



मंगलूर रिफाइनरी एण्ड पेट्रोकेमिकल्स लिमिटेड
MANGALORE REFINERY AND PETROCHEMICALS LIMITED

अनुसूची 'अ' के अंतर्गत भारत सरकार का उद्यम, SCHEDULE 'A' GOVT. OF INDIA ENTERPRISE.
(ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड की सहायक कंपनी, A SUBSIDIARY OF OIL AND NATURAL GAS CORPORATION LIMITED)
आई.एस.ओ. 9001, 14001 एवं 50001 प्रमाणित कंपनी, AN ISO 9001, 14001 AND 50001 CERTIFIED COMPANY.
सीआईएन/CIN : L23209KA1988GOI008959 / वेबसाइट Website : www.mrpl.co.in

26/07/2024

The Assistant General Manager, Listing Compliance
BSE Limited
Scrip Code: 500109, ISIN: INE103A01014
Scrip Code (Debenture): 959162, 959250, 960362, 973692

The Compliance & Listing Department
National Stock Exchange of India Limited
Symbol: MRPL, Series: EQ,
ISIN: INE103A01014
Debt Security: INE103A08019, INE103A08035, INE103A08043, INE103A08050

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report (BRSR) for the FY 2023-24

Pursuant to Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) of the Company. The BRSR Report forms part of the Annual Report for the FY 2023-24 which has been submitted to Stock Exchanges on July 26, 2024.

We request you to take the above on records.

Thanking You.

Yours faithfully,
For Mangalore Refinery and Petrochemicals Limited

Premachandra Rao G
Company Secretary

Encl.: A/a

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity			
1	Corporate Identity Number (CIN) of the Listed Entity	L23209KA1988GOI008959	
2	Name of the Listed Entity	Mangalore Refinery and Petrochemicals Limited (MRPL)	
3	Date of Incorporation	07-03-1988	
4	Registered office address	Kuthethoor P.O., Via Katipalla, Mangalore, Karnataka - 575030	
5	Corporate address	Kuthethoor P.O., Via Katipalla, Mangalore, Karnataka - 575030	
6	E-mail	investor@mrpl.co.in	
7	Telephone	0824-2270400	
8	Website	www.mrpl.co.in	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2023	31-03-2024
	Previous Financial Year	01-04-2022	31-03-2023
	Prior to Previous Financial year	01-04-2021	31-03-2022
10	Name of the Stock Exchange(s) where shares are listed		
	Details of the Stock Exchanges		
	Sr. No.	Name of the Stock exchange	Description of other stock exchange
	1	BSE	
	2	NSE	
11	Paid-up Capital (In Rs)	17530000000.00	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	Shri M.S. Sudarshan	
	Contact	0824-2270400	
	E mail	sudarshanms@mrpl.co.in	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
14	Whether the company has undertaken reasonable assurance of the BRSR Core?	No	

II. Products/services				
17	Details of business activities (accounting for 90% of the turnover)			
Details of business activities (accounting for 90% of the turnover)				
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity	
1	Manufacturing	Coke and refined petroleum products	100.00%	
18	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Products/Services sold by the entity (accounting for 90% of the entity's Turnover)				
Sr. No.	Product/Service	NIC Code	% of total Turnover contributed	
1	HSD	466	45.10%	
2	MS	466	16.99%	
3	LPG	466	6.05%	
4	ATF	466	15.15%	
5	Polypropylene	466	3.73%	
6	Bitumen	466	0.54%	
NIC Code list link:		https://www.ncs.gov.in/Documents/NIC_Sector.pdf		
III. Operations				
19	Number of locations where plants and/or operations/offices of the entity are situated			
	Location	Number of plants	Number of offices	Total
	National	1	7	8
	International	0	0	0
20	Markets served by the entity			
A	Number of locations			
	Locations	Number		
	National (No. of States)	23		
	International (No. of Countries)	27		
B	What is the contribution of exports as a percentage of the total turnover of the entity?	31.00%		
C	A brief on types of customers	MRPL serves both bulk and retail clients. Bulk customers include Oil Marketing Companies, Indian Railways, State Government Enterprises, Public Sector Undertakings, Road Contractors, and various industries and factories. Retail customers consist of public and private vehicle owners.		

IV.	Employees												
21	Details as at the end of Financial Year												
A.	Employees and workers (including differently abled)												
Sr. No.	Particulars	Total (A)	Male		Female		Other						
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)					
EMPLOYEES													
1	Permanent (D)	1184	1114	94.09%	70	5.91%	0	0.00%					
2	Other than permanent (E)	0	0	0.00%	0	0.00%	0	0.00%					
3	Total employees(D + E)	1184	1114	94.09%	70	5.91%	0	0.00%					
WORKERS													
4	Permanent (F)	1364	1205	88.34%	159	11.66%	0	0.00%					
5	Other than permanent (G)	3959	3659	92.42%	300	7.58%	0	0.00%					
6	Total workers (F + G)	5323	4864	91.38%	459	8.62%	0	0.00%					
B.	Differently abled Employees and workers:												
Sr. No.	Particulars	Total (A)	Male		Female		Other						
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)					
DIFFERENTLY ABLED EMPLOYEES													
1	Permanent (D)	20	18	90.00%	2	10.00%	0	0.00%					
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%					
3	Total differently abled employees (D + E)	20	18	90.00%	2	10.00%	0	0.00%					
DIFFERENTLY ABLED WORKERS													
4	Permanent (F)	26	24	92.31%	2	7.69%	0	0.00%					
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%					
6	Total differently abled workers (F + G)	26	24	92.31%	2	7.69%	0	0.00%					
22	Participation/Inclusion/Representation of women												
		Total (A)	No. and percentage of Females										
			No. (B)	% (B / A)									
	Board of Directors	11	0	0.00%									
	Key Management Personnel	3	0	0.00%									
23	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)												
		Turnover rate in current FY (2023-24)				Turnover rate in previous FY (2022-23)				Turnover rate in the year prior to the previous FY (2021-22)			
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	4.85%	9.02%	0.00%	4.98%	6.36%	18.52%	0.00%	6.34%	2.64%	2.27%	0.00%	2.60%
	Permanent Workers	1.63%	1.24%	0.00%	1.61%	2.75%	1.52%	0.00%	2.40%	2.68%	0.00%	0.00%	2.29%
V.	Holding, Subsidiary and Associate Companies (including joint ventures)												
24	(a) Names of holding / subsidiary / associate companies / joint ventures												
Holding, Subsidiary and Associate Companies (including joint ventures)													
Sr. 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	Oil and Natural Gas Corporation Limited	Holding				71.63%		Yes					
2	Shell MRPL Aviation Fuel & Services Limited	Joint Venture				50.00%		No					
VI.	CSR Details												
25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)					Yes							
	(ii) Turnover (in Rs.)					1051896800000.00							
	(iii) Net worth (in Rs.)					132514900000.00							

VII. Transparency and Disclosures Compliances										
26. 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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2023-24)			PY (2022-23)			(If NA, then provide the reason)
				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	NA	12	0	-	23	0	-	
	Investors (other than shareholders)	Yes	NA	0	0	Yes. Grievance redressal mechanism is governed by SEBI/ stock exchange guidelines. Company has a dedicated e-mail id-investor@mrpl.co.in for communication with investors	0	0	-	
	Shareholders	Yes	NA	59	2	Yes. Grievance redressal mechanism is governed by SEBI/ stock exchange guidelines. Company has a dedicated e-mail id-investor@mrpl.co.in for communication with investors	61	2	-	
	Employees and workers	Yes	NA	0	0	-	0	0	-	
	Customers	Yes	NA	25	1	-	45	0	-	
	Value Chain Partners	Yes	NA	5	0	Relates to supplier	30	0	Relates to supplier	

27 Overview of the entity's material responsible business conduct issues					
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					
Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change Adaptation, Resilience, and Transition	O	Climate change poses significant risks through potential disruptions and regulatory changes. Proactively adapting to climate risks and transitioning to a low-carbon economy can reduce vulnerabilities and leverage emerging opportunities.	Not applicable	Positive Implications
2	Energy Management and Efficiency	O	MRPL's operations are energy-intensive, and efficient energy management is essential for reducing operational costs and complying with energy regulations. Transitioning to low-carbon interventions can also enhance energy security and sustainability.	Not applicable	Positive Implications
3	Emissions Management	R&O	Managing emissions is critical for MRPL to comply with stringent environmental regulations and to minimize environmental impact. Reducing emissions also presents opportunities for innovation and leadership in sustainable practices.	Adopting cleaner technologies, improving energy efficiency, and implementing carbon capture and storage solutions. Regularly monitoring and reporting emissions to ensure compliance and transparency. Investing in research and development for innovative emission reduction technologies.	Positive Implications
4	Water Stewardship	R&O	Efficient water management is crucial for MRPL's operations, especially in regions with water scarcity. Effective water stewardship can improve operational sustainability and community relations.	Implementing water-efficient technologies and recycling systems. Conducting regular water audits to identify areas for improvement. Engaging with local communities and stakeholders to address water-related concerns and ensure sustainable water use.	Positive Implications
5	Clean Technology Initiatives	O	Investing in clean technologies can help reduce pollution, conserve resources, and drive sustainable growth, enhancing its reputation as a responsible corporate entity.	Not applicable	Positive Implications
6	Waste Management and Circularity	O	Owing to the generation of over 70% of hazardous waste during the operations, integrating circularity can reduce waste, lower disposal costs, and create new business opportunities by reusing materials.	Not applicable	Positive Implications
7	Biodiversity and Ecosystem Conservation	R&O	MRPL's operations can significantly impact local ecosystems and biodiversity. Proactively managing these impacts can enhance MRPL's sustainability performance and community relations while mitigating legal and reputational risks.	Conducting environmental impact assessments and implementing biodiversity management plans. Restoring habitats and engaging in conservation projects. Collaborating with environmental organizations to ensure best practices.	Positive Implications
8	Product Stewardship	O	Increasing consumer and regulatory demand for sustainable products presents an opportunity for MRPL to innovate and lead in product stewardship, incorporating ESG considerations throughout the product lifecycle to meet evolving market needs.	Not applicable	Positive Implications
9	Occupational Health and Safety	R&O	Ensuring a safe and healthy workplace is critical for MRPL due to the high-risk nature of operations. A strong safety culture can prevent accidents, improve employee morale, and enhance operational efficiency.	Implementing comprehensive safety management systems, conducting regular training and audits, and promoting a safety-first culture. Ensuring compliance with all health and safety regulations to minimize risks.	Positive Implications
10	Human Capital Development	O	Investing in employee training and development enhances MRPL's human capital, leading to improved performance, innovation, and employee satisfaction. A skilled workforce is essential for maintaining competitiveness in the evolving energy sector.	Not applicable	Positive Implications
11	Diversity, Equity, and Inclusion	O	Promoting diversity, equity, and inclusion can enhance MRPL's innovation, decision-making, and overall performance. A diverse workforce can better reflect the customer base and bring varied perspectives to problem-solving.	Not applicable	Positive Implications
12	Human Rights	R&O	Upholding human rights is essential for MRPL to maintain ethical standards and comply with international norms. Ensuring fair labor practices and preventing discrimination can improve employee morale and mitigate legal risks.	Implementing policies that ensure fair labor practices, conducting regular training on human rights, and establishing grievance mechanisms to address issues promptly.	Positive Implications
13	Community Development	O	Engaging with local communities and contributing to their development can enhance MRPL's social license to operate and foster goodwill. Effective community development initiatives can lead to improved community relations and support for company projects.	Not applicable	Positive Implications
14	Customer Relationship and Experience	R&O	Building strong customer relationships and delivering exceptional service are critical for MRPL's success. Understanding customer needs and addressing pain points can enhance customer satisfaction and loyalty, leading to increased market share and revenue.	Implementing robust customer feedback systems, providing excellent after-sales service, and continuously improving product offerings based on customer input.	Positive Implications

15	Supply Chain Management	R&O	Integrating sustainability into supply chain practices is essential for MRPL to manage risks and ensure responsible sourcing. A sustainable supply chain can enhance operational efficiency, reduce costs, and improve supplier relations.	Establishing criteria for supplier selection based on social, ethical, and environmental performance. Engaging with suppliers to build their capacity for sustainable sourcing and conducting regular audits to ensure compliance.	Positive Implications
16	Business Ethics	R&O	Adhering to high standards of business ethics is critical for MRPL to maintain stakeholder trust and ensure long-term success. Ethical practices can prevent corruption, enhance transparency, and foster a culture of integrity within the organization.	Developing and enforcing a robust code of conduct, providing ethics training for employees, and establishing whistleblower mechanisms to report unethical behavior.	Positive Implications
17	Corporate Governance	R&O	Effective corporate governance is essential for MRPL to ensure accountability, transparency, and fairness in decision-making. Strong governance practices can enhance investor confidence, improve operational efficiency, and support long-term sustainability.	Establishing a robust governance framework, ensuring the independence and effectiveness of the board, and regularly reviewing governance practices to align with best practices.	Positive Implications
18	Anti-corruption Practices	O	Preventing corruption is vital for MRPL to maintain integrity, comply with regulations, and avoid legal and reputational risks. Implementing anti-corruption measures can enhance transparency and foster a culture of honesty within the organization.	Not applicable	Positive Implications
19	Economic Performance	O	Ensuring strong economic performance is crucial for MRPL's growth and sustainability. Focusing on profitability, efficiency, and sustainable growth can create value for shareholders and support long-term business objectives.	Not applicable	Positive Implications
20	Public Policy	R&O	Engaging in public policy development is important for MRPL to influence regulations that impact the industry and support beneficial policies. Responsible advocacy can enhance the company's reputation and align business practices with societal needs.	Engaging with policymakers and industry associations to advocate for favorable regulations. Ensuring transparency in lobbying activities and aligning public policy engagement with corporate values and sustainability goals.	Positive Implications
21	Risk Management	R&O	Effective risk management is essential for MRPL to identify, assess, and mitigate potential threats to operations and reputation. Proactive risk management can enhance resilience, support informed decision-making, and protect against financial losses.	Developing and implementing comprehensive risk management frameworks, conducting regular risk assessments, and establishing mitigation strategies for identified risks.	Positive Implications

Disclosure Questions	P1	P2
Policy and management processes		
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes
c. Web Link of the Policies, if available	Whistle Blower Policy: https://mrpl.co.in/sites/default/files/Whistle%20Blower%20Policy%20-English.pdf Dividend Distribution Policy: https://mrpl.co.in/sites/default/files/Statutory%20Disclosures/Dividend%20Distribution%20Policy_1482132372.pdf	Material Subsidiary Policy https://mrpl.co.in/sites/default/files/Statutory%20Disclosures/Dividend%20Distribution%20Policy_1482132372.pdf
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Not Applicable	Not Applicable
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Not applicable	Not applicable
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable	Not applicable

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)	ESG forms a fundamental element to the conduct of our business and MRPL attaches the highest priority to occupational health, safety and protection of the environment in and around its operational areas.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Mundkur Shyamprasad Kamath Managing Director & CEO
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes
If yes, provide details.	The Corporate Social Responsibility and Sustainability Development Committee (CSR&SD) and Stakeholders Relationship Committee (SRC) are responsible for decision-making on sustainability-related issues.

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee
Description of other committee for performance against above policies and follow up action	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department	Internal Department
Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Any other	Any other	Quarterly	Any other	Quarterly	Any other	Any other	Any other	Any other
Description of other committee for performance against above policies and follow up action	On requirement basis	On requirement basis		On requirement basis		On requirement basis	On requirement basis	On requirement basis	Quarterly & Half yearly by Management
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Any other	Any other	Quarterly	Any other	Quarterly	Quarterly	Any other	Any other	Any other
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	On requirement basis	On requirement basis		On requirement basis			On requirement basis	On requirement basis	Quarterly & Half yearly by Management

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	Yes	No	No	Yes
If Yes, Provide name of the agency						Bureau Veritas			Bureau Veritas
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
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)									
Notes									

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 on 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 are 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	0	Not applicable	0.00%
Key Managerial Personnel	1	Towards ethical work culture	20.00%
Employees other than BoD and KMPs	10	Towards ethical work culture	40.00%
Workers	2	Towards ethical work culture	17.00%

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 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))

Monetary

Penalty/ Fine				
Details of penalty or fine				
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case
1	NA	NA	0.00	

Settlement				
Details of settlement				
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case
1	NA	NA	0.00	

Compounding fee				
Details of compounding fee				
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case
1	NA	NA	0.00	

Non- Monetary

Imprisonment				
Details of imprisonment				
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case
1	NA	NA		

Punishment				
Punishment				
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case
1	NA	NA		

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

Details Of The Appeal Or Revision Preferred In Cases Where Monetary Or Non Monetary Action Has Been Appealed				
Sr. No.	Case Details			Name of the regulator
1	Not applicable, since there were no such cases reported in FY 2023-2024.			NA

4. Does the entity have anti-corruption or anti-bribery policy?	Yes
If Yes, provide details in brief	MRPL is dedicated to upholding the highest standards of "Business Ethics and Values," aspiring to become a world-class refining an unwavering integrity in public services by officers and personnel are key elements of good governance. Honest officers and transparent and boost the overall performance of the organization. Vigilance Administration includes preventive vigilance, punitive vigilance, an (CVO) involves gathering intelligence on corrupt practices or potential misconduct by employees, conducting or commissioning investigations for the relevant disciplinary authority, referring matters to the Central Vigilance Commission for advice when necessary, and Whistle Blower Policy – This policy allows MRPL directors and employees to raise genuine concerns about unethical behavior, suggest ethics policy. It also ensures protection against retaliation for individuals using this mechanism. Web-link • Code of Conduct – This is Company's affairs, maintaining the trust and confidence of stakeholders and business partners. Directors and Senior Management members

	their daily activities. Web-link • Insider Trading Policy – This code of internal procedures and conduct prohibits insider trading conc Limited (MRPL). Web-link		
Provide a web-link if the entity has anti-corruption or anti-bribery policy	1. https://mrpl.co.in/sites/default/files/Whistle%20Blower%20Policy%20-Et https://mrpl.co.in/sites/default/files/Code%20of%20Conduct/Code%20of%20Conduct%20for%20Board%20Members%20and https://www.mrpl.co.in/sites/default/files/Code%20of%20Conduct/CODE%20OF%20CONDUCT%20FOR%20PREVENTION%20		
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)		PY (2022-23)
Directors	0	0	
KMPs	0	0	
Employees	0	0	
Workers	0	0	
6. Details of complaints with regard to conflict of interest:			
	FY (2023-24)		PY (2022-23)
	Number	Remarks	Number Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not applicable	0 Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not applicable	0 Not applicable
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 conflicts of interest.			
8. Number of days of accounts payables			
	FY (2023-24)		PY (2022-23)
i) Accounts payable x 365 days	26293132.70		22515981.30
ii) Cost of goods/services procured	843388.38		983655.65
iii) Number of days of accounts payables	31		23
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 & investm			
Parameter	Metrics	FY (2023-24)	
Concentration of Purchases	a. i) Purchases from trading houses	0.00	
	ii) Total purchases	0.00	
	iii) Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made	0	
	c. i) Purchases from top 10 trading houses	0.00	
	ii) Total purchases from trading houses	0.00	
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses		
Parameter	Metrics	FY (2023-24)	
Concentration of Sales	a. i) Sales to dealer / distributors	48570.24	
	ii) Total Sales	1051896.80	
	iii) Sales to dealer / distributors as % of total sales	4.62%	
	b. Number of dealers / distributors to whom sales are made	123	
	c. i) Sales to top 10 dealers /	29185665049.26	

	distributors	
	ii) Total Sales to dealer / distributors	48570243821.27
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	60.09%
Parameter	Metrics	FY (2023-24)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	155898.89
	ii) Total Purchases	843388.38
	iii) Purchases (Purchases with related parties as % of Total Purchases)	18.48%
	b. i) . Sales (Sales to related parties)	361529.42
	ii) Total Sales	1051896.80
	iii) Sales (Sales to related parties as % of Total Sales)	34.37%
	c. i) Loans & advances given to related parties	5260000.00
	ii) Total loans & advances	1729400000.00
	iii) Loans & advances given to related parties as % of Total loans & advances	0.30%
	d. i) Investments in related parties	0.00
	ii) Total Investments made	0.00
	iii) Investments in related parties as % of Total Investments made	

Leadership Indicators

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

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training
1	7	Safe Handling of Petroleum Products, Compliance with Statutory Guidelines, and Customer Service Standards
2	2	Business and impactful communication; and Conflict management
3	5	Procurement at MRPL and the Opportunities for Vendors: An Overview of Tenders, GeM Registration, Bidding Methods, and TReDS Exploration process at MRPL, highlighting the scope and opportunities for vendors to participate in tenders. Learn about the GeM registration process, various methodologies, and the features and functionalities available on the GeM platform. Additionally, gain insights into TReDS (Trade Receivable System), which facilitates the financing of MSME trade receivables through an online bidding process involving multiple financiers.

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

Yes

If Yes, provide details of the same.

The Company has established a Code of Conduct for the Board of Directors and Senior Management. This code is to avoid any biases in situations involving conflicts of interest. Additionally, directors are required to submit declarations and related parties in accordance with the Companies Act, 2013. The Audit Committee reviews related party transactions of the relatives of directors, if any.

Notes

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

Essential Indicators

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

	FY (2023-24)	PY (2022-23)	Details of improvements in environmental and social impacts
R&D	21.57%	0.00%	Deodorizing unit
Capex	5.03%	6.83%	Desalination plant capacity expansion (30 to 40 MLD); Provision for tail gas heater stack analyzer in the sulphur recovery unit

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

b. If yes, what percentage of inputs were sourced sustainably? 100.00%

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

(a) Plastics (including packaging)	MRPL produces Polypropylene and supplies it to downstream producers. The packaging materials needed in the process are managed in accordance with Extended Producer Responsibility mandated by CPCB.
(b) E-waste	Not Applicable
(c) Hazardous waste	Not Applicable
(d) other waste	Not Applicable

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

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? Yes

If not, provide steps taken to address the same.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? No

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

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
1	NA	NA	NA

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

Percentage of recycled or reused input material to total material (by value) used in production or providing services

Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2023-24)	PY (2022-23)
1	The slop oil generated is reprocessed alongside crude oil. The sludge from the Effluent Treatment Plant (ETP) is reprocessed in the DCU, and used oil is also reprocessed	0.36%	0.86%

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

	FY (2023-24)			PY (2022-23)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	2166.00	0.00	0.00	1304.00	0.00
E waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste	0.00	0.00	0.00	0.00	0.00	0.00

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

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
1	Plastic packaging material	100.00%

Notes

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	1114	1114	100.00%	1114	100.00%			1114	100.00%	1114	100.00%
Female	70	70	100.00%	70	100.00%	70	100.00%			70	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1184	1184	100.00%	1184	100.00%	70	5.91%	1114	94.09%	1184	100.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers 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	1205	1205	100.00%	1205	100.00%			1205	100.00%	0	0.00%
Female	159	159	100.00%	159	100.00%	159	100.00%			159	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1364	1364	100.00%	1364	100.00%	159	11.66%	1205	88.34%	159	11.66%
Other than permanent workers											
Male	3659	3659	100.00%	3659	100.00%			0	0.00%	3659	100.00%
Female	300	300	100.00%	300	100.00%	300	100.00%			300	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	3959	3959	100.00%	3959	100.00%	300	7.58%	0	0.00%	3959	100.00%

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)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	507966670.00	507966670.00
ii) Total revenue of the company	1054283620000.00	1249477470000.00
iii) Cost incurred on wellbeing measures as a % of	0.05%	0.04%

total revenue of the company											
2. Details of retirement benefits											
Benefits	FY (2023-24)			PY (2022-23)			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.)	
	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						
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes					
Gratuity	100.00%	100.00%	NA	100.00%	100.00%	NA					
ESI	0.00%	0.00%	NA	0.00%	0.00%	NA					
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?								Yes			
If not, whether any steps are being taken by the entity in this regard.											
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?								Yes			
If so, provide a web-link to the policy.		https://admin.mrpl.co.in/img/UploadedFiles/RightCornerMenuHeading/Files/English/f8d40d0d782e4b238065e4d74ecfe87e.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	
	Return to work rate	Retention rate		Return to work rate	Retention rate						
Male	100.00	100.00		100.00	100.00						
Female	100.00	100.00		100.00	100.00						
Other	100.00	100.00		100.00	100.00						
Total	100.00	100.00		100.00	100.00						
6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?								Yes			
If yes, give details of the mechanism in brief.		Yes/No		(If Yes, then give details of the mechanism in brief)							
Permanent Workers		Yes		Grievance Redressal Committee							
Other than Permanent Workers		No									
Permanent Employees		Yes		Grievance Redressal Committee							
Other than Permanent Employees		Yes		All the grievances shall be addressed through their contractor							
7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:											
Category	FY (2023-24)			PY (2022-23)			Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	Total employees / workers in respective category (A)	% (B / A)	% (D / C)
	No. of employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	No. of 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	1184	974	82.26%	1107	922	83.29%					
Male	1114	923	82.85%	1045	878	84.02%					
Female	70	51	72.86%	62	44	70.97%					
Other	0	0	0.00%	0	0	0.00%					
Total Permanent Workers	1364	917	67.23%	1443	976	67.64%					
Male	1205	835	69.29%	1279	890	69.59%					
Female	159	82	51.57%	164	86	52.44%					
Other	0	0	0.00%	0	0	0.00%					
8. Details of training given to employees and workers:											
Category	FY (2023-24)					PY (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	1114	252	22.62%	279	25.04%	1072	353	32.93%	114	10.63%	
Female	70	15	21.43%	21	30.00%	63	17	26.98%	14	22.22%	

Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1184	267	22.55%	300	25.34%	1135	370	32.60%	128	11.28%
Workers										
Male	1205	737	61.16%	450	37.34%	1252	938	74.92%	213	17.01%
Female	159	52	32.70%	86	54.09%	163	74	45.40%	50	30.67%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1364	789	57.84%	536	39.30%	1415	1012	71.52%	263	18.59%
9. Details of performance and career development reviews of employees and worker:										
Category	FY (2023-24)					PY (2022-23)				
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)				
Employees										
Male	1114	1114	100.00%	1072	1072	100.00%				
Female	70	70	100.00%	63	63	100.00%				
Other	0	0	0.00%	0	0	0.00%				
Total	1184	1184	100.00%	1135	1135	100.00%				
Workers										
Male	1205	1205	100.00%	1252	1252	100.00%				
Female	159	159	100.00%	163	163	100.00%				
Other	0	0	0.00%	0	0	0.00%				
Total	1364	1364	100.00%	1415	1415	100.00%				
10. Health and safety management system:										
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).				Yes						
If yes, the coverage such system?				Yes. MRPL is accredited with ISO 45001:2018 Occupational Health and Safety Management System.						
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?				Significant work-related hazards for both routine and non-routine activities are identified and documented. To assess and mitigate these hazards, various studies and audits are conducted at regular intervals, including QRA Study, Hazard Operability Study, Job Safety Analysis, Pre-Commissioning Safety Audit, Internal Safety Audit, and External Safety Audit by third-party experts in the field and OISD. Additionally, Annual Medical Examinations, Periodic Urine Phenol Testing, and Audiometry Testing are performed.						
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?				Yes						
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?				Yes						
11. Details of safety related incidents, in the following format:										
Safety Incident/Number		Category*	FY (2023-24)				PY (2022-23)			
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		Employees	0.08				0.00			
		Workers	0.00				0.00			
Total recordable work-related injuries		Employees	1				0			
		Workers	0				0			
No. of fatalities		Employees	0				0			
		Workers	0				0			
High consequence work related injury or ill-health (excluding fatalities)		Employees	1				0			
		Workers	0				0			
12. Describe the measures taken by the entity to ensure a safe and healthy work place.				<ul style="list-style-type: none"> • The plant is equipped with safety systems that adhere to various regulations and international standards such as OISD, OHSAS, and PESO. • Periodic risk analyses and HAZOP studies are conducted to identify and mitigate potential hazards. • Regular monitoring and training are provided for contractors, vendors, transporters, and other stakeholders on safety practices. • Safety awareness campaigns are conducted for the public and employees, ensuring proper housekeeping and displaying warning signs. • Comprehensive safety documentation, including SOPs, emergency plans, operating manuals, and safety manuals, is maintained. • Equipment and pipelines undergo periodic testing and maintenance as per procedures. • Toxic/hydrocarbon detectors and robust fire prevention and protection systems are installed. • Fire-vulnerable areas are identified, and internal and external safety audits are implemented. • Strict electrical area classification is maintained as per zone-0, zone-1, and zone-2 requirements. • Onsite and offsite mock exercises are conducted to test emergency preparedness. • Safety awareness programs and daily toolbox talks are held for employees and contractors. • Dedicated fire stations operate round-the-clock. • A work permit system and job safety analysis are conducted prior to any work. • Centralized and area-level safety committees provide oversight and coordination. • Regular medical check-ups, health monitoring, and emergency medical facilities are available for employees. 						
13. Number of Complaints on the following made by employees and workers:										
FY (2023-24)						PY (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	Not Applicable	0	0	Not Applicable
Health & Safety	0	0	Not Applicable	0	0	Not Applicable
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			100.00%			
Working Conditions			100.00%			
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.			All safety-related accidents undergo investigation, and insights from these reports are disseminated throughout the organization to enhance health and safety practices and working conditions for value chain partners. Corrective actions are implemented to prevent the recurrence of such incidents. The effectiveness of these actions is evaluated during assessments and verified through safety audits for any significant risks or concerns related to health and safety practices and working conditions. Any significant risks or concerns identified in the assessment of health and safety practices are addressed through a hierarchy of risk controls. Value chain partners are required to comply with HSE standards as specified in contractual agreements with MRPL.			
Leadership Indicators						
1. Does the entity extend any life insurance or any compensatory package in the event of death of						
(A) Employees (Y/N)					Yes	
(B) Workers (Y/N).					Yes	
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.			We have various mechanisms and systems in place to ensure the statutory dues of our value chain partners are met. Our well-defined processes and procedures include comprehensive measures that the entity complies with, such as contract clauses and bill approvals.			
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:						
	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment			
	FY (2023-24)	PY (2022-23)	FY (2023-24)	PY (2022-23)		
Employees	1	0	0	0		
Workers	0	0	0	0		
4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA)					Yes	
5. Details on assessment of value chain partners:						
			% of value chain partners (by value of business done with such partners) that were assessed			
Health and safety practices			100.00%			
Working Conditions			100.00%			
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.			The following actions are undertaken with respect to our transportation partners to ensure the safe transportation of petroleum products: • Safety training is provided to Tank Truck (TT) crews at all locations. • Simulation-based Defensive Driver Training (DDT) is conducted for all TT crews. • Mock drills on road transport emergencies are held to test the preparedness of TT crews and transporters. • Eye test camps are conducted for TT crews. with free spectacles distributed. • Canteen and restroom facilities at loading locations are upgraded.			
Notes						

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.

MRPL employs a comprehensive stakeholder engagement process. This process uses both formal and informal communication methods to identify the needs and expectations of stakeholders. It consists of four key phases: planning, identifying, engaging, and reporting.

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

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees	No	E-mail		Others – please specify	On a requirement basis	Employee benefits, company performance
2	Shareholders/ Investors	No	Website		Annually		Financial performance, risk management, corporate governance, dividend
3	Customers/ Consumers	No	E-mail		Others – please specify	On a requirement basis	Product and services
4	Suppliers	Yes	E-mail		Others – please specify	On a requirement basis	Awareness of government schemes
5	Communities	Yes	Community Meetings		Quarterly		Environmental awareness
6	Government/ Regulatory Bodies	No	Website		Others – please specify	On a requirement basis	Regarding compliances on act and rules

Leadership Indicators

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

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

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

Notes

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)			PY (2022-23)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	1184	1184	100.00%	1135	1135	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	1184	1184	100.00%	1135	1135	100.00%
Workers						
Permanent	1364	1364	100.00%	1415	1415	100.00%
Other than permanent	3959	3959	100.00%	3432	3432	100.00%
Total Workers	5323	5323	100.00%	4847	4847	100.00%

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

Category	FY (2023-24)					PY (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	1184	0	0.00%	1184	100.00%	1135	0	0.00%	1135	100.00%
Male	1114	0	0.00%	1114	100.00%	1072	0	0.00%	1072	100.00%
Female	70	0	0.00%	70	100.00%	63	0	0.00%	63	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	1364	0	0.00%	1364	100.00%	1415	0	0.00%	1415	100.00%
Male	1205	0	0.00%	1205	100.00%	1252	0	0.00%	1252	100.00%
Female	159	0	0.00%	159	100.00%	163	0	0.00%	163	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	3959	0	0.00%	3959	100.00%	3432	0	0.00%	3432	100.00%
Male	3659	0	0.00%	3659	100.00%	3082	0	0.00%	3082	100.00%
Female	300	0	0.00%	300	100.00%	350	0	0.00%	350	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	3924879	0	0	0	0
Key Managerial Personnel	4	3833196	0	0	0	0
Employees other than BoD and KMP	1110	1807801	70	1229410	0	0
Workers	1205	766497	159	628001	0	0

b. Gross wages paid to females:

	FY (2023-24)	PY (2022-23)				
Gross wages paid to females	294827521.00	242128161.00				
Total wages	5323705788.00	5055685240.00				
Gross wages paid to females (Gross wages paid to females as % of total wages)	5.54%	4.79%				
4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?	Yes					
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	At MRPL, we enforce a zero-tolerance policy for any misconduct related to human rights. Our internal system is transparent and accessible, designed to address and resolve any human rights issues. We have a grievance redressal mechanism that allows employees to register their concerns. Every grievance submitted to the Grievance Redressal Committee is addressed promptly and appropriately. Additionally, a separate committee is available to handle grievances specific to Scheduled Castes and Scheduled Tribes.					
6. Number of Complaints on the following made by employees and workers:						
	FY (2023-24)			PY (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	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	
7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
	FY (2023-24)		PY (2022-23)			
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0		0			
ii) Female employees / workers	0		0			
iii) Complaints on POSH as a % of female employees / workers						
iv) Complaints on POSH upheld	0		0			

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	An Internal Complaint Committee (ICC) has been established to handle and investigate sexual harassment complaints. Regular workshops are organized for all employees and secondary workforce members to raise awareness about workplace harassment. In the fiscal years 2022-2023 and 2023-2024, there were no reported complaints of sexual harassment. MRPL is committed to preventing discrimination and harassment in the workplace, maintaining a zero-tolerance policy. Detailed investigations are conducted, and serious action is taken if any misconduct is found. A dedicated Grievance Redressal Committee addresses workplace complaints and grievances. Additionally, awareness sessions are conducted to educate the workforce on these issues.	
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes	
10. Assessments for the year:		
% of your plants and offices that were assessed (by entity or statutory authorities or third parties)		
Child labour	100.00%	
Forced/involuntary labour	100.00%	
Sexual harassment	100.00%	
Discrimination at workplace	100.00%	
Wages	100.00%	
11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	We have various mechanisms to address and resolve our stakeholders' concerns. As part of MRPL's commitment to creating a safe workplace for all employees, we take necessary steps to ensure they are not subjected to any form of harassment or discrimination. To this end, MRPL has implemented a comprehensive policy for the prevention of sexual harassment in the workplace, along with a Code of Conduct, CDA Rules, Standing Orders, and a Whistleblower Policy against unfair labor practices.	
Leadership Indicators		
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	For initial screening, MRPL has incorporated a human rights clause in all contracts and agreements with suppliers. All bidders must accept MRPL's General Conditions of Contracts, confirming their compliance with provisions related to societal impact, environmental considerations, labor practices, and human rights.	
2. Details of the scope and coverage of any Human rights due-diligence conducted	MRPL strictly upholds a policy against employing child labor and forced labor. We ensure that regular employees receive their salaries, benefits, and statutory payments as per the Long-Term Settlement (LTS) negotiated through collective bargaining. Additionally, MRPL guarantees payment of wages and statutory benefits to contract laborers engaged by various contractors across our operations. Specific contract stipulations are included in tenders and work orders, mandating compliance from all contractors. We also prioritize providing proper working conditions in accordance with relevant statutes. Furthermore, MRPL ensures that labor exploitation and unfair labor practices are strictly prohibited.	
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes	
4. Details on assessment of value chain partners:		
% of value chain partners (by value of business done with such partners) that were assessed		
Sexual harassment	100.00%	
Discrimination at workplace	100.00%	
Child Labour	100.00%	
Forced Labour/Involuntary Labour	100.00%	
Wages	100.00%	
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	The company has implemented a Grievance Redressal Procedure for employees, allowing any employee to raise grievances which are then resolved according to defined procedures and timelines. MRPL ensures that contractors pay their employees fair wages, not less than those mandated by the Minimum Wages Act, 1948, and comply with all provisions of the Contract Labour Regulation Act. Our policies adhere to human rights principles, the Constitution of India, and relevant labor laws, emphasizing the reinforcement of fundamental human rights and ethical labor standards throughout our operations. Regular awareness sessions are conducted for employees and security personnel to address human rights violations, with similar education extended to contractors and vendors. Environmental and social compliance criteria, including human rights clauses in the General Conditions of Contract, are strictly followed by MRPL. Compliance with these clauses is monitored through regular checks. Additionally, we conduct capacity-building initiatives for our contractors and suppliers as needed.	
Notes		

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:

Whether total energy consumption and energy intensity is applicable to the company?	Yes		
Revenue from operations (in Rs.)	FY (2023-24)	PY (2022-23)	
	1051896800000.00	1246855900000.00	
Parameter	Units	FY (2023-24)	PY (2022-23)
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	53681.89	55277.23
Total fuel consumption (B)	Gigajoule (GJ)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	53681.89	55277.23
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	683434.00	720618.00
Total fuel consumption (E)	Gigajoule (GJ)	70901259.52	74111972.59
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	71584693.52	74832590.59
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	71638375.41	74887867.82
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Rs.	0.000068104	0.0000600614
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / Rs.	3.37	2.97
Energy intensity in terms of physical Output	Gigajoule (GJ)	4.33	4.37
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	72.94	71.30
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes		
If yes, name of the external agency.	Refinery Performance Benchmarking study for the calendar year 2022 was conducted by M/s. HSB Solomon Associates, as part of the ongoing CHT, MoP&NG approved benchmarking study cycle for fuel and lube-based PSU refineries. This cycle covers biennial assessments for the years 2020, 2022, 2024, 2026, and 2028. As part of PAT cycle VI (spanning FY2020-2021 to FY2022-2023), a Measurement and Verification Audit (M&V Audit) was conducted by the third-party BEE empaneled Accredited Energy Auditor (EnMEA), M/s PGS Energy Services Pvt. Ltd., for FY2022-23 at MRPL.		
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?	Yes		
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.	MRPL Refinery, identified as designated consumer (DC no. REF0014KA), participated in PAT-2 and PAT-6 cycles. The MBN target for the PAT-6 cycle for MRPL from FY2020-21 to FY2022-23 was 69.08, and MRPL achieved 71.3 MBN, verified through PAT M&V audit. Additionally, MRPL received notification from BEE (NMEEE-11023/18/2020-BEE/5175-295 dated 06th Oct 2022) designating its Aromatic complex and Polypropylene units as separate designated consumers. In January 2024, MRPL conducted mandatory energy audits for its petrochemical units following this notification. Baseline data collection for the Petrochemicals DC is pending from BEE, after which the PAT target will be finalized and notified.		
3. Provide details of the following disclosures related to water, in the following format:			
Parameter	FY (2023-24)	PY (2022-23)	
Water withdrawal by source (in kilolitres)			
(i) Surface water	13541904.60	17153026.00	
(ii) Groundwater	0.00	0.00	

(iii) Third party water	0.00	0.00	
(iv) Seawater / desalinated water	10486090.00	5995405.00	
(v) Others	6012091.80	6109556.00	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	30040086.40	29257987.00	
Total volume of water consumption (in kilolitres)	23976074.60	25523771.00	
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000227932	0.0000204705	
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1.13	1.01	
Water intensity in terms of physical output	1.45	1.49	
Water intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No		
If yes, name of the external agency.			
4. Provide the following details related to water discharged:			
Parameter	FY (2023-24)	PY (2022-23)	
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	0.00	0.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	0.00	0.00	
(ii) To Groundwater	0.00	0.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	0.00	0.00	
(iii) To Seawater	6317244.00	3741436.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	6317244.00	3741436.00	
(iv) Sent to third-parties	4855844.10	5450655.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	4855844.10	5450655.00	
(v) Others	0.00	0.00	
No treatment	0.00	0.00	
With treatment – please specify level of treatment	0.00	0.00	
Total water discharged (in kilolitres)	11173088.10	9192091.00	
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.			
5. Has the entity implemented a mechanism for Zero Liquid Discharge?	No		
If yes, provide details of its coverage and implementation.			
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Whether air emissions (other than GHG emissions) by the entity is applicable to the company?	Yes		
Parameter	Please specify unit	FY (2023-24)	PY (2022-23)
NOx	Tonnes/Year	2354.00	2613.00

SOx	Tonnes/Year	16563.00	21301.00
Particulate matter (PM)	Tonnes/Year	175.20	211.70
Persistent organic pollutants (POP)	Tonnes/Year	0.00	0.00
Volatile organic compounds (VOC)	Tonnes/Year	1.04	2.11
Hazardous air pollutants (HAP)	Tonnes/Year	0.00	0.00
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)	Yes		
If yes, name of the external agency.	Nitya Laboratories		
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?	Yes		
Parameter	Unit	FY (2023-24)	PY (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)	tCO ₂ e	5515578.00	5590664.00
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)	tCO ₂ e	153542.00	92035.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e / Rs.	0.0000053894	0.0000045576
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)	tCO ₂ e / Rs.	0.27	0.23
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e	0.34	0.33
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)	No		
If yes, name of the external agency.			
8. Does the entity have any project related to reducing Green House Gas emission?	Yes		
If Yes, then provide details.		MRPL has implemented various energy efficiency improvement measures, resulting in a total fuel savings of 35,387 SRFT in FY 2023-24, which equates to a reduction of 112,885 metric tons of CO ₂ emissions. In renewable energy initiatives, MRPL has installed a solar capacity of 6.06 MW at the refinery complex, 2.5 MW at the aromatic complex, and 0.2 MW at the Desalination unit. In FY 2023-24, MRPL generated 7,890 MWh of solar energy and consumed a total of 16,241 MWh (including imported solar energy). MRPL has invested in infrastructure to utilize LNG as a cleaner fuel in the Refinery and aromatic complex, with a capacity to import 0.8 MMSCMD of RLNG. This includes setting up LNG metering skids and associated facilities within the refinery. Natural gas is now used in the Hydrogen Generation Unit and as fuel for Gas turbines in the refinery and aromatic complex. MRPL has converted a 22 MW Gas turbine to run on natural gas, and another Gas Turbine of 37 MW is already designed for natural gas use. In the realm of green energy, MRPL is progressing towards establishing a 500 TPA capacity green hydrogen plant. The company also aims to significantly augment its grid power infrastructure to import renewable power, increasing capacity from 28 MW to 102 MW by 2027-28. This initiative is estimated to save 165,321 MTOE and reduce CO ₂ emissions by 527,373 metric tons. Furthermore, MRPL is in the process of setting up a 2G-Ethanol plant with a capacity of 60 KLPD in Devangere, Karnataka. The plant will use agri-residues like rice/wheat straw and corn cobs, significantly reducing GHG emissions by approximately 82% compared to gasoline production, equating to a reduction of 35,130 tCO ₂ annually. Additionally, MRPL plans to establish a Bio-ATF plant with a capacity of 20 KLPD within the refinery, using feedstocks such as Palm stearin, used Cooking Oil (UCO), and tree-borne oil. This initiative is expected to	

reduce GHG emissions by about 77%, resulting in a CO2 reduction of approximately 25,310 tCO2 per annum compared to mineral ATF production.

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

Parameter	FY (2023-24)	PY (2022-23)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1947.89	2270.36
E-waste (B)	3.20	3.36
Bio-medical waste (C)	0.77	0.53
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	9.52	2.40
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	7587.70	9304.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4896.00	3844.30
Total (A+B + C + D + E + F + G + H)	14445.08	15425.90
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000137	0.0000000124
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0007	0.0006
Waste intensity in terms of physical output	0.00087	0.0009
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	6039.38	3913.16
(ii) Re-used	3347.93	4607.00
(iii) Other recovery operations	0.00	0.00
Total	9387.31	8520.16

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

Category of waste		
(i) Incineration	264.94	14.89
(ii) Landfilling	0.00	292.40
(iii) Other disposal operations	4047.71	3074.41
Total	4312.65	3381.70

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No
--	----

If yes, name of the external agency.

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.

MRPL is actively embracing circular economy principles to minimize waste and optimize resource utilization through reduction, reuse, recycling, and regeneration practices. This includes integrating recycled materials and slop oil into the Crude Distillation Unit (CDU) alongside crude oil. Used oil is blended with crude oil and undergoes reprocessing, while sludge from the Effluent Treatment Plant (ETP) is reprocessed in the Delayed Coker Unit (DCU). Comprehensive standard operating procedures ensure effective waste management across operations. Specific strategies include handling oily sludge from ETPs through a dedicated system with a Thickener and Centrifuge, which is then reprocessed in the DCU. Spent catalysts are segregated, collected in MS drums, and either sent to recyclers for precious metal recovery or to cement plants for Co-processing as an alternative raw material. Slop oil generated in ETPs is collected separately and reprocessed in the refinery alongside crude oil. Spent caustic from refinery operations is treated in the Wet Air Oxidation Unit. MRPL targets reducing waste generation through advanced technology and maximizing the utilization of hazardous and non-hazardous solid waste via co-processing, recycling, and reprocessing efforts. Insulation waste is disposed of in co-processing industries, with exploration into recycling options for insulation materials. Regarding waste management achievements, MRPL achieved its FY 2023-24 target of zero waste to landfill. All hazardous waste generated was either recycled or co-processed in the cement industry.

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:

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
1	NA	NA	Yes	

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:						
Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:						
Sr. No.	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
1	EIA and RRA study for Bio ATF project	ToR Identification No. TO23A1201KA5505437A	12-07-2023	Yes	Yes	Report submitted to KSPCB and DIC-DK
2	During FY 2022-2023, MRPL conducted a grid analysis study with a reputed institute such as the National Environmental Engineering Research Institute (NEERI), located 10 km from the refinery area, to assess the environmental impact of refinery operations. The study found no significant impacts.	NA	01-09-2023	Yes	Yes	Report submitted to KSPCB and DIC-DK
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/NA).		Yes				
If not, provide details of all such non-compliances, in the following format:						
Leadership Indicators						
1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):						
For each facility / plant located in areas of water stress, provide the following information:						
Details For each facility / plant located in areas of water stress						
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No					
If yes, name of the external agency.						
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:						
Whether total Scope 3 emissions & its intensity is applicable to the company?	Yes					
Parameter	Unit	FY (2023-24)	PY (2022-23)			
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	50436705.00	53537203.00			
Total Scope 3 emissions per rupee of turnover	tCO ₂ e / Rs.	47.95	42.94			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e	3.05	3.13			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No					
If yes, name of the external agency.						
3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.	Not Applicable					

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:				
If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives				
Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Municipal STP water	FY 2023-2024, utilization of 3.6 MGD Municipal STP water in MRPL operations	Reduced dependency on freshwater intake	NA
2	MRPL desalination project	Capacity increased from 30 to 40 MLD	Reduced dependency on freshwater intake	NA
3	Wet gas scrubber	The existing PFCC unit incorporated a Wet Gas Scrubber system to eliminate particulate matter and sulfur oxides from stack emissions.	Reduction in Particulate Matter Emissions into the atmosphere	NA
4	RLNG utilization	MRPL has implemented a Natural Gas facility with a capacity of 1.2 MMSCMD to utilize natural gas in Processing Units (HGU) and CPPs, which is now operational.	Reduction in emissions from heaters	NA
5. Does the entity have a business continuity and disaster management plan?		Yes		
Details of entity at which business continuity and disaster management plan is placed or weblink.		The On-Site Emergency Plan, approved by the Director of Factories, Boilers, Industrial Safety and Health of the Government of Karnataka, aligns with statutory requirements and encompasses various accident scenarios along with their mitigation measures. Biannual On-Site Mock Drills are conducted to raise awareness among the workforce regarding potential emergency situations. MRPL also maintains an Off-Site Emergency Plan, approved by the Chairman of the District Disaster Management Authority (DDMA) in Dakshina Kannada District. Natural disaster scenarios such as floods, earthquakes, cyclones, disease outbreaks, pandemics, excessive rainfall, and tsunamis are covered in the Emergency Response and Disaster Management Plan. This plan is developed in accordance with guidelines from the Petroleum & Natural Gas Regulatory Board and aligns with the Off-Site Emergency Plan prepared by the Chairman of DDMA, Dakshina Kannada District.		
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.		Not applicable		
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.		0.00%		
Notes				

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. 4

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Global Compact Network India	National
2	Standing Conference of Public Enterprises (SCOPE)	National
3	Federation of Indian Petroleum Industry	National
4	Confederation of Indian Industry	National
5		
6		
7		
8		
9		
10		

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
1	Not Applicable, since there were no such issues reported in FY 2023-2024.	Not Applicable, since there were no such issues reported in FY 2023-2024.	Not Applicable, since there were no such issues reported in FY 2023-2024.

Leadership Indicators

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

Details of public policy positions advocated by the entity

Sr. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link,if available
1	FIPI	MRPL is a member of the Federation of Indian Petroleum Industry (FIPI) and part of its Governing Council. FIPI acts as the interface for the oil industry with the Government, regulatory authorities, public, and representative trader bodies in India. It focuses on optimizing resources, promoting safety, managing tariffs, encouraging investments, ensuring a healthy environment, and conserving energy, among other industry-related issues.	Yes	Others – please specify	NA

Notes

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

3. Describe the mechanisms to receive and redress grievances of the community.	MRPL receives telephonic complaints from nearby communities regarding environmental issues. Upon receiving a complaint, MRPL checks the refinery boundary area for any abnormalities and provides feedback to the community that lodged the complaint.	
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:	FY (2023-24)	PY (2022-23)
Directly sourced from MSMEs/ small producers	34.20%	28.09%
Sourced directly from within the district and neighbouring districts	89.52%	82.71%
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:	FY (2023-24)	PY (2022-23)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Rural areas		
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Semi-Urban areas		
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	2936450178.00	2711445053.00
ii) Total Wage Cost	3132881871.00	2871380973.00
iii) % of Job creation in Urban areas	93.73%	94.43%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	196475597.00	159916645.00
ii) Total Wage Cost	3133582089.00	2871034919.00
iii) % of of Job creation in Metropolitan area	6.27%	5.57%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):				
Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments				
Sr. No.	Details of negative social impact identified			Corrective action taken
1	Not applicable			Not applicable
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:				
Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies				
Sr.No.	State	Aspirational District	Amount spent (In INR)	
1	Karnataka	Raichur	2965000.00	
2	Karnataka	Yadgir	2145000.00	
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)		Yes		
(b) From which marginalized /vulnerable groups do you procure?		MSE, SC/ST & Women Micro & Small Enterprises.		
(c) What percentage of total procurement (by value) does it constitute?		35.48%		
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:				
Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge				
Sr.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Nil	No	No	Not applicable

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

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

Sr.No.	Name of authority	Brief of the Case	Corrective action taken
1	Nil	Not applicale	Not applicable

6. Details of beneficiaries of CSR Projects:

Details of beneficiaries of CSR Projects

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	A total of 153 projects encompassing the construction of toilets, classrooms, community halls, infrastructure facilities for schools, SC/ST hostels, medical equipment for hospitals and PHCs, and artificial limb camps have been undertaken.	18762	62.00%

Notes

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.		Customers can provide feedback, suggestions, or lodge complaints regarding any products or services through two methods: firstly, by using the complaint register or suggestion book available at the retail outlet (Petrol Pump), and secondly, by contacting the respective Dealer operator/owners and sales officers directly via the contact numbers displayed at each individual retail outlet.				
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		3.73%				
Safe and responsible usage		100.00%				
Recycling and/or safe disposal		3.73%				
3. Number of consumer complaints in respect of the following	FY (2023-24)		Remark	PY (2022-23)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Not applicable	0	0	Not applicable
Advertising	0	0	Not applicable	0	0	Not applicable
Cyber-security	0	0	Not applicable	0	0	Not applicable
Delivery of essential services	0	0	Not applicable	0	0	Not applicable
Restrictive Trade Practices	0	0	Not applicable	0	0	Not applicable
Unfair Trade Practices	0	0	Not applicable	0	0	Not applicable
Other	0	0	Not applicable	0	0	Not applicable
4. Details of instances of product recalls on account of safety issues	Number	Reasons for recall				
Voluntary recalls	0	Not applicable				
Forced recalls	0	Not applicable				
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?		Yes				
If available, provide a web-link of the policy		ISO 27001 1. https://mrpl.co.in/Content/Information%20Security%20Policy 2. https://mrpl.co.in/Content/ISO%2027001%202013				
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.		There were no such issues reported in FY 2023-2024.				
7. Provide the following information relating to data breaches:						
a. Number of instances of data breaches along-with impact		0				
b. Percentage of data breaches involving personally identifiable information of customers		0.00%				
c. Impact, if any, of the data breaches		Not Applicable				
Leadership Indicators						
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).		Details about the range of products manufactured by MRPL can be found on the company's website - https://www.mrpl.co.in/Parent/36				
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services		<ul style="list-style-type: none"> • Polymer bags are printed with essential guidelines for plastic waste management. • Customers access product-related information through https://mrpl.co.in. • Retail outlets feature appropriate safety signage, do's and don'ts banners, and hoardings. • Regular training sessions are conducted for retail outlet attendants, including dealers, to ensure accurate product information is provided to customers. 				
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.		MRPL has a robust communication system in place to engage with both direct and retail customers. This includes regional offices and channel partners for disseminating information on product availability and any disruptions. The company communicates through email, telephone, social media, SMS, and other policies to keep end users informed.				
4. Does the entity display product information on the product over and above what is mandated as per local laws?		Yes				
If yes, provide details in brief.		1. Essential details such as grade name, batch number, and quality type are consistently displayed on polypropylene product packaging. Product specifications are provided to customers upon request. 2. The company actively collects feedback on its products and services from customers				
Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the		Yes				

entity, significant locations of operation of the entity or the entity as a whole?	
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