

चेन्नै पेट्रोलियम कॉर्पोरेशन लिमिटेड
(भारत सरकार का उद्यम और आईओसीएल की समूह कंपनी)
Chennai Petroleum Corporation Limited
(A Government of India Enterprise and Group Company of IOCL)



31st July, 2023

To Corporate Relations Department BSE Limited 1 st Floor, New Trading Ring Rotunda Building, P J Tower Dalal Street Mumbai 400 001	To Corporate Listing Department National Stock Exchange of India Ltd. Exchange Plaza, 5 th Floor Plot No.C-1, G Block Bandra-Kurla Complex Bandra (East), Mumbai 400 051
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BSE SCRIP CODE: 500110
ISIN: INE178A01016

NSE TRADING SYMBOL: CHENNPETRO

SUBJECT: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR FY 2022-23

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year ended 31 March 2023, which forms part of Integrated Annual Report for FY 2022-2023.

The aforesaid BRSR is also available on the website of the Company at <https://cpcl.co.in/investors/financials/exchange-intimations/>.

Please take the above information on record.

Thanking you,

Yours faithfully,
for **Chennai Petroleum Corporation Limited**

P.SHANKAR
COMPANY SECRETARY

Encl.: a/a

Business Responsibility & Sustainability Report (FY 2022-23)

Section A: General Disclosure

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	: L40101TN1965GOI005389		
2	Name of the Listed Entity	: CHENNAI PETROLEUM CORPORATION LIMITED		
3	Year of incorporation	: 30/12/1965		
4	Registered office address	: Chennai Petroleum Corporation Limited; No.536, Anna Salai, Teynampet, Chennai- 600018		
5	Corporate address	: Chennai Petroleum Corporation Limited; No.536, Anna Salai, Teynampet, Chennai- 600018		
6	E-mail	: shankarp@cpcl.co.in		
7	Telephone	: 044-24349833		
8	Website	: www.cpcl.co.in		
9	Financial year for which reporting is being done	: FY 2022-23		
10	Name of the Stock Exchange(s) where shares are listed	: Bombay Stock Exchange, National Stock Exchange		
11	Paid-up Capital	: INR 149,41,19,000		
12	Contact Person			
	Name of the Person	: Shri P. Shankar		
	Telephone	: 044- 24346807		
	Email address	: shankarp@cpcl.co.in		
13	Reporting Boundary			
	Type of Reporting- Select from the Drop-Down List	: Consolidated		
	If selected consolidated:			
	S No	Name of the Subsidiaries/ JVs/Associate Companies	CIN Number	Comment
	1	Indian Additives Limited	U24294TN1989PLC017705	JV
	2	National Aromatics and Petrochemicals Corporation Limited	U11101TN1989PLC014703	JV
	3	Cauvery Basin Refinery and Petrochemicals Ltd	U23200TN2023PLC158051	JV

II. Product/Services

14 Details of business activities

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Manufacturing	Processing of Crude Oil into Refined Petroleum products and other products	100%

15 Products/Services sold by the entity

(accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	High Speed Diesel (HSD)	466/473	57.02
2.	Motor Spirit (MS)	466/473	13.51
3.	Aviation Turbine Fuel (ATF)	466	9.98
3.	Naphtha	466	6.39
4.	LPG	466/473	2.75

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	2	3	5
International	0	0	0

17 Market served by the entity

a. No. of Locations

Locations	
National (No. of States)	Manali Refinery, Chennai, Tamil Nadu,
International (No. of Countries)	Nil

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

Zero; The company is a domestic entity with 100% of its operations and sales within India

c. A brief on types of customers

CPCL caters to selling its Petroleum products predominantly to IOCL, the holding company which meet the daily fuel needs of the Nation. The other bulk customers include petrochemical industries in the vicinity which take CPCL products as feedstock for further processing into finished products. Further, CPCL also directly markets speciality products like Food Grade Hexane , Mineral Turpentine Oil and Paraffin Wax to end customers

IV. Employees

18. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (A)	1466	1390	95%	76	5%
2	Other than Permanent Employees (B)			Nil		
3	Total Employees (A+B)	1466	1390	95%	76	5%
b. Differently abled employees and workers						
Employees						
1	Permanent Employees (E)	18	17	94%	1	6%
2	Other than Permanent Employees (F)			Nil		
3	Total Employees (E+F)	18	17	94%	1	6%

19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	12	1	8.33%
2	Key Management Personnel	5	0	0%

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

Category	FY 2022-2023 (Turnover rate in current FY)			FY 2022-2021 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.57%	0.47%	6.04%	6.29%	0.57%	6.85%	6.34%	0.12%	6.46%

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

S. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% Of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Indian Oil Corporation Limited	Holding	51.89	No

VI. CSR Details
22 a. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

Turnover for FY 2022-23: INR 90,801.11 Crore

Net worth as on 31.03.2023: INR 6,280.96 Crore

VII. Transparency and Disclosures Compliances
23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for the grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-2022 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Ethics	Yes		-	-	-	-	-	-
Products & Services	Yes							-
Employees	Yes		-	-	-	-	-	-
Stakeholder Engagement	Yes		541	-	-	350	-	-
Human Rights	Yes		-	-	-	-	-	-
Environment	Yes		1	-	-	-	-	-
Public policy	Yes	Our Policies – CPCL	14	-	-	10	-	-
Inclusive Growth/ CSR	Yes							
Customer	Yes		1	-	Quality variation in RSH of PBFS & LPBFS to customer was reported and the same got resolved in 24 hours by adjusting plant conditions.	-	-	

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

Material Issue Identified	Indicate whether risk or opportunity	The 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)
Climate Risk Management	Risk	Global warming has been identified as a serious risk for almost all businesses around the world. Identifying the risks associated with climate change and implementing a framework for its mitigation is critical for continued operations.	A framework to comprehensively capture all climate related risks and identifying suitable mitigation measures is under progress.	Negative

Material Issue Identified	Indicate whether risk or opportunity	The 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)
Energy Efficiency and Management	Opportunity	Implementing energy efficient measures to reduce energy consumption, which results in cost savings and reduction of GHG emission reduction.		Positive
Air Quality Management	Opportunity	Maintaining and improving the air quality within and outside the organization.	Ensuring that the air quality is maintained less than the regulatory consent norms is essential for continued operations. This would also serve to ensure that there is no impact on the public in the vicinity of the plant. Stringent continuous monitoring systems have been put in place at the plant and its vicinity suitably.	Negative
Water Resource Management	Opportunity	Sustaining the best practices on water efficiency, water reduction measures, thereby reducing the freshwater intake.		Positive
Clean Technology Initiatives	Opportunity	Continually investing in clean technology for process improvements and efficiency		Positive
Waste management	Opportunity	Understanding the waste management practices and move towards 100 % safe disposal.		Positive
Sustainable Supply Chain	Opportunity	Extending our ESG best practices across the supply chain through stakeholder involvement for greater impact.		Positive
Enhancing Process Safety	Risk	Ensuring 100% safe operations through practicing process safety standards.	Continually improve the process safety standards and assess the same at regular intervals – this reduces risks and improves employee morale	Positive
Disaster Preparedness & Management	Risk	Preparedness towards disaster handling and prevention.	Conduct testing on emergency preparedness and response, update the guidelines/ procedures.	Positive
Employee training & development	Opportunity	Ensuring all employees are trained on relevant skills towards career enhancement.		Positive
Occupational Health & Safety	Risk	Ensuring 100% safety and occupational health of our employees.	Continuously monitoring the OHS risks and taking actions towards zero incidents.	Positive
Holistic Employee Wellbeing	Opportunity	Ensuring all our employees are covered under adequate wellness programs/initiatives.		Positive
Corporate Governance	Opportunity	Robust Governance Structure to focus on building a strong brand reputation and relationship with the customers.		Positive



Section B: Management and Process Disclosures

The National Guidelines for Responsible Business Conduct (NGRBCs) as prescribed by the Ministry of Corporate Affairs advocates the following nine principles referred to as P1 to P9.

P1 - Business should conduct and govern themselves with Ethics, Transparency and Accountability

P2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

P3 - Businesses should promote the wellbeing of all employees

P4 - Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

P5 - Businesses should respect and promote human rights

P6 - Business should respect, protect, and make efforts to restore the environment

P7 - Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

P8 - Businesses should support inclusive growth and equitable development

P9 - Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Web links of the policies which cover the principles and core elements of the NGRBCs are as follows: https://cpcl.co.in/company/overview/our-policies/ Weblink of the policies include the following <ul style="list-style-type: none"> • Whistle Blower Policy • Safety Health and Environment Policy • Related Party Transactions Policy • Policy for Preservation of Documents • Niti Ayog- Revival of Construction Sector • Material Policy Compliance Officer • Material Policy 2016 • Dividend Distribution Policy • CPCL CSR Policy • CPCL Conciliation Rules 2018 • Code, Discipline and Appeal Rules • Code Of Conduct CPCL • Code of Prevention of Insider Trading in Securities of CPCL 								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes								

10. Details of Review of NGRBCs by the Company:

Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)

Performance against the above policies and follow-up action

The Board of Directors and the Board Sub-Committees meet periodically for evaluating the performance of the Company on various aspects including NGRBC Principles to the extent applicable.

Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances

The Company complies with statutory requirements of relevance to the principles and also ensure rectification as identified, if any.

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency

P1	P2	P3	P4	P5	P6	P7	P8	P9
No, Internal assessment is being done by the Company Senior Management on scheduled intervals.								

Section C: Principle Wise Performance Disclosure

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programs 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	3	Aspects covered under Trainings include: <ul style="list-style-type: none"> • Trainings on Strategic Management • Current trends in Oil and Gas Sector, • Latest Technological Advancements 	100%
Key Management Personnel	81	Aspects covered under Trainings include: <ul style="list-style-type: none"> • Competency Development programmes • Project Management • Trainings related to various technical functions 	100%
Employees other than BODs and KMPs	132	Technical & Behavioural Trainings: <ul style="list-style-type: none"> • Safety & Health related trainings • Core course modules • SAP • Control panel Operations • Managerial skill development trainings 	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Zero (the company maintains a track record of zero non-compliance. No such penalties or fines were levied on the company in FY 2022-23)				
Settlement					
Compounding fee					

b. non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment			0	
Punishment				

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

NIL

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

The company has policies relating to anti-corruption, and anti-bribery. Cases of Corruption and Bribery of employees are dealt with as per the Conduct, Discipline and Appeal Rules (CDA), 1980. Rule 29 of CDA Rules, 1980, lays down the different types of penalties for the misconducts such as corruption and bribery.

<https://cpcl.co.in/connect/citizen-charter/vigilance>

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

Category	FY 2022-2023	FY 2021-2022
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints regarding conflict of interest:

Nil; no such instances of conflict of interest were identified in FY 2022-23.

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

N.A; no such instances were identified.

Leadership Indicators

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

The company engages with vendors and service providers regularly on ethical behaviour and related topics.

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

Yes, The Company’s Code of conduct for the Board of Directors and Senior Management Personnel mandates that the Directors and Senior Management Personnel should avoid getting involved in any business, relationship, or activity that could create an unfavorable Conflict of Interest situation for the Company. The Company has obtained disclosures from its Directors under sections 149 and 184 of the Companies Act, 2013, which includes information on any entities where the Director has any interest or concern and their shareholding, if applicable. As per the Company’s Policy on materiality of related party transactions and dealing with related party transaction, any entity where the Director holds an interest or concern are considered related parties of the Company, the Company’s Committee / Board takes necessary approvals before entering transactions with such related parties.

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.

Type	FY 2022-2023	FY 2021-2022	Details of improvement in social and environmental aspects
Research & Development (R&D)	Rs 9.72 Crore (100%)	Rs 7.15 Crore (100%)	Expenditure incurred on R&D activities relating to process optimization, new product development etc.,
Capital Expenditure (CAPEX)	Rs 638.18 Crore (100%)	Rs 636.33 Crore (100%)	Improving equipment efficiency, augmenting facilities & supply chain (to maintain strategic fuel supply and deliver energy products), clean energy, etc.

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

Yes, Sectoral problems like resource depletion and geopolitical unpredictability are significant for the oil and gas industry. The company signs agreements to acquire crude oil on a yearly basis. The corporation has also expanded the locations of its worldwide crude sourcing centres. Additionally, the crude basket is increased, and stockpiles are optimised.

In all such purchases, the company abides by the codes and standards that have been established by the Ministry of Petroleum & Natural Gas, the Board and the Senior Management.

The company also places a lot of importance for local purchases for non-crude procurements.

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

100% crude has been procured as per established standards.

38.96% of non-crude procurement has been done from MSEs and Class I Local Suppliers as per the Public Procurement Policy 2012 (PPP-2012)

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Plastics / organic waste (wood) / stationary wastes are sold to recyclers. Hazardous Wastes are sent to Authorized recyclers or to government authorized Treatment, Storage, Disposal
b. E-Waste	Facilities in line with Hazardous And Other Wastes (Management and Transboundary
c. Hazardous Waste	Movement) Rules, 2016.

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

EPR Registration for plastic is in progress.

Leadership Indicators

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

The company has made significant investments in process efficiency at our refineries which has resulted in high-quality products, reduced wastes and lesser consumption of energy and other resources in operations.

2. 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:

Parameter	F.Y 2022-23		F.Y 2021-22	
	Recycled	Safely Disposed	Recycled	Safely Disposed
Plastic Waste (A)	17.03	-	15.79	-
E-Waste (B)	1.76	-	5.35	-
Bio Medical Waste (C)	-	0.06	-	0.25
Radio Active Waste (D)	-	-	-	-
Spent Catalyst	1211.00	387.30	1229.80	441.00
Paper Waste	18.77	-	14.12	-
Total	1248.56	387.36	1265.06	441.25

In MT

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

The company does not use any significant amount of any packaging material.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1390	1390	100%	1390	100%	1390	100%	1390	100%	1390	100%
Female	76	76	100%	76	100%	76	100%	76	100%	76	100%
Total	1466	1466	100%	1466	100%	1466	100%	1466	100%	1466	100%
Other than Permanent Employees											
Male											
Female						Nil					
Total											

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

		FY 2022-2023		FY 2021-2022	
		No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	Yes	100%	Yes
2	Gratuity	100%	Yes	100%	Yes
3	ESI	NIL	NA	NIL	NA
4	Others-Please Specify	100%	Yes	100%	Yes

3. Accessibility of workplaces: Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes; the company has lifts, ramps and other suitable infrastructure to make our premises accessible for persons with physical challenges.

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

Yes

The policy is available for the employees in the company Intranet

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

Gender	Total number of people returned after parental leave in FY 22-23	Total Number of people who took parental leave in FY 22-23	Return to work rate	Total Number of people retained for 12 months after returning from parental leave	Total number of people returned from parental leave in prior FY	Retention Rate
Permanent Employees						
Male	72	72	100%	72	61	100%
Female	3	3	100%	3	1	100%
Total	75	75	100%	75	62	100%

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

Category	Yes/No	Details of the mechanism in brief
Permanent Employees	Yes	Online system are available for employees to raise any type of grievances. The status of the grievances reported may also be seen in the same portal. Procedures as described in our codes and standards are used to resolve the reported grievances in a fair and transparent manner.
Other than Permanent Employees	Not Applicable	

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

Category	FY 2022-2023			FY 2021-2022		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	692	571	83%	694	621	89%
Female	61	52	85%	59	51	86%
Total	753	623	83%	753	672	89%
Permanent Workers						
Male	698	686	98%	713	581	81%
Female	15	15	100%	20	15	75%
Total	713	704	99%	733	596	81%

8. Details of training given to employees and workers:**a. Details of Skill training given to employees and workers.**

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received Skill Training (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received Skill Training (D)	%(D/C)
Permanent Employees						
Male	1390	896	64%	1407	859	61%
Female	76	67	88%	79	74	94%
Total	1466	963	66%	1486	933	63%

b. Details of training on Health and Safety given to employees and workers.

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received training on Health and Safety (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received training on Health and Safety (D)	%(D/C)
Permanent Employees						
Male	1390	789	57%	1407	725	52%
Female	76	62	82%	79	38	48%
Total	1466	851	58%	1486	763	51%

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	1390	1390	100%	1407	1407	100%
Female	76	76	100%	79	79	100%
Total	1466	1466	100%	1486	1486	100%

10. Health and safety management system:**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)**

Yes

a.1 What is the coverage of such system?

100% of the entire workforce including all the Employees and workers are covered under the Occupational Health and Safety (OHS) 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?

Periodic inspection on process safety, Safety auditing system, HAZOP and Risk assessment, Near Miss reporting system, Job safety analysis, work permit system, safety surveillance audits, periodic safety tours by top management are among the processes used to identify, assess and manage risks on a routine and non-routine basis.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, Near Miss reporting system is available to all employees and workers. Safety committees are in place to address this any such incidents reported.

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

Yes; non-occupational medical services are also offered and coordinated by the OHC. Some such measures include, provision of spectacles, consultations by specialist (e.g., cardiologist) and other tests etc. The OHC was also instrumental in administering COVID vaccines to workers and their families and the general public during the outbreak of the pandemic.

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

Safety Incident/Number	Category	FY 2021-2022 Current Financial Year	FY 2020-2021 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
Total recordable work-related injuries	Employees	0	0
No. of fatalities	Employees	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0

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

To ensure a safe and healthy workplace, CPCL keeps a constant vigil on its safety management practices and sets very high safety standards. Detailed instructions and procedures are laid out for carrying out the jobs and work permit system are in place as required for tasks which involve higher risks (e.g., working at heights). Process units and Offsite facilities are constructed as per Safe Design practices and built-in-safety features are provided. Planned Inspection & Maintenance of equipments is ensured. Adherence to Standard Operating Procedures (SOPs) for plant operations and maintenance is strictly followed. Emergency detection and communication system is in place; Emergency Response & Disaster Management Plan (ERDMP) is well documented, updated periodically and communicated to all employees and workers. Onsite mock drills are conducted in the presence of statutory authorities. Fire protection system's adequacy is reviewed, internal and external safety audits are conducted periodically. Near Miss incident reporting and liquidation system are in place to correct unsafe conditions. Various safety committees are in place. Mutual aid system with neighboring industries has also been put in place. Various safety training and safety awareness programs are conducted on regular basis for all employees and workers.

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

Topic	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100 % of plant areas and office areas
Working Conditions	

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.

After the assessment of the plant areas and office areas, in case of any significant risks/concerns, the plant in charge is alerted and the gaps are mitigated immediately.

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; CPCL provides compensatory package at the time of any unforeseen circumstances such as employee death. CPCL provides the same under Emergency Action Scheme, Welfare scheme and Superannuation scheme where packages ranging between INR 10 - 15 lakhs are provided to the employees’ families for their immediate support. CPCL also provides group accidental policies to provide monetary support in case of any accidents.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners

The company’s procurement process requires suppliers to abide by applicable laws and provide an undertaking to this effect.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Employees				
Workers			Nil	

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No).

Yes; six months before the scheduled retirement of the employees, a Financial Planning program is extended to the applicable employees that advises them on suitable options for investment and financial wellbeing. Programs are also conducted educate employees on maintenance of Physical and mental wellbeing post-retirement. The company also provides employees with a health insurance cover of upto INR 8 lakhs after retirement for the rest of their life, to ensure physical and financial health post-retirement.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity:

Customers, employees, banks, business partners, shareholders, regulators, and neighboring communities are just a few of the many groups that make up the company’s stakeholders. The company also provides services for the manufacture of petroleum and petrochemical products. The Company tries to keep good relationships with all of its stakeholder

groups, which are chosen based on their ability to benefit the Company’s operations. Employees, Clients/Customers, Shareholders, Beneficiaries of CSR Projects, and Regulatory Bodies have been designated by the Company as the major stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	1 on 1 Interaction, E-Mail, Senior Management Meet, Internal Communication Platform	Quarterly & Annually (Also as and when required)	Career Development, Salaries, Perquisites, Work Ethics, Policy Communication, Team Building
Customers	No	E-Mails, Websites, Newspaper & Other Digital Platforms, Customer Satisfaction Survey	Ongoing and on need basis	Superior Customer Service throughout life cycle
Shareholders	No	Quarterly Earnings Calls, E-Mails, SMS, Newspaper, Advertisement, Notice, Website, Annual General Meeting, Intimation to Stock Exchanges, Quarterly Financial Results & Investor Meeting, Conference Calls, Investor Presentation, Press Release, Annual Reports & Transcript, Others	Quarterly and on need basis	To stay abreast of developments in the Company, Performance of the Company and the Sector, Address any concerns / grievances raised.
Beneficiaries of CSR Project	Yes	Partnership with local charities, Community Visits, Implementing Agencies etc.	Quarterly and on need basis	Monitoring and implementing the CSR Project and activities
Regulatory Bodies	No	E-Mails, 1 on 1 Meetings, Conference Calls, Website, BSE Listing Portal & NSE Online NEAPS Portals	Quarterly and on need basis	Discussion regarding various approvals, circular, guidelines, suggestions, amendments, among others

Leadership Indicators

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

The Company promotes continuous and proactive engagement with its Stakeholders to enhance the communication of its performance and strategies, including on ESG. The Board is regularly updated on different developments and the Directors are requested to provide feedback on these updates.

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

Yes, The Company conducts a root cause analysis on customer complaints / grievance, which presents an opportunity to enhance its service. In addition, the Company’s CSR Team identifies needy and under served areas to initiate health and educational aid, encouraging the participation of Stakeholders.

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

CPCL has been actively striving towards uplifting communities in the domains of education, healthcare, rural development. As a responsible Corporate Citizen, we regularly engage with Marginalized and Vulnerable segment of our society. The Company employs a diverse range of techniques to identify such Stakeholders who may need assistance.

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 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employee						
Permanent	1466	54	4%	1486	24	1.6%
Other than permanent				Nil		
Total Employees	1466	54	4%	1486	24	1.6%

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

Category	FY 2022-2023 (Current FY)					FY 2021-2022 (Previous FY)				
	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										
Total	1466	1466	100%	1466	100%	1486	1486	100%	1486	100%
Male	1390	1390	100%	1390	100%	1407	1407	100%	1407	100%
Female	76	76	100%	76	100%	79	79	100%	79	100%
Other than Permanent										
Total						Nil				
Male						Nil				
Female						Nil				

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

	Male		Female	
	Number	Average Remuneration/ Salary/ Wages of Respective Category	Number	Average Remuneration/ Salary/ Wages of Respective Category
Board of Directors (BoD)	4 (Managing Director & Functional Directors alone)	INR 89.2 Lakhs	Nil	N,A
Key Managerial Personnel	5 MD -CEO, Director (Finance)CFO, Director (Operations), Director (Technical) -Whole Time Directors, Company Secretary – Compliance Officer	INR 87.7 Lakhs	-	-
Employees other than BoD and KMP	1385	Not Calculated*	76	Not Calculated*

* The Companies' Act 2013 contains a provision relating to calculation of median salaries of employees. However, the requirement is exempt for PSUs. In view thereof, the median salaries of employees and permanent workers has not been computed.

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes, CPCL has a mechanism in place to handle issues or impacts relating to human rights. According to the severity of the effect, human rights-related complaints are filed through the appropriate Engineer-In-Charge or grievance cells, and the concerns are either handled on-site or escalated to higher level.

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

Online Grievance Management System is in place to redress any kind of grievance by the employees including violation of Human Rights

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

	FY 2022-2023			FY 2021-2022		
	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						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

Nil; supported by the robust implementation of our policies and procedures, there have not any instances of such issues reported in the current year.

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

Employees can report any improper activity that results in a violation of the law, a rule, a regulation, or a code of conduct by another employee, including instances of discrimination or harassment. According to the Whistle Blower policy, any misconduct in any form can be reported and immediate action will be taken. As per the policy, the identity of the person who gives the complaint will remain anonymous. To create an awareness among all the stakeholders, awareness or training programs are conducted periodically emphasizing the importance of creating a safe and secure workplace. A grievance mechanism is available for registering any complaints and taking immediate actions. Apart from the same, periodic audits are carried to assess the practices.

In this regard, an Internal Complaints Committee (ICC) has also been constituted to deal with sexual harassment complaints and conduct enquiries. Regular workshops were organized, especially for women employees to bring awareness about their rights and facilities at the workplace emphasizing the provisions of the Act. There were no complaints of sexual harassment during the year.

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

Yes, all purchase agreements include clause on maintaining compliance to applicable regulations (and CPCL's codes), including those relating to human rights aspects like avoidance of child and forced labour.

9. Assessments for the year:

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

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

Employees at CPCL have access to a clear grievance resolution process. Any employee may file a grievance, and it will be addressed within the allotted period. Additionally, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, currently has an internal committee in existence.

Leadership Indicators

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

There were no instances of any complaints in the current reporting period. Changes to our grievance process were not necessitated.

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

All offices and plant locations of CPCL were assessed for any human rights violations. No issues were identified during such assessments.

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; the company has lifts, ramps and other suitable infrastructure to make our premises accessible for persons with physical challenges.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total electricity consumption (A) (GJ)	1,78,87,140	1,76,50,152
Total fuel consumption (B) (GJ)	2,08,12,126	1,66,62,690
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C) (GJ)	3,86,99,266	3,43,12,842
Energy intensity per rupee of turnover (Total energy consumption/turnover) (GJ per Rs Cr)	425.6	568.1

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

Yes, Energy Audit carried out by BEE Accredited External Agency - M/s PGS Energy Service Pvt Ltd in June 2023.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Yes, CPCL has achieved the targets set under PAT Cycle -II. Upon performing better than the target, CPCL was allotted 20833 Nos. of ESCerts under the PAT Scheme by Bureau of Energy Efficiency (BEE). Through the trading platform, IEX, CPCL initiated trading of ESCerts since February 2023.

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	75,11,080	75,33,513
(iv) Seawater / desalinated water	45,23,954	47,98,751
(v) Others (Rainwater storage)	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,20,35,034	1,23,32,264
Total volume of water consumption (in kilolitres)	1,20,35,034	1,23,32,264
Water intensity per rupee of turnover (Water consumed / turnover) (kl/₹ Crore of Revenue)	132.4	204.2

No independent assessment/ evaluation/assurance has been carried out by an external agency

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

Yes, treated water is utilised for boiler feed water, fire water networks, cooling tower make-up, and other purposes. Additionally, effluent water is also used in horticulture with minimum additional treatment.

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

Parameter	Please specify unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
NOx	Tonnes	2.55	3.19
SOx	Tonnes	7.73	6.12
Particulate matter (PM)	Tonnes	1.28	1.08
Persistent organic pollutants (POP)	NA	Nil	Nil
Volatile organic compounds (VOC)	MT	21.99	23.99
Hazardous air pollutants (HAP)	mg/m3	Nil	Nil
Others – please specify	PPM	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
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	29,04,386	24,81,857
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	13,646	598
Total Scope 1 and Scope 2 emissions	tCO ₂ e	29,18,032	24,82,455
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (in Rs.)	tCO ₂ e/Cr	32.1	41.1

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

S. No.	Description of emission reduction initiative/Project	Nature of initiative	Base Year	Scopes in which reductions took place (Scope 1, Scope2, Scope 3)	Amount of reduction in (MTCO ₂ e)	Calculation methodology
1	CPCL has progressively modified the process heaters, Gas Turbines & Boilers to accommodate RLNG, a cleaner fuel with a focus on reducing the emissions. At present, CPCL is utilizing 2,69,555 MT of RLNG in place of Furnace oil.	Cleaner gaseous fuel	2022-23	Scope 1	3,60,000	IPCC 2006
2	A total of 28 no of Energy Conservation schemes including 7 major schemes were implemented (Details listed in Disclosure 6)	Energy saving	2022-23	Scope 1	49,917	IPCC 2006
3	Total windmill Power Generation in 2022-23 was 25.7 Million units	Renewable	2022-23	Scope 2	20,870	CEA
4	14200 no of LED lights replaced in 2022-23	Energy saving	2022-23	Scope 2	6,000	CEA
5	1500 no of trees were planted in 2022-23	carbon sequestration	2022-23	Scope 1	32	

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

Parameter	F.Y 2022-23		F.Y 2021-22	
	Recycled	Safely Disposed	Recycled	Safely Disposed
Plastic Waste (A)	17.03	-	15.79	-
E-Waste (B)	1.76	-	5.35	-
Bio Medical Waste (C)	-	0.06	-	0.25
Radio Active Waste (D)	-	-	-	-
Spent Catalyst	1211.00	387.30	1229.80	441.00
Paper Waste	18.77	-	14.12	-
Total	1248.56	387.36	1265.06	441.25

In MT

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	Wastes are segregated as Hazardous & Non-hazardous in CPCL. Hazardous Wastes are disposed in line with Hazardous And Other Wastes (Management and Transboundary Movement) Rules, 2016. Non-
(ii) Re-used	Hazardous wastes are disposed to recyclers for safe disposal.
(iii) Other recovery operations	

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

Category of waste

(i) Incineration	Wastes are segregated as Hazardous & Non-hazardous in CPCL. Hazardous Wastes are disposed in line with Hazardous And Other Wastes (Management and Transboundary Movement) Rules, 2016. Non-
(ii) Landfilling	Hazardous wastes are disposed to recyclers/safe disposal.
(iii) Other disposal operations	

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Wastes are segregated as Hazardous & Non-hazardous in CPCL. Hazardous Wastes are disposed in line with Hazardous And Other Wastes (Management and Transboundary Movement) Rules, 2016. Non-Hazardous wastes are disposed to recyclers / safe disposal.

Chemical dosages are monitored continuously and maintained as per designed specification norm. Wastages of chemicals are avoided by collecting the drains in Solvent blowdown or collector and pumped back to system for recovery.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Nil; none of our facilities are in the vicinity of ecologically sensitive zones.

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

SL. No of project	Name and brief details	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Installation of New Catalytic Dewaxing Unit and Modification of OHCU for Production of Group-II/ III LOBS	EIA Notification No. S.O. 1533 (E)	14.09.2006	Yes	No	-

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective actions, if any
1	Water (Prevention and Control of Pollution) Act 1974	No non-compliance reported in FY 2022-23.	Nil	Not applicable
2	Air (Prevention and Control of Pollution) Act 1981		Nil	Not applicable
3	Environment Protection Act		Nil	Not applicable
4	The Chemical Accidents (Emergency Planning, Preparedness and Response) Rules 1996		Nil	Not applicable
5	Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016		Nil	Not applicable
6	Noise Pollution (Regulation and Control) Rules 2000		Nil	Not applicable

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
From renewable sources		
Total electricity consumption (A) GJ	91,260	92,448
Total fuel consumption (B)	-	-
Energy consumption through other sources (C) GJ	-	-
Total energy consumed from renewable sources (A+B+C) GJ	91,260	92,448
From non-renewable sources		
Total electricity consumption (D) GJ	1,77,95,880	1,75,57,704
Total fuel consumption (E) GJ	2,08,12,126	1,66,62,690
Energy consumption through other sources (F) GJ	-	-
Total energy consumed from non-renewable sources (D+E+F) GJ	3,86,08,006	3,42,20,394

2. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area NA
- Nature of operations
Refining of crude oil into petroleum

c. Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of Treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of Treatment		
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of Treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of Treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in kiloliters)		

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water (Fresh water from CMWSSB)	5,15,121	5,82,127
Third party water (Secondary sewage from CMWSSB)	47,84,900	44,06,409
Third party water (Tertiary treated sewage from CMWSSB)	22,11,059	25,44,977
(iv) Seawater / desalinated water	45,23,954	47,98,751
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,20,35,034	1,23,32,264
Total volume of water consumption (in kilolitres)	1,20,35,034	1,23,32,264
Water intensity per rupee of turnover (Water consumed / turnover)		
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		

Water is being treated and reused within the premises. Hence no discharge is being done. No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
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)	MMT of CO ₂ equivalent	37.1	29.2
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/Cr	409	484

No independent assessment/ evaluation/assurance has been carried out by an external agency.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiatives Undertaken	Details of Initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
1	RLNG conversion	CPCL has progressively modified the process heaters, Gas Turbines & Boilers to accommodate RLNG, a cleaner fuel, with a focus on reducing the emissions. At present, CPCL is utilizing around 2,69,555 MT of RLNG in place of Furnace oil.	Around 3,60,000 MT of CO2 emissions has been avoided by switching to RLNG in addition to SO2 and PM emission reductions
2	Encon Schemes	A total of 28 no of Energy Conservation schemes including 7 major schemes were implemented	CO2 reduction achieved was 49,917 MT
3	Renewable (windmill) Power	CPCL has installed a 17.6 MW windmill at Pushpathur, which will be converted to hybrid with 40 MW capacity. Total windmill Power Generation in 2022-23 was 25.7 Million units	CO2 reduction achieved was 20,870 MT
4	LED Light replacement	14,200 no of LED lights replaced in 2022-23	CO2 reduction achieved was 6000 MT
5	Trees plantation	1,500 no of trees were planted in 2022-23	CO2 reduction achieved was 32 MT
6	Rationing of Utility water	Rationing of utility water by installing localized storage tanks and to avoid continuous pumping of utility water	Reduction in utility water consumption by 35 m3/Hr
7	Improvement in Recovery condensate	Schemes implemented in various process units for recovering additional steam condensate	Improvement in condensate recovery by 17 m3/Hr
8	Ethanol blending	-	-
9	HSD reduction & LOBS	-	-
10	Increase in Production	-	-

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

The company has a detailed Disaster Management and Business Continuity Plan. Emergency Response & Disaster Management Plan (ERDMP) is well documented, updated periodically and communicated to all employees and workers. Onsite mock drills are conducted in the presence of statutory authorities. Fire protection system's adequacy is reviewed, internal and external safety audits are conducted periodically.

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.

7 (Seven)

b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Transparency International India (TII)	National
2	Federation of Indian Petroleum Industry (FIPI)	National
3	Confederation of Indian Industry	National
4	Standing Conference of Public Enterprises (SCOPE)	National
5	Madras Chamber of Commerce & Industry (MCCI)	National
6	Global Compact Network (GCN)	National
7	Manali Industries Association (MIA)	National

2. 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.

Not applicable. No instances of anti-competitive behaviour were observed/reported.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

No Impact assessment studies were conducted in FY 2022-23. Details of the Impact Assessment study conducted, as per the applicable regulations, have been included in Annual Report for FY 2021-22.

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

Nil; none of our projects were required to undertake any R&R activities.

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

CPCL undertakes various social welfare initiatives viz. Health, Education & Skill Development, Swachh Bharat activities, Disaster Management, Livelihood etc. are undertaken with focus on the economically and socially underserved sections of society, mostly around our refineries i.e. Manali, Chennai & Cauvery Basin, Nagapattinam including adoption of 3 villages. Further, as directed by Gol to raise the living standards and to ensure the inclusive growth of the people in the districts identified as Aspirational Districts, CPCL had undertaken CSR initiatives in Ramanathapuram and Virudhunagar districts in Tamil Nadu, even though we do not have a business presence in these districts.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Directly sourced from MSME's/ Small producers	38.96%	51.83%
Sourced directly from within the district and neighboring districts	44.53%	12.18%

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)**

No negative social impacts were identified/reported.

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

State	Aspirational District information	Amount spent in Rs Lakhs
Tamil Nadu	Ramanathapuram – Mobile Medical Units (MMUs) – 2 nos have been provided in the district.	25.0

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

No, However, purchase preference related to MSE is applicable.

4. Details of beneficiaries of CSR Projects.

S. no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group *
1.	Mobile Medical Unit through Helpage India in Ramanathapuram.	10,000	
2.	Mobile Medical Unit through Helpage India in Manali, Chennai to provide General Health Care services	22,225	
3.	One year CMC for 6 Nos. of PSA oxygen plant supplied to 2 nos. of Govt. Hospitals each in Kerala & Karnataka	18,177	
4.	Medical Equipment OHS Assets donation to Community Health Centre, Manali.	7,500	
5.	Eye Camp at Manali & Thiruvottiyur through Sankara Nethralaya.	800	

S. no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group *
6.	Swachh Bharat Campaign & Awareness programme Swachhta Drive and SwachhtaPakhwada will be celebrated as per Directives of Ministry. Activities like tree plantation, toilets construction, toilet maintenance, painting in public places, Dustbins installation, Competitions, Walkathons, etc will be organized.	400	
7.	Maintenance of School Toilets	5,000	
8.	Volleyball Tournament -Nagapattinam- Sports - Sponsorship for Prizes	800	
9.	Volleyball Tournament - Sports - Sponsorship - Karaikal	60	
10.	Contribution for conducting Graphic Design Course by Vivekananda Cultural Centre (VCC)	60	
11.	Skill Development – contribution towards stipend payable to apprentices	55	
12.	Construction of Cycle Parking Shed for Government Model School at B. Mutlur, Cuddalore District	190	
13.	Donation of Furniture, Computers, Name Board for Koranjur Primary School, Minjur.	110	
14.	AKAM program at Pondicherry	60	
15.	CIBA Awareness programme for the school students and coastal tribal and schedule caste families	350	
16.	Distribution of Sarees to North Chennai people	115	
17.	Distribution of Dhothies to North Chennai people	5,000	

* The community enhancement and improving life as a whole is the goal of CPCL's CSR initiatives, detailed numbers for individual projects are not disclosed.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Being a B-to-B business, complaints, if any, are received from the customers and handled on a case-to-case basis. We also conduct customer meets twice a year to collect the feedback from our valued customers and to update them on the market and emerging scenarios.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information.

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	Information on product / services is provided in the technical sheets & citizen's charter
Safe and responsible usage	Material safety data sheet (MSDS) is available online and all stakeholders are informed on a regular basis on safe handling of material during transit/ Use.
Recycling and/or safe disposal	All the packaging bags are labelled with recycling code.

3. Number of consumer complaints

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

NIL

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

Number	Reason for recall
Voluntary recalls	
Forced recalls	Nil

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

Yes, the company's cyber security policy is available on the company's intranet portal for all employees to access.

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.

Cyber Security: Best in Class Network Perimeter Firewall, Web Application Firewall and EDR (End-Point-Detection Response) systems are installed in Manali Data Centre. To further strengthen, setting up a Cyber Security Operation Centre (SOC) is under progress and all our customer data is stored in SAP server which is located at IOCL Gurgaon Data Center.

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

Information relating to products and other services is available on the Company's website, (www.cpcl.co.in)

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

Under SAKSHAM initiative of the Petroleum Conservation Research Association (PCRA) and Ministry of Petroleum and Natural Gas (MoP&NG), various awareness campaigns, competitions, dialogues, and consultations were undertaken with customers, employee, dealers' representatives to promote sustainable consumption behavior.

– Details published on website as well as communicated to customers/ channel partners for safe use and handling of products.

– For bulk customers, product related trainings, demonstrations and meetings were undertaken to instruct on safe and responsible usage of products

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

CPCL predominantly operates in bulk customers segment and there are well established contact mechanism in place for dissemination of information on product availability or disruption

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief. Did your entity carry out any survey regarding consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) –

Yes. Our specialty products namely Food Grade Hexane and Paraffin Wax (All grades) follow Bureau of Indian Standards (BIS) guidelines for product information and labelling. Certificate of Conformity along with BIS license no. is issued for FG Hexane as per BIS regulation with each consignment. BIS license is printed on each bag on Paraffin wax (All grades). Specification of Feedstock and other products supplied to downstream industries are firmed up and agreed between Buyer and Seller. Consumer feedback is collected during consumer meets conducted twice every year.