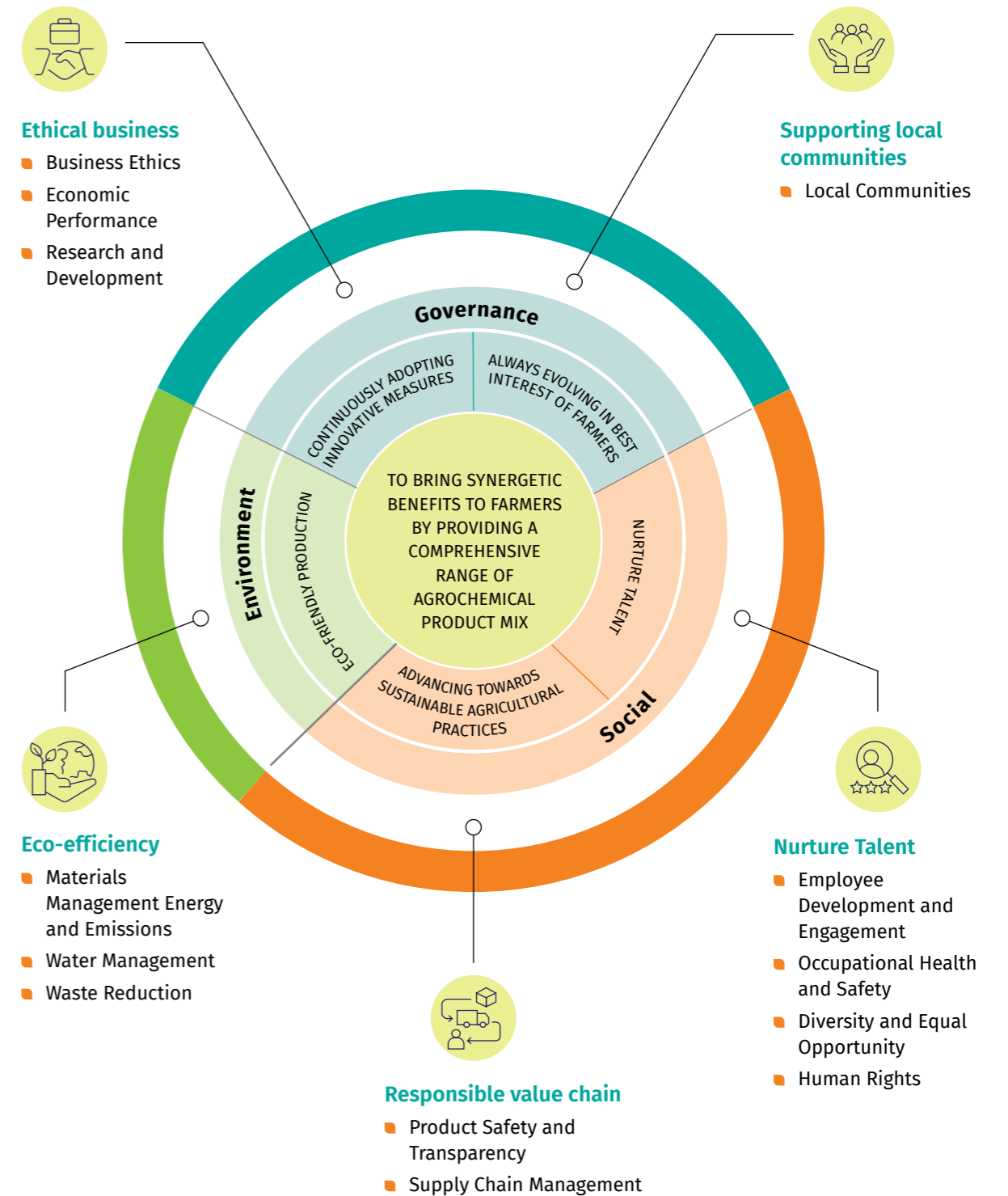
### Materiality Assessment

To effectively manage our sustainability efforts, we conduct regular assessments to determine the most critical environmental, social, and governance (ESG) aspects affecting our business and stakeholders. By engaging with our internal teams, researching industry trends, and benchmarking against peers, we identify key material topics. These topics are continuously evaluated and prioritised based on their potential impact on our business and stakeholder value creation. We measure our performance on these issues through key performance indicators (KPIs) and transparently report our progress. This approach ensures our sustainability strategy is aligned with global best practices and effectively communicates our commitment to responsible operations.



### Our ESG Framework

Following our assessment of material topics, each identified issue is categorised under five pillars, namely, eco-efficiency, supporting local communities, responsible value chain, our people and business management.



MATERIAL TOPIC	RELEVANCE OF THE TOPIC
<b>Economic performance</b>	Economic performance directly impacts the company's financial health and sustainability. It also influences a chemical company's ability to attract investors, lenders, and suppliers.
<b>Business ethics</b>	Within the organization, business ethics practices are obligatory to build an environment of trust, accountability, integrity, and transparency. It also aids in building trust between the company and stakeholders.
<b>Research and development</b>	R&D plays a crucial role in offering a competitive advantage to the organization.
<b>Material management</b>	Effective material management practices help the organization's costs, minimize waste, optimize resource utilization, and maintain compliance with regulations.
<b>Energy and emissions</b>	Within and outside the organization, energy use and greenhouse gas emissions are significant contributors to its environmental impact and operating costs.
<b>Water management</b>	Effective water management ensures the organization's operations are sustainable and minimizes environmental impact. Proper water management practices can help to reduce its water waste and mitigate the risks associated with water scarcity.
<b>Waste reduction</b>	Hazardous and non-hazardous waste generated during manufacturing can pose environmental and human health risks and can be costly to manage. By implementing waste reduction strategies organizations can reduce its environmental impact and operating costs.
<b>Product safety and transparency</b>	Chemical products can pose risks to human health and the environment, so it is essential for an organization to prioritize product safety and provide transparent information about the chemicals it uses in its products to build trust with customers and other stakeholders.
<b>Supply chain management</b>	Effective supply chain management practices are critical for ensuring product quality, safety, and timely delivery while minimizing environmental impact.
<b>Employee engagement and development</b>	By fostering employee engagement and development, a chemical company can build a culture of innovation, continuous improvement, and social responsibility, which can lead to improved business performance and stakeholder satisfaction.
<b>Occupational health and safety</b>	Chemical handling is a high safety risk. Thus, the OHS system ensures the well-being of employees, reduces the risk of accidents and injuries, and helps to minimize liabilities and associated costs.
<b>Diversity and equal opportunity</b>	It can foster innovation, attract, and retain top talent, and enhance the company's reputation and social license to operate. This can ultimately contribute to the company's long-term success and financial performance.
<b>Human rights</b>	Human rights touch all aspects of a company's operations. Respecting the human rights of all stakeholders is both a legal and ethical imperative.
<b>Local communities</b>	Maintain a long-lasting relationship with the local communities and giving back to society is of prime importance.

## Eco-Efficiency

We are committed to environmental stewardship and conducting our operations sustainably. We prioritise resource efficiency and minimise our ecological footprint by reducing carbon emissions, optimising energy efficiency, enhancing water conservation, and minimising waste generation. To foster biodiversity, we also conduct annual tree plantation drives at all facilities. Our commitment to sustainability is strengthened through ISO 9001, ISO 14001, and ISO 45001 certifications, demonstrating our dedication to quality, environmental performance, and occupational health and safety.

### UN SDG impacted



### Material topics addressed

- Energy and Emissions
- Water Management
- Waste Reduction
- Materials Management



### Energy and Emissions

We recognise the challenge posed by increasing energy costs, shift to renewables, and growing energy demand. Our energy mix includes diesel, petrol, natural gas, biomass, and grid electricity. We are committed to optimising energy usage across all operations while minimising our environmental footprint. The table below represents our direct energy consumption for FY 2023-24.

Direct energy source	Unit	Quantity
Diesel & Petrol	GJ	7762.30
Natural Gas	GJ	11,49,452.51
Biomass	GJ	7,52,934

We have also made investments in increasing our share of renewable electricity consumption by more than 7% in FY 2023-24 as compared from last year. Additionally, we are constantly striving to be energy efficient and ensure cost optimisation in all our operations. Our indirect energy consumption for FY 2023-24 is listed as below.

Indirect energy source	Unit	Quantity
Electricity purchased from GRID	GJ	68,581.49
Renewable electricity	GJ	5,675.77

### Energy saving initiatives

We have undertaken a series of significant energy-saving initiatives aimed at boosting operational efficiency and minimizing environmental impact. One major upgrade was made to our Dahej Plant where we replaced the outdated 10 m<sup>2</sup> ATFD with a more efficient 30 m<sup>2</sup> ATFD. This improvement has optimized our process by enabling the direct conversion of concentrated liquid into solid powder and clear organic material, which not only reduces power consumption but also enhances overall productivity.

Additionally, at our Dahej plant, we tackled a critical issue with the -35 brine chiller Plate Heat Exchanger (PHE) that was causing inefficiencies due to chocking. By implementing a scheduled cleaning routine, we have significantly improved the chiller's performance, leading to greater efficiency and reduced operational disruptions.

Furthermore, we have optimized our cooling tower operations by installing temperature sensors to automatically stop fan operation at 26°C. This adjustment has effectively reduced both power and water consumption, contributing to our broader energy conservation goals.

Climate change has become a critical existential threat that demands a unified and collaborative approach from all sectors and stakeholders. We are dedicated to reducing Greenhouse Gas (GHG) emissions through process optimisation and the adoption of low-carbon technologies and increasing our share of renewable electricity. Our approach includes a robust monitoring system that tracks Scope 1 and Scope 2 emissions, allowing us to accurately estimate and report our carbon footprint. The system provides valuable insights

into our emissions data, helping us discover opportunities for improvement. By closely monitoring our emissions, we are committed to implementing targeted strategies to further reduce our environmental impact and advance our sustainability goals.

GHG Emissions	Unit	Quantity
Scope 1	tCO2e	12,144.97
Scope 2	tCO2e	13,335.29

In addition to our focus on GHG emissions, we recognise the significant impact of air pollutants on both health and the environment. Our manufacturing processes generate emissions like NOx, SOx and PM which we manage through stringent operational controls. We are committed to adhering to all legislative norms and requirements in the regions where we operate, ensuring that our emissions remain within permissible limits.

Air Emissions	Unit	Quantity
NOx	MT	17.10
SOx	MT	29.90
Particulate Matter	MT	19.90

### Water Management

Given the significant reliance of our manufacturing process on water, we are committed to minimising water consumption and enhancing water conservation. We regularly monitor our water usage, ensuring adherence to the permissible withdrawal limits. Our sources of water for manufacturing includes municipal supply and groundwater, and we remain dedicated to responsible water management practices. In FY 2023-24, our water consumption and water discharge reduced by 1.91% and 14.75% respectively owing to process efficiency.

Water withdrawal by source	Unit	Quantity
Groundwater	KL	9,994.10
Third party	KL	63,375.60

We have Zero Liquid Discharge (ZLD) system in our plant locations situated at Chopanki, Udhampur, and Sambha. Other than these, our fourth 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, ensuring that no wastewater is released into the environment and is reused within the plants.



Solar Panels at Chopanki Plant

### Water conservation initiatives

In order to conserve water, we have implemented several strategic measures to minimize water waste and promote efficient usage. In our Dahej and Udhampur plant, level sensors with hooters have been installed in both AM and BG overhead water storage tanks to prevent overflow, ensuring that no excess water is wasted. Additionally, a 10 KL storage tank has been set up to collect wastewater generated from the RO purifier, which is then repurposed for gardening and toilet flushing. To further enhance water efficiency, level sensors have also been provided on RO water tanks to prevent unnecessary water loss. These initiatives reflect IIL's commitment to sustainable water management practices.



### Waste Reduction

We believe that effective waste management not only reduces our environmental footprint but also reduces the effort and costs attached to its disposal. We adhere strictly to local regulations in managing all waste, ensuring that it is either properly disposed of or sent to certified recyclers. Our primary focus is on recycling and reusing materials wherever possible, while continuously striving to process or dispose of waste in an environmentally responsible manner. Any hazardous waste generated during production is handled with utmost care, being sent to authorised third-party agencies certified by the State Pollution Control Board.



Dedicated bins for efficient waste management at our Dahej and Samba facilities

Category: Hazardous Waste	Unit	Quantity
Waste Generated	MT	1,301.40
Waste Diverted from Disposal	MT	5.60
Waste Directed to Disposal	MT	1,279.70

Our facility in Chopanki is a proud member of **the Udaipur Chamber of Commerce and Industry (UCCI)**, a leading business association, which helps reinforce our commitment to responsible waste management. Through this membership, we ensure that the hazardous waste generated at our facility is disposed of in accordance with the highest industry standards.

Recognising our responsibility to reduce environmental impact, we are actively taking steps to integrate sustainable practices into our operations. To minimise waste disposal, we have enrolled ourselves with Extended Producer Responsibility (EPR) program. This program will enhance our efforts to minimize waste by taking accountability for the lifecycle of our products, including their end-of-life management. Through EPR, we aim to strengthen recycling practices, support a circular economy, and reduce waste sent to landfills.

### Waste management initiatives

At our Dahej and Samba facilities, we have implemented a structured waste management system by providing separate bins for different types of waste on the ground floors of both plants. This initiative ensures the segregation of waste at the source, promoting more efficient recycling and disposal processes, and reflecting our commitment to sustainable and responsible waste management practices.

### Materials Management

Recognising the finite nature of raw materials we strive to reduce our dependency on virgin resources while ensuring the quality and performance of our products. By carefully selecting and sourcing a diverse range of raw materials, including chemicals, solvents, and other essential components, we aim to reduce waste and promote circular economy principles.

Our focus extends beyond our own operations to encompass our supply chain, where we collaborate with partners who share our commitment to sustainable practices. Through continuous improvement and innovation, we seek to enhance resource efficiency, minimise our ecological impact, and contribute to a more sustainable future.

## Nurture Talent

We continuously strive to put our employees first as they form the basis of everything we do. We foster an inclusive workplace built on respect, equality, and safety. By offering comprehensive benefits and prioritising employee rights, we create a positive work environment and strengthen our organisational culture.

### UN SDG impacted



### Material topics addressed

- Employee Engagement and Development
- Diversity and Inclusion
- Occupational Health and Safety
- Human Rights



### Employee Engagement and Development

We recognise that our employees are our most valuable asset. We are deeply committed to attracting, nurturing, and retaining top talent in the industry. Our thorough recruitment process is designed to identify and onboard the most skilled and qualified individuals.

Category	Male	Female
Board of Directors	9*	2
Permanent Employees	769	28
Permanent Workers	811	7

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

Category	Age Group			Gender	
	<30	30-50	>50	Male	Female
Permanent Employees					
Senior Management	1	2	16	18	1
Middle Management	2	147	76	213	12
Junior Management	91	414	48	538	15
Permanent Workers	349	437	32	811	7
Total Permanent Employee and workers	443	1,000	172	1,580	35

We place a strong emphasis on continuous learning, providing our employees with regular training on critical topics such as Prevention of Sexual Harassment (POSH), environmental processes, and skills enhancement. At our plant locations, we ensure employees are equipped with essential knowledge in fire safety and first aid, preparing them for any emergencies.

as opportunities for employees to connect, celebrate diverse cultural traditions, and strengthen bonds across the organisation. By creating an inclusive and festive atmosphere, we enhance teamwork and cultivate a shared sense of belonging.

**~11.25**

Average training hours per employee and workers



Navratri Puja celebration



New Year's celebration

We also prioritise the health and well-being of our employees, as demonstrated by a recent health camp at our corporate office, which was attended by over 100 employees. Furthermore, we have introduced the IIL Wellness Series, aimed at promoting overall health among our workforce. The inaugural session, focused on lung health, was conducted virtually and attracted participation from more than 100 employees. Through these comprehensive initiatives, we strive to create a supportive environment that encourages employee growth, well-being, and long-term contribution to our company's success.



Health camp organised at our Head Office

### Workers' development program

We organise a 5-10 day worker development program that is designed to boost employee awareness and enhance skills in productivity and leadership. These programs are aimed at improving overall performance and fostering a culture of continuous improvement. By focusing on enhancing motivation and encouraging participation in suggestion schemes, we drive innovation and actively involve employees in shaping our organizational success. Our development programs are integral to cultivating a positive work culture that promotes ongoing learning and personal growth.

Our focus areas are



SAFETY



QUALITY



COST & DELIVERY

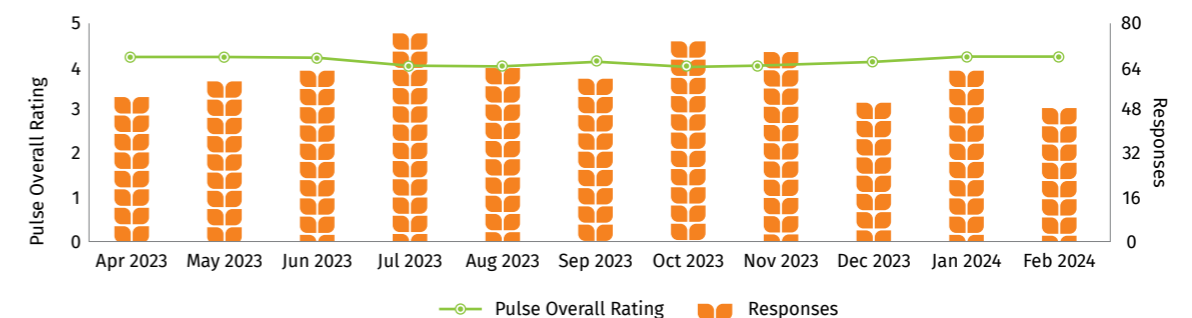


EMPLOYEES' MOTIVATION



HOUSE KEEPING

Our commitment to employee welfare extends to providing life insurance, healthcare, and disability support. These benefits enhance employee satisfaction and align with our broader sustainability goals of creating a supportive and resilient organisation. We also conduct an annual employee happiness survey\* to gauge our employee satisfaction. The survey analyses our employee satisfaction on multiple aspects like job responsibilities, work environment, compensation, benefits, opportunities for growth, learning and development opportunities, relationship with co-workers and managers. The survey results are further taken into consideration to improve on areas that require our attention. Through such initiatives, we aim to create an engaging and inclusive space for our employees



\*Survey was conducted till February 2024.



### Diversity and Inclusion

We foster a diverse and inclusive workplace where all employees feel valued and respected. We believe that diversity in thought, background, and experience enriches our organisation and drives innovation. Our equal opportunities framework which is part of our Code of Conduct strives to promote equal opportunities for all, regardless of personal characteristics. To create a diverse workforce, we have set two diversity targets: to achieve 18% women representation at the executive level and above by March 2025 and increased percentage of differently abled workforce as part of total workforce which reflects our dedication to enhancing diversity. Furthermore, we have assessed 100% of our permanent employees and workers on performance and career development, reinforcing our dedication to professional growth and inclusion.

Additionally, we have implemented fair hiring, promotion, and development processes to ensure that everyone has the chance to succeed. We also maintain a workplace free from discrimination and harassment, providing employees with avenues to raise concerns without fear of retaliation.

By creating an inclusive environment, we empower our employees to reach their full potential and contribute meaningfully to our organisation's success. Our commitment to diversity and inclusion aligns with our broader sustainability goals, as we recognise the importance of building a workforce that reflects the communities we serve.



### Occupational Health and Safety

Prioritising the health and safety of our workforce. We are committed to maintaining the highest standards of occupational health and safety by adopting rigorous measures across all its operations. Our facilities are ISO 45001 certified, underscoring our dedication to implementing robust health and safety management systems. Such initiatives enhance our capabilities to effectively identify, evaluate, and address potential hazards, creating a secure working environment.



Safety training program at one of our Chopanki facility

### Human Rights



To further ensure the well-being and safety of our workforce, we regularly conduct comprehensive training programs on health and safety, including mock fire drills and first aid trainings. These initiatives are designed to equip our plant personnel with crucial skills for managing emergencies effectively. Additionally, we also celebrated the 53<sup>rd</sup> National Safety Week with dedicated activities and recognised and awarded employees and workers who exhibited outstanding leadership skills in spreading awareness and conducting safety practices amongst our workforce.



Celebration of 53<sup>rd</sup> National Safety Week



Celebration of 53<sup>rd</sup> National Safety Week

These efforts strengthen our ability to maintain a safe and resilient workplace, supporting our overarching sustainability objectives.

We are committed to upholding human rights as a core principle of our business, ensuring dignity and respect for all individuals, regardless of their background, in alignment with international standards. Our comprehensive human rights guidelines, along with regular training for employees and key managerial personnel (KMPs), foster a culture of awareness and responsibility towards our stakeholders. To further reinforce this, we have established a robust three-tier grievance redressal system for human rights-related concerns which is part of our Comprehensive Code of Conduct (CoC). This structured escalation process involves submitting grievances to the immediate supervisor, HR head, HoD/Unit Head, and the Grievance Redressal Committee. This mechanism ensures that all human rights concerns are addressed promptly and transparently, demonstrating our commitment to accountability.

Furthermore, we believe that respecting human rights is not merely a compliance issue but a strategic imperative. By creating a workplace where employees feel valued and protected, we enhance job satisfaction, productivity, and overall organisational performance. Our dedication to human rights is integral to building strong and lasting relationships with our stakeholders, contributing to a positive societal impact.

# Responsible Value Chain

We are dedicated to building a sustainable and ethical value chain that benefits our customers, employees, suppliers, and the communities we serve. We believe that responsible business practices are essential for long-term success and contribute to a healthier planet.

### UN SDG impacted



### Material topics addressed

- Supply Chain Management
- Product Safety and Transparency

## Supply Chain Management

Valuing our suppliers as key partners in our operations is fundamental to the success of our Company. We build strong relationships based on open communication, trust, and mutual benefit. Our supplier evaluation process emphasises financial stability, ethical practices, and reliability. We maintain a fair and transparent evaluation system to ensure all suppliers are assessed consistently. These practices strengthen our supply chain and demonstrate our commitment to sustainability and ethical business conduct.

In order to strengthen our supply chain system, we use the following criteria to evaluate our suppliers:

### ILL's Backward Integration

- Helps to reduce dependency on imports/third parties for key raw materials
- Helps us save procurement and logistics cost
- Helps in the reduction of waste generation
- Helps us in controlling the supply chain process in a more efficient manner
- Helps us ensure a timely supply of raw materials for production
- Helps us optimize cost



### FINANCIAL AND COMPETITOR ANALYSIS

Taking financial information competitor analysis for a supplier's work helps in assessing their stability, potential risks, and competitiveness in the market.



### DUE DILIGENCE

Due diligence for supplier involves a systematic process of assessing and verifying their reliability, credibility, and ethical practices before entering into a business relationship.

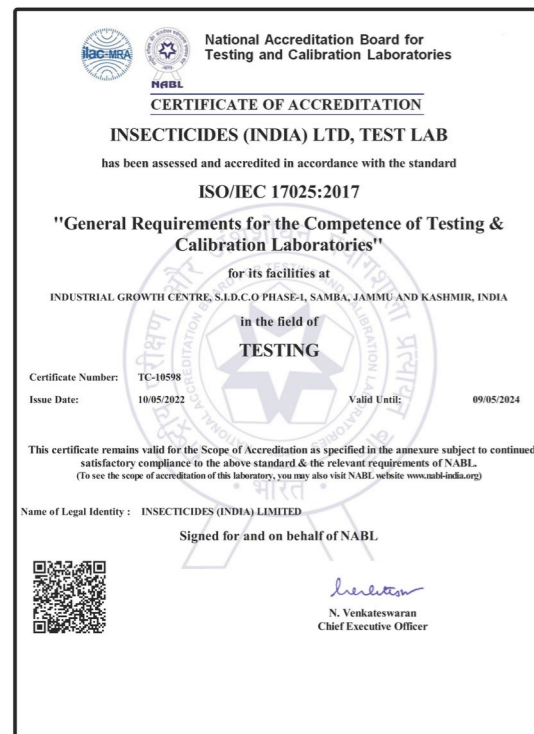
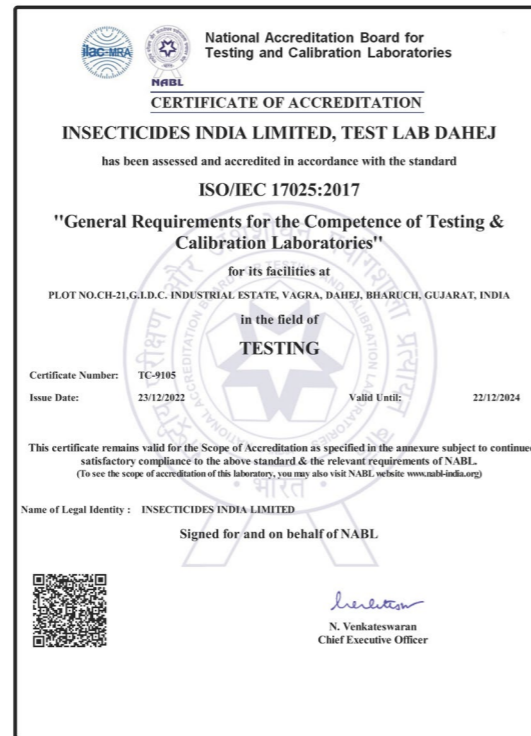
## Product Safety and Transparency

We place strong emphasis on the well-being of farmers and the sustainable cultivation of crops. We are dedicated to producing safe and effective products that meet regulatory standards. Our products are clearly labelled with essential information to ensure correct and safe usage, minimising risks to human health and the environment.

We actively promote responsible agricultural practices through educational initiatives and outreach programs. By empowering farmers with knowledge and resources, we aim to enhance their livelihoods and protect the environment. Our commitment to farmer welfare and sustainability is integral to our business operations and contributes to the overall health of the agricultural ecosystem.

Our reputation in serving with quality and reliability is demonstrated by the NABL accreditation of three of our laboratories. We continuously strive to improve our operations through innovation and process excellence. By setting high standards, we aim to exceed customer expectations.

Additionally, to ensure consistent product and service quality, we have implemented a robust Quality Management System (QMS) certified to the ISO 9001:2015 standard. This globally recognised framework guides our operations, enabling us to meet and exceed customer expectations while complying with all legal requirements.



NABL Accreditation

## Supporting Local Communities

We are dedicated to building enduring relationships with the communities we operate in and making a positive impact through our diverse initiatives. At IIL, we strive to tackle any challenges faced by our communities and vow to promote balanced and inclusive growth. Our approach to Corporate Social Responsibility (CSR) is comprehensive, focusing on addressing the needs of these communities while empowering them to prosper in the long term.

### UN SDG impacted



### Material topics addressed

- Local Communities



### Local Communities

The IIL Foundation, our CSR division, collaborates with reputed non-profit organisations such as Navjyoti India Foundation, Subhaksiksha Educational Society, Maharaja Agrasen Hospital Charitable Trust, and Brahma Kumaris Educational Society, FAST and different agricultural universities to implement our CSR projects. Our initiatives mainly target farmer education, awareness, and preventive healthcare in rural and urban

areas across India. In the fiscal year 2023-24, we allocated ₹ 247.07 Lakhs to these efforts, underscoring our commitment to fostering positive change and contributing to the overall well-being of the communities we serve. IIL foundation has three focus areas, namely, farmer awareness, promoting education and promoting healthcare.



### Farmer Awareness

#### Kisaan Jagrukta Abhiyan

In a significant effort to elevate agricultural practices across India, we have launched an impactful CSR initiative called *Project Kisaan Jagrukta Abhiyan*. This transformative project is designed to educate and empower farmers by equipping them with essential knowledge on the safe and effective use of crop protection and nutrition products. To achieve this, we have brought together a dedicated team of agricultural experts who are actively engaging with farmers, sharing vital best practices to enhance their agricultural methods.

The project's initial phase included farmer awareness campaigns in five key states: Punjab, Haryana, Andhra Pradesh, Telangana and Rajasthan. The enthusiastic response from the farming community has propelled the expansion of this initiative to a national



IIL in partnership with Foundation for Agriculture Sustainability and Transformation (FAST)

level. The projects aims to educate farmers on the judicious use of crop protect and nutritious solutions to revolutionise agricultural practices which lead to improved crop yields.



Honouring progressive sugarcane farmers at SPVUAT, Meerut, UP

Building on these efforts, the IIL Foundation has also powered the **“Digital Transformations in Agriculture”** initiative through its partnership with FAST, which has made a significant impact for four consecutive years among the farming communities across Telangana, Andhra Pradesh, and parts of Karnataka, creating a strong digital connection with small and marginal farmers.

The initiative in collaboration with FAST has created a **“One-Stop Contact with One Point Reach,”** supported by multi-disciplinary Subject Matter Specialists in agriculture and horticulture. This platform offers crop-specific, season-specific customised solutions to a broad spectrum of beneficiaries, including farmers, farmer groups, input dealers,

agricultural extension officers, seed producers, and exporters. Additionally, around 500 input dealers actively serve as catalysts, supported by National Institute of Agricultural Extension Management (MANAGE)’s DAESI (Diploma in Agricultural Extension Services for Input Dealers) program and the Department of Agriculture at the district level.

The initiative currently engages five primary digital groups, involving **2,000 farmers, 500 input dealers, and 100 agricultural officers**. Leveraging modern digital tools like YouTube Live and Google/Zoom meetings, the initiative addresses crop-specific topics like soil and plant health, safe crop protection practices, and integrated nutrient and pest management.

### MoU with Sardar Vallabhbhai Patel University of Agriculture and Technology



MoU signing ceremony at SVPUAT



Farmer workshop at the Krishi Vignyan Kendra (KVK)



Farmers interacting with scientists at awareness seminar

The IIL Foundation has signed a three-year MoU with Sardar Vallabhbhai Patel University of Agriculture & Technology (SVPUAT) in Meerut, Uttar Pradesh, to promote advanced Agri-extension activities and enhance farmer awareness. The collaboration with SVPUAT's Krishi Vigyan Kendra aims to educate farmers on the responsible use of crop protection products, contributing to sustainable agricultural practices and positively impacting the agricultural sector and economy.

In FY 2023-24, two additional Krishi Vigyan Kendras (KVKs) were added under this MoU, set to be operational in FY 2025. These KVKs actively conduct regular trainings on crop protection for a variety of crops, including vegetables, Rabi crops, Paddy, Sugarcane, and cucurbits, with a focus on the effective use of crop protection and nutrition products. In FY 2023-24, the trainings impacted more than

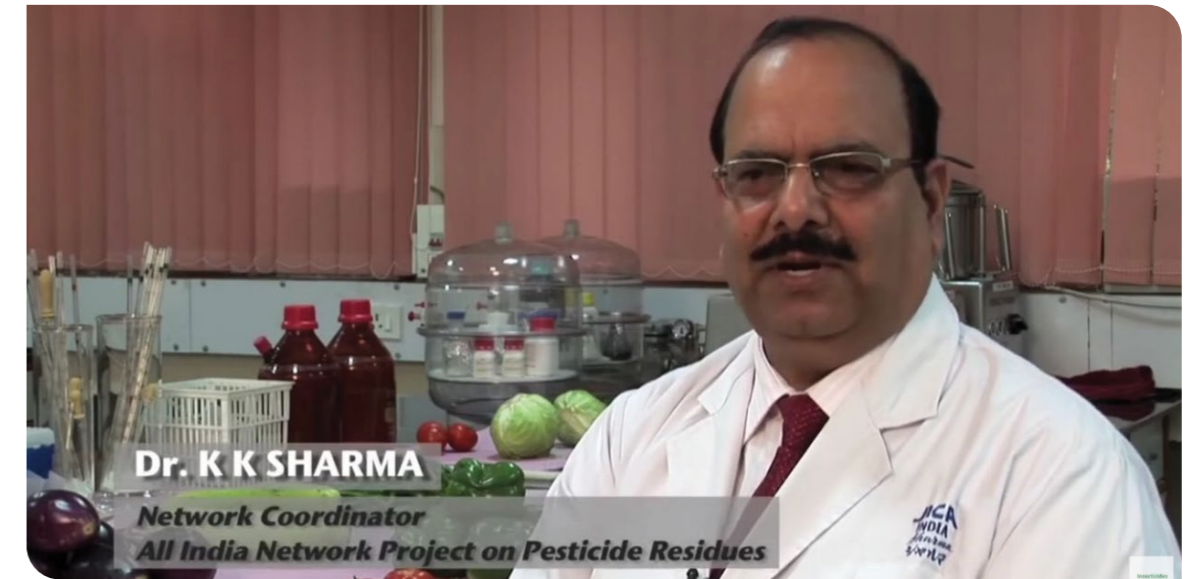
1,300 farmers, providing them with essential information to adopt sustainable agricultural practices. During the workshop progressive farmers were also awarded with "IIL Kissan Samman" award for their achievements in sugarcane farming.



### Insecticides zaroori hai

The IIL Foundation launched the "Insecticides Jaroori Hai" initiative on Social Media, focusing on awareness and pride of farmers. The initiative provides affordable, research-backed products and farming techniques while addressing misconceptions about insecticides.

As part of the program's reach, in FY 2023-24, the initiative reached 3.8 million people on Facebook alone, with 119,000 actively interacting with the content. The impact was most significant in Delhi, followed by Kolkata and Ahmedabad. Analysis of the program's performance revealed that video content, consistently outperformed static visuals in terms of engagement.



Dr. K. K. Sharma explaining the need of pesticides in crop protection



Educating the farmers on the benefit of usage of crop protection and nutrition solutions

## Promoting Education

### Project Vidhya

Our IIL Foundation's Project Vidhya aims to ensure that children in rural and underprivileged communities receive quality education. The project focuses on strengthening government schools by creating a supportive and conducive learning environment for students. Originally launched in villages across Punjab, Rajasthan, Odisha, Gujarat, Jammu & Kashmir, and Bihar, Project Vidhya strives to uplift educational standards in the selected regions.

With a focus on promoting education and providing basic needs to the underprivileged children in the rural areas, the Company has made significant strides by supporting the government schools in Alwar district, Rajasthan. The initiative focuses on providing fundamental amenities to these schools, ensuring that students have access to the necessary resources to support their learning and development.

A notable recent initiative by our IIL Foundation includes constructing a large shed in the communal area of Rajkiya Uchh Madhyamik Vidhayalaya in Jodiamev, Alwar, Rajasthan. This new structure provides shelter to the students, protecting them from the extreme heat and heavy rains. Additionally, the Company has contributed to improving the school environment by supplying new furniture for classrooms and computer labs. This involved installing Kota Stone artwork in the assembly area and painting of classrooms to create a more welcoming and conducive learning environment. These enhancements not only improve the school's physical infrastructure but also enrich the educational experience, demonstrating the company's commitment to supporting and advancing educational facilities. IIL Foundation has further supported the educational experience and well-being of students in rural areas by constructing dedicated toilet blocks for boys and girls at Rajkiya Uchh Madhyamik Vidhayalaya, Tapukhera.



IIL's MD awarding the meritorious students under Project Vidhya



Toilet block inauguration by IIL's MD Mr Rajesh Kumar Aggarwal



Planting a tree at local school

The Foundation also inaugurated a new toilet complex at Government Degree College in Samba, Jammu as part of their commitment to enhancing sanitation and hygiene in educational institutions. This initiative underscores the foundation's dedication to student well-being and societal development. The newly constructed facility features separate blocks for girls and boys, each designed with modern amenities to maintain a clean and hygienic environment. The girls' block includes nine toilets, with a specially equipped facility for students with disabilities, while the boys' block comprises 13 toilets, also including a provision for the handicapped.



New structure of the Rajkiya Uchh Madhyamik Vidyalaya

In partnership with the Swamy Vivekananda Charitable Trust in Andhra Pradesh, IIL Foundation has launched an initiative to support an orphanage for 80-100 underprivileged boys aged 5-12 years. The project provides essential services, including free shelter, food, clothing, education, and medical care, nurturing these children until they achieve a strong academic foundation.

The initiative also focuses on guiding academically talented students towards careers in Medicine, Engineering, Agriculture, Chartered Accountancy, and civil services. Additionally, the program conducts regular motivational talks by accomplished professionals, combined with teachings from Swamy Vivekananda to instil confidence in the boys as they move ahead in their lives.

### Subhakshiksha Education Society

In association with the Subhakshiksha Education Society (S.E.S), we have been supporting the implementation of initiatives focused on empowering marginalised sections of the society through education and skill training, provide quality healthcare to the needy and improving the social, economic and emotional rehabilitation of women and children in vulnerable situations.

The initiatives undertaken by the S.E.S largely focus on the broad umbrella themes like, education, health, nutrition, behavioural therapy and recreational activities.

The S.E.S spearheads several key projects, including Project Nirmaan, which focuses on integrating children in vulnerable situations into mainstream society by offering care, protection, education, and essential life skills, ultimately transforming them into responsible citizens. Since its expansion in November 2023, the project now supports over 130 children who have faced challenges such as begging and neglect.

Additionally, Project Sashakt Naari, which was commenced in FY 2023-24, is dedicated to empowering women by fostering confidence,



Subhakshiksha Education Society Exhibition

raising awareness on issues like domestic violence, and promoting self-respect. The initiative also organises workshops and awareness programs, specifically designed to equip women with the essential skills they need to successfully enter the workforce.

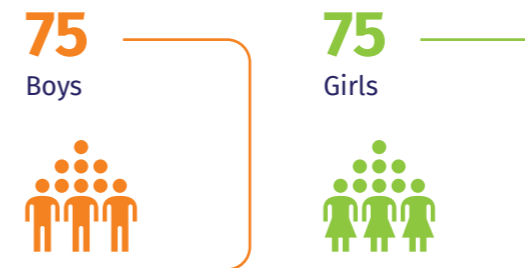
Furthermore, the S.E.S undertakes significant initiatives such as a prevention and primary de-addiction program for children aged 6 to 16, alongside continuous vocational training and educational projects aimed at comprehensive development of children.

### Remedial Education Project

Our IIL Foundation, in collaboration with Navjyoti India Foundation, supports the Remedial Education Project in the Bawana area in Delhi. This initiative is designed to address the high dropout rates in government schools by enhancing children's learning outcomes and promoting their holistic development. The project emphasises not only improving academic performance but also engaging children in arts, crafts, music, and other activities that contribute to their overall growth.

In FY 2023-24, the program reached out to 34,221 students. The project provided specialised training in STEM, coding, artificial intelligence, information and communication technology, and tablet usage to students from both budget and government schools. Recognising the importance of health in education, the project also organised free eye screenings for 3,800 students, resulting in 520 pairs of eyeglasses being distributed. This initiative strived to ensure that visual impairments did not impede their learning.

#### Attendance of students (in %)



Extending our reach to the Navjyoti alumni, the initiative invests in the continued growth and success of its alumni by offering them career counselling sessions and supporting in their endeavours beyond their time at the Foundation.



Education programs organised by IIL Foundation



Computer training for local school kids

We're grateful to Navjyoti for nurturing Akanksha's academic growth. Despite her playful nature, the teachers' dedication has helped her excel. With their guidance, she's thriving academically. Thank you for understanding and supporting her.

Akanksha's mother

"Fara's progress at Navjyoti is remarkable. From learning Hindi to embracing play-based teaching, she's flourished. We're grateful for this transformative experience. Thank you for making learning enjoyable and effective!.

Fara's mother

Additionally, we also conducted psychometric assessments for 400 students which provided us with valuable insights into the students' cognitive abilities, personality traits, and learning styles, enabling us to tailor the program and bring educational interventions more effectively.

Furthermore, the project prioritised the health and well-being of female students by distributing sanitary pads in government schools, addressing a crucial aspect of their personal care. In 2023-24, we organized over 15 capacity-building training sessions for Bal Gurukul children, focusing on essential skills such as planning, communication, digital literacy, life skills, happiness, and records & data management. Through these sessions, we aimed to empower the participants, helping them grow personally and academically by equipping them with the competencies needed to navigate the digital world and effectively utilize electronic resources. Also, the Gurukul leaders also engaged with the community to raise awareness about waste management and segregation practices, cultivating a strong sense of environmental stewardship among students and their families. This holistic approach highlights our continuous dedication

to improving educational outcomes while also fostering the overall development and welfare of children in underprivileged areas, thereby making a meaningful and enduring impact on their lives and their communities.

### Promoting Healthcare

We are dedicated to advancing healthcare, exemplified by our support for the Maharaja Agrasen Hospital Charitable Trust. Established to provide medical care to all, regardless of caste, creed, or economic status, the trust currently operates two hospitals in the capital city, offering free services to economically disadvantaged patients. Recently, the trust has committed to constructing a new cancer wing in one of its hospitals. To support this initiative, we have provided financial assistance and will continue to do so in the coming years.



Health checkup camps organised in villages under IIL Foundation



Offering free healthcare services to economically weaker patients



# Ethical Business

We are committed to conducting business in a manner that is both profitable and responsible. We believe that strong economic performance, ethical practices, and a commitment to research and development are essential for long-term success.

### UN SDG impacted



### Material topics addressed

- Economic Performance
- Business Ethics
- Research and Development



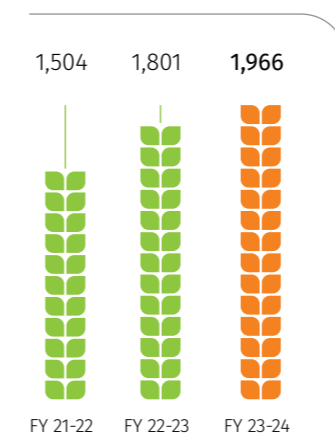
## Economic Performance

We believe that strong financial performance, environmental responsibility, and social impact are interconnected. We focus on creating long-term value for our shareholders and other stakeholders by integrating these elements into our business strategy. Building on a strong economic performance enables an organisation to achieve growth objectives and sustain ongoing operations.

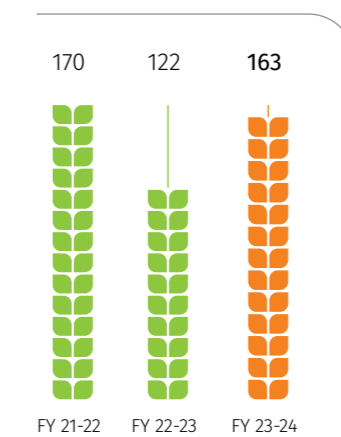
In the ever evolving and complex business landscape, the success of our operations is closely linked to effective economic

performance management. By focusing on revenue growth and optimising capital efficiency, we aim to create a stable and sustainable business environment, even in the face of potential challenges such as inflation and other vulnerabilities. Our primary objective is to drive long-term growth, underpinned by strong economic performance. In FY 2023-24, our revenue increased by ~9% to INR 1,966 Crore from the previous year demonstrating our commitment to responsible growth. In the same period, our Earnings Per Share was INR 34.67 which is an increase of 62.9%

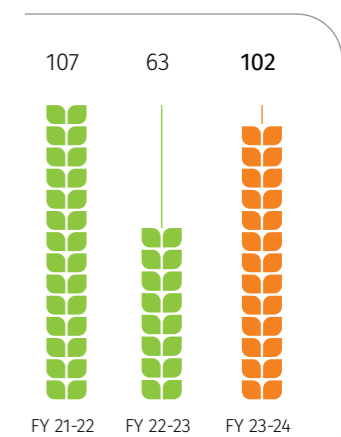
Revenue (in ₹ Crore)



EBITDA (in ₹ Crore)



Profit (in ₹ Crore)



## Business Ethics

We are committed to operating with the highest ethical standards. We believe that strong moral principles, accountability, and sound governance are essential to our long-term success. Our business operations are rooted in ethical conduct, respect for human rights, and environmental stewardship. We prioritise regulatory compliance and foster a culture of open communication and transparency to build trust with our stakeholders.

By consistently upholding these values, we aim to create sustainable value for our organisation while contributing positively to society. Our commitment to ethical business practices extends to all levels of the company, and we actively promote frameworks that encourage open dialogue and responsible decision-making.

We are committed to operating its business with utmost respect for human rights. Our comprehensive human rights framework serves as a cornerstone for our business operations and interactions with all stakeholders. This framework is centred on values of non-discrimination, fair treatment, and the protection of human rights across our value chain, including for our employees, customers, suppliers, and the communities we operate within.

During the FY 2023-24, we maintained a strong compliance record, with no reported instances of corruption, environmental or social violations, or human rights abuses such as child labour, forced labour, or sexual harassment.



### Research and Development

We view Research and Development (R&D) as the driving force behind our innovation, enabling us to create cutting-edge products, services, and technologies that meet the ever-changing demands of our customers. Our investment in R&D allows us to maintain a competitive edge by improving the efficacy and processes of existing products, developing new offerings, and exploring new markets.

Our commitment to R&D is underscored by the establishment of four dedicated R&D centres including our first centre in Chopanki, established in 2004, which later earned

the prestigious Good Laboratory Practice (GLP) certification from the National GLP Compliance Monitoring Authority (NGCMA), under the Department of Science & Technology, Government of India. This centre, along with our three NABL-accredited QC Labs support a dedicated team of professionals who utilise advanced analytical tools such as GC3, GC Mass, AAS, UV, Infrared Spectrophotometer, and MSMS to perform complex chemical reactions and drive innovation. Additionally, our in-house library, equipped with a wide range of online and offline resources, supports our research efforts by providing valuable information and insights.



R&D-OAT and IIL Chopanki

Invent novel crop protection molecules for India and International markets



R&D Dahej

Process improvement and technical development of existing products with respect to cost



R&D Biological

To invent new biological solutions for crops



R&D Chopanki

IIL Inhouse R&D Centre recognized by DSIR, Ministry of Science and Technology, New Delhi

### In House capability from Research to Commercialization



Lab scale gram level



Kilo lab



Pilot plant scale



Commercial scale

In collaboration with the Japanese research-based giant OAT Agrio Co. Ltd., we have established a state-of-the-art invention R&D centre focused on developing innovative products for both Indian farmers and international markets.



### R&D initiatives

In FY 2023-24, our R&D team's efforts led to the development of several new products, and our team received 5 new patents, taking the total count to 24. The products include:

**Green Expert:** A patented herbicide combination designed for paddy crops, providing effective weed control.

**Nakshtra:** A herbicide tailored for sugarcane, offering dual-action control over weeds.

**Opaque:** A pre-emergence herbicide for crops like onion, garlic, wheat, and cotton.

**Million:** A pre-emergence herbicide for wheat, effectively targeting tough weeds like Phalaris minor.

**Nirog:** A bio-pesticide composed of a versatile fungus that supports plant growth and disease control.

Our R&D team also designed an innovative biological product, Mycoraja Pro to enhance nutrient availability, soil productivity, and crop yield, making it a valuable tool for the farming community. We also proudly introduced Turner, a patented solution for managing white grub and termite infestations in crops, featuring multiple modes of action for extended crop protection. These advancements underscore our dedication to pioneering agricultural solutions that not only meet the needs of today's farmers but also contribute to the sustainable future of agriculture.

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