



INDIA GLYCOLS LIMITED



Plot No. 2-B, Sector -126, NOIDA-201304, Distt. Gautam Budh Nagar, Uttar Pradesh, Tel. : +91 120 6860000, 3090100, 3090200
Fax : +91 120 3090111, 3090211 E-mail : iglho@indiaglycols.com, Website : www.indiaglycols.com

18th August, 2023

The Manager (Listing)
BSE Limited
1st Floor, New Trading Ring,
Rotunda Building, P.J. Towers,
Dalal Street, Mumbai – 400 001

The Manager (Listing)
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (East), Mumbai- 400 051

Scrip Code: 500201

Symbol: INDIAGLYCO

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2022-23 which forms part of the Annual Report FY 2022-23.

This is for your information and records.

Thanking you,

Yours truly,
For India Glycols Limited

Ankur Jain
Head (Legal) & Company Secretary
Encl: A/a

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24111UR1983PLC009097
2	Name of the Listed Entity	India Glycols Limited
3	Year of incorporation	1983
4	Registered office address	A-1, Industrial Area, Bazpur Road, Kashipur- 244713, Dist. Udham Singh Nagar, Uttarakhand
5	Corporate address	Corporate Office - 3A, Shakespeare Sarani, Kolkata - 700 071 Head Office - Plot No. 2-B, Sector-126, Noida – 201304 Distt. Gautam Budh Nagar, Uttar Pradesh
6	E-mail	compliance.officer@indiaglycols.com
7	Telephone	0120-6860000/3090100/3090200
8	Website	www.indiaglycols.com
9	Financial year for which reporting is being done	1 st April, 2022 to 31 st March, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (“BSE”) and National Stock Exchange of India Limited (“NSE”)
11	Paid-up Capital	₹ 30,96,15,000/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Sudhir Agarwal Telephone: 05947-269000/269500 E-mail id: s.agarwal@indiaglycols.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) –	Disclosures made under this report are on a standalone basis.

II. Products/services

14 Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Bio-Based Specialities and Performance Chemicals	Manufacturing, sales and marketing of: - • Bio-based Glycols (MEG, DEG, TEG and Heavy Glycols), Glycol Ethers, Glycol Ether Acetates. • Bio-based Ethylene Oxide. • Power Alcohol (Bio-Fuel), Industrial Gases, Bio Polymers etc.	25.26%
2	Potable Spirits	Manufacturing, sales and marketing of Potable Spirits - Indian Made Foreign Liquor (“IMFL”), Branded Country Liquor and Extra Neutral Alcohol (“ENA”)	71.64%
3	Ennature Bio-pharma	Manufacturing, sales and marketing of Nutraceuticals and API’s	2.88%

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	Glycols & Others	20119	19.64
2	Power Alcohol (DAE) (Bio-fuels)	20119	1.92
3	Guar Gum Powder and Derivatives (Bio Polymers)	20119	0.83
4	Ethyl Alcohol (Potable)	1101	71.64
5	Industrial Gases	20111	0.63
6	Chemicals and Oil Products	20119	2.25
7	Nutraceuticals	21001	2.88

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	4	7
*International	0	0	0

* We undertake business activities in USA and South East Asia (through subsidiary companies).

17. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	26
International (No. of Countries)	51

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

8.79%

c. A brief on types of customers

Bio-Based Specialities and Performance Chemicals: Under this segment, the Company serves manufacturers/producers/industries of PET, Oil and Gas, Textile, Beverages, Coolant, Brake Fluids, Paints, other EO derivatives, Poultry, Cattle and Aqua. The Company also serves to Oil Manufacturing Companies for their Ethanol Blended Petrol (EBP) Programme.

Ennature Biopharma (Nutraceuticals/API's)- Under this segment, the Company provides APIs to pharmaceutical industry and botanical extracts to Nutraceutical industry.

Potable Sprits - For end-user in retail.

ENA - Supplies to various Industries.

IV. Employees
18. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	861	836	97%	25	3%
2	Other than Permanent (E)	264	260	98%	4	2%
3	Total employees (D + E)	1,125	1,096	97%	29	3%
WORKERS						
4	Permanent (F)	423	423	100%	0	0%
5	Other than Permanent (G)	1,874	1,675	89%	199	11%
6	Total workers (F + G)	2,297	2,098	91%	199	9%

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	1	1	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total workers (F + G)	1	1	100%	0	0%

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of females	
	(A)	No. (B)	% (B / A)
Board of Directors	10	3	30
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	25%	19%	28%	5%	27%	10%	16%	10%
Permanent Workers	11%	0%	11%	7%	0%	7%	5%	0%	4%

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

21. a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Shakumbari Sugar and Allied Industries Limited*	Subsidiary	51.03	No
2	IGL Finance Limited	Subsidiary	100	No
3	IGL Chem International Pte. Ltd.	Subsidiary	100	No
4	IGL Chem International USA LLC	Subsidiary	100	No
5	IGL Chemicals and Services Private Limited	Subsidiary	100	No
6	Ennature Bio Pharma Private Limited	Subsidiary	100	No
7	Clariant IGL Specialty Chemicals Private Limited (erstwhile IGL Green Chemicals Private Limited)	Joint Venture	49	No

*Ceased to be a subsidiary of the Company w.e.f. 31st March, 2023 subsequent to transfer of its 22% equity and preference shares.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): ₹6,56,701.83 Lakhs

(iii) Net worth (in ₹): ₹1,58,760.82 Lakhs

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 (“NGRBC”):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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 - The Company through its various CSR plans/ activities to get in touch with communities to understand their grievances/complaints. Needful remedial actions are taken in consultation with management.	0	0	-	0	0	-
Investors (other than shareholders)	Yes - The Company has in place a dedicated system and mechanism to handle and addresses all Investors and Stakeholders complaints. There is a dedicated email id i.e., investor.relations@indiaglycols.com, Tel: +91-5947-269000, 269500. M/s MCS Share Transfer Agent Limited is the Registrar & Share Transfer Agent of the Company (“RTA”).	0	0	-	0	0	-
Shareholders	Shareholders can lodge a complaint or grievances for share related matters including dematerialisation, issue of duplicate share certificates, transmission of shares, dividends or non-receipt of annual report etc., by giving their requisite details and full particulars of their complaint/grievances along with duly executed supporting documents to the Company/RTA. The investors can send their queries/grievances to Company Secretary & Compliance Officer’s email id i.e. compliance.officer@indiaglycols.com and/or at RTA’s id at admin@mcsregistrars.com. The contact details of the Company Secretary & Compliance Officer and the RTA is available on the website of the Company at https://www.indiaglycols.com/investors/contact-information-for-investor-grievance.htm Investor emails are responded in a reasonable timeframe in coordination with RTA.	0	0	-	0	0	-

Employees and workers	Yes - For its employees and workers, the Company has a Grievance Redressal Committee in place. The processes have been established internally.	0	0	-	0	0	-
Customers	Company remains in a constant touch and get their feedback as a regular process.	0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

24. Overview of the entity's material responsible business conduct issues: Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material 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	Environment	Risk	Changes in existing rules and regulations, making new rules impacting sourcing of materials, emissions, waste generation and finished goods. These may along with other environmental issues may have a negative influence on our business.	Being conscious of climate change and environmental issues Company align its strategies accordingly for business continuity.	Negative
2	Corporate Governance - Board oversight, conflict of interest, ethics and compliance.	Opportunity	Company strongly believes in highest standards of governance. It is very clear that no organization can navigate sustainably on a long term without a strong governance and ethical culture. The requirements for transparency, accountability, and fairness in governance regulations are increasing, and it is very important for the Company to not only comply with the current regulations but also to be ready for any future ones.	The Company has established systems, procedures, and policies for effective governance. The Company's Code of Conduct and Ethics Policy, Anti-Bribery Policies ensures that workers, employees behaves in a fair way while discharging official duties. Additionally, the Whistle Blower Policy, Related Party Transaction policy and several other reporting mechanisms assist in identifying and resolving any issues.	Positive
3	Sustainability	Opportunity	Environment friendly products would drive long-term growth. Global threats such as global warming, stratospheric ozone depletion, resource depletion, bio-accumulation, and persistent chemicals are addressed through sustainability. Further, the Company being dutiful towards society and adopts utmost working culture.	As a green chemical Company with innovative technologies and a vision of long-term sustainability, not only the Company has adopted several green technologies, but continuously works to evolve new green methods, materials, innovative technologies and systems to meet the specific requirements of valuable clients.	Positive
4	Handling Hazardous Material	Risk	Handling hazardous materials with caution in business operations to avoid any dangers to the health and well-being of our employees and the surrounding environment.	Adherence to standards pertaining to Occupational Health and Safety, the Company's Environment, Health and Safety ("EHS") Policy and highest operational standards for safe handling of hazardous materials. Periodic risk assessments and the execution of action plans accordingly.	Negative

5	Waste Management	Risk	The Company is solely responsible for the safe disposal of hazardous waste and the proper disposal/recycling of non-hazardous waste. In case of failure, the same may result in corresponding fines/penalties.	The Company endeavours to reduce waste output and is working hard to lower its environmental impact. The Company has been following practice of waste management including actions: - - Use of Briquette made out of plant waste in Dehradun Plant. -Engaging of Government approved vendors for collection and disposal of hazardous and other waste. - The Company have Zero Liquid Discharge ("ZLD") System Installation at its Distilleries at Kashipur and Gorakhpur as well as herbal extraction plant of Dehradun. Most of the Hazardous waste (spent catalysts & used/waste oil) is recyclable and sent to Ministry of Environment and Forests and Climate Change ('MoEF & CC') approved recyclers.	Negative
6	Health and Safety issues	Risk	Considering Hazardous chemicals and process and risk involved therein, health and safety of employees and workers is vital. Any Plant accident would affect the well-being of employees and reduce business productivity.	The Company adheres to highest safety and operational standards as per its defined SOP's and Policies for operations and handling of hazardous materials at plants. Process of regularly updating health and safety policies and relevant SOP's. Identification and continual improvements are integral process of the systems.	Negative
7	Raw Material Sourcing	Opportunity	Company's most of the raw materials are green and bio based and are crucial to the finished product being produced by the Company. These products motivate us to meet our business objectives by developing sustainable goods and solutions with minimal environmental impact.	Continuous efforts to source alternate green feed stocks and also looks for alternate geographies. Further, the Company continuously strengthen its R&D team to develop more sustainable products with alternate Bio-based and sustainable Raw Materials.	Positive
8	Stakeholder engagement	Opportunity	Opportunity to connect with and look for Stakeholder inputs.	A procedure for engaging with stakeholders has been created and is being followed. The Company has an ongoing stakeholder engagement approach.	Positive
9	Cyber Security	Risk	With the Business growth, the Company encounters risk of data breaches and cyber threats along with issues relating to data privacy/protection.	The Company has taken various preventive measures to improve the cyber security of information assets. To reduce cyber hazards, necessary infra, tools and backup strategies are deployed.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.indiaglycols.com/investors/policies-and-codes.htm								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The Company has following certificates for its different plants/facilities on the basis of their statutory requirements:</p> <p>Revised High Level Structure of: -</p> <ul style="list-style-type: none"> - Quality Management System (ISO 9001: 2015) - Food Safety Management System (ISO 22000: 2018) - Food Safety System Certificate (FSSC 22000) - Energy Management System (ISO 50001: 2018) - Social Accountability (SA 8000: 2014) - Environmental Management System (ISO 14001: 2015) - Occupational Health and Safety management System (ISO 45001: 2018) <p>Other Ethical Certifications: -</p> <ul style="list-style-type: none"> - Halal - Kosher <p>Product Sustainability Certifications: -</p> <ul style="list-style-type: none"> - ISCC Plus - RSB Certification - BIS Certificate for MEG - Bonsucro Certification - REACH Certificate for Nicotine - CEP's obtained for API's (Thiocolchicoside and Colchicine) 								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has focus to produce sustainable and green products with reduction in carbon footprints and other environmental impacts. The Company uses bio-based and green raw materials such as molasses/grain based alcohol and others.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	There is continual effort in place for sustainable use of resources in manufacturing and monitoring accordingly for its evaluation.								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>Over the past year, we have focused on reducing our environmental footprint by implementing various initiatives such as reducing energy consumption, minimizing waste generation and increasing the use of renewable energy sources. Our efforts have resulted in a significant reduction in our carbon emissions and we continuously working to be a carbon-neutral Company.</p> <p>We recognize the importance of social responsibility and have taken various steps to improve the lives of our employees and the communities in which we operate. We have enhanced our employee wellness program and implemented initiatives to promote diversity, equity and inclusion within our workforce. We have also supported local communities by contributing to various social welfare programs and disaster relief efforts.</p> <p>In terms of governance, we continue to prioritize transparency and accountability in all our operations. We have implemented a robust corporate governance framework and regularly engage with our stakeholders to address their concerns and feedback. We remain committed to maintaining the highest standards of ethical behaviour and compliance with all applicable laws and regulations.</p>								

		While we have made significant progress, we recognize that there is still work to be done. We are committed to continuing our efforts to address ESG challenges. We believe that by embedding sustainability into our operations, we can create long-term value for our Shareholders and contribute to a more sustainable future for all.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	CSR Committee of the Board is the authority to review and oversight the implementation of the policy.
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The CSR Committee of the Company.

10 Details of Review of NGRBCs by the Company:																	
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)							
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8
Performance against above policies and follow up action	Committee of the Board									Annually							
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board									Annually							

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
	Yes - Policies are reviewed/evaluated internally from time to time. The various applicable SOP's/Objectives pertaining to Health, Safety, Environment, Quality, Social Accountability and Energy conservation are being audited by DNV as well as certain other External Certification Agency(ies) which is required under applicable concerned ISO certification and defined policies.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	As a part of Board, Audit and other Committee agendas, members are familiarised/updated on Whistle blower mechanism/policy, Code of conduct, Business Responsibility and Sustainability, Corporate Governance, Risk Management Framework etc.	100%

Key Managerial Personnel	6	Same as is for the Board Members.	100%
Employees other than BoD and KMPs	9	Updates and awareness covering Code of Conduct, Anti-Bribery, Prevention of Sexual harassment, Handling of Workers Grievances etc. Awareness by way of regular internal communication and group talks.	46.81%
Workers	1	Prevention of Sexual harassment	26.24%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil		
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

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.**

Yes. The Company is committed to the prevention, deterrence and detection of fraud, bribery and all other corrupt business practices. It is the Company policy to conduct all of its business activities with honesty, integrity and the highest possible ethical standards and vigorously enforce its business practice, wherever it operates throughout the world, of not engaging in bribery or corruption.

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 2022-23	FY 2021-22
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not Applicable

Leadership Indicators

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 has in place a Code of Conduct which requires that: -

- a. The Directors, Senior Management Personnel shall abide by the policies and procedures that govern the conduct of the Company's business. Their responsibilities include helping to create and maintain a culture of high ethical standards and commitment to compliance and maintain a work environment that encourages the stake holders to raise concerns to the attention of the management.
- b. In carrying out the duties and responsibilities, Directors and Senior Management personnel should avoid:
 - i. appropriating corporate business opportunities for themselves that are discovered through the use of Company's property or information or their position as Director or Senior Official;
 - ii. Using Company's property or information or their position as Director or Senior Official for personal gain; and
 - iii. Competing with the Company.
- c. In case of Related Party Transactions (RPTs) as defined and identified under the RPT Policy of the Company-The Audit Committee or the Board or the shareholders on the recommendation of the Board, as the case may be, shall approve the RPTs as and when they are entered into only after ensuring compliance with the RPT Policy of the Company.
- d. The Directors and Senior Management Personnel should be scrupulous in avoiding "conflicts of interest" with the Company. In case there is likely to be a conflict of interest, he/she should make full disclosure of facts and circumstances whereof to the Board of Directors or any committee/officer nominated for the purpose by the Board and a prior approval should be obtained.

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 company, respectively.

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	10.07%	3.24%	<ul style="list-style-type: none"> • Reduction of hazardous emission into the environment. • Developing Bio based products. • Developing products to improve overall human wellbeing.
Capex	4.08%	35.91%	<ul style="list-style-type: none"> • Controlling of dispersion particulate matters. • Reduction in consumption of steam, power and natural resources such as water, fossil fuel etc. • Reduction in volatile organic chemicals from MEG Plant. • Reduction in the microbial load in the water used in the product; Etc.

2. a. Does the company have procedures in place for sustainable sourcing?

Yes. The Company believes in and follows Integrated Management System Policy with utmost focus on environmental and social aspects. The Company ensures the sustainability of resources by reducing, reusing, recycling and managing waste.

The Company uses molasses, a sugar plant by-product cum waste, broken rice as major raw material which is 100% bio-based material for operating its distilleries. The Company uses Bio-based raw materials and Ethanol is one such key raw material, whereas in conventional process petro route is used for production of Ethylene Oxide (EO)/ Mono Ethylene Glycol (MEG) and others, throughout the globe. For its Ennature Biopharma business, various herbal raw material are either cultivated (through farm contracting) or sourced in the sustainable manner.

The responsible sourcing of raw material, their properties, performance and content of these materials make a significant contribution to reduced environmental impacts such as lowering carbon emissions and minimize use of the earth's limited resources.

Sustainable solutions are based on number of defined action plans and standards based on Life Cycle Assessment ("LCA") methodologies. India Glycols sustainable solutions for responsible sourcing of raw materials enables customers to confidently choose high-performance materials that advance their environmental and business goals.

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

Depending upon the material, the quantity varies from around 70% to 90%. The percentage varies from plant to plant.

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.

The Company follows the applicable processes laid down by the regulatory authorities. The Company is registered under Extended Producers Responsibility (EPR) regime under Plastic Waste Management Rules, 2016 and has signed the agreement(s) with authorised vendors for collection of plastic waste. Further, the Company supplies its product in barrels, flexi-bags, ISO tanks and pet bottles. Flexi bags are used for transporting and shipping products in bulk, depending on the requirement of customer. Mostly flexi-bags are recyclable thus consider as environment safe. Hazardous waste is sent to authorised recyclers.

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

Yes, the waste collection plan is in line with the EPR plan submitted to the Central Pollution Control Board.

Leadership Indicators

1. Has the company conducted Life Cycle Perspective/Assessments (LCA) for any of its products for manufacturing industries? Yes

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	*Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
20119	Monoethylen Glycol (MEG)	4.57%	Cradle to Gate	No	No	Not Applicable
20119	Ethylene Oxide (EO)	5.62%	Cradle to Gate	No	No	Not Applicable
20119	Diethylene Glycol (DEG)	0.35%	Cradle to Gate	No	No	Not Applicable
20119	Diethylene Glycol Ethyl Ether (DEGEE)	4.77%	Cradle to Gate	No	No	Not Applicable

*These LCA studies are conducted and updated inhouse periodically for our various products in addition to the listed above, through licensed LCA software – SIMA PRO and as per the customers requirement.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Products as listed in point 1 above and others.	Risk of Emissions pertaining to energy source	Usage of more renewable energy.

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).

The Company follows the applicable processes as laid down by the regulatory authorities from time to time. The Company constantly endeavors for recycling, reusing of materials leading to conservation of resources.

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 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	4,721	34	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	341	0	0	376.44
Other waste	0	0	1,08,685	0	0	75,843

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Nil

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	836	836	100%	836	100%	NA	NA	0	0%	0	0%
Female	25	25	100%	25	100%	25	100%	NA	NA	0	0%
Total	861	861	100%	861	100%	25	100%*	0	0%	0	0%
Other than Permanent employees											
Male	260	260	100%	260	100%	NA	NA	0	0%	0	0%
Female	4	4	100%	4	100%	4	100%	NA	NA	0	0%
Total	264	264	100%	264	100%	4	100%*	0	0%	0	0%

*Considered only female employees.

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	423	423	100%	423	100%	NA	NA	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	423	423	100%	423	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	1,675	1,675	100%	1,675	100%	NA	NA	0	0%	0	0
Female	199	199	100%	199	100%	199	100%	NA	NA	0	0%
Total	1,874	1,874	100%	1,874	100%	199	100%*	0	0%	0	0%

*Considered only female employees.

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	12%	23%	Y	12%	29%	Y
Others - please specify	Nil	Nil	NA	Nil	Nil	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? If not, whether any steps are being taken by the entity in this regard.

Necessary arrangements are in place as per Rights of Persons with Disabilities Act, 2016. Our establishments are accessible to the differently abled and we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

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

The Company encourage diversity in the work place. All qualified applicants receive consideration for employment without regard to their gender, race, colour, religion, disability etc. There is no written policy, however, we follow practices related to providing of equal opportunity.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	NA	0	NA
Female	0	NA	0	NA
Total	0	NA	0	NA

No employees/workers has taken parental leave.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The concerned person(s) can report their concerns, grievances or complaints to the respective immediate manager or concerned HR manager.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (B / A)	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (D / C)
	(A)	(B)		(C)	(D)	
Total Permanent Employees	861	0	0%	790	0	0%
Male	836	0	0%	767	0	0%
Female	25	0	0%	23	0	0%
Total Permanent Workers	423	0	0%	378	0	0%
Male	423	0	0%	378	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	836	331	40%	538	64%	767	592	77%	605	79%
Female	25	11	44%	11	44%	23	9	39%	9	39%
Total	861	342	40%	549	64%	790	601	76%	614	78%
Workers										
Male	423	256	61%	310	73%	378	332	88%	162	43%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Total	423	256	61%	310	73%	378	332	88%	162	43%

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

Benefits	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	836	745	89%	767	641	84%
Female	25	21	84%	23	18	78%
Total	861	766	89%	790	659	83%
Workers						
Male	423	329	78%	378	275	73%
Female	0	NA	NA	0	NA	NA
Total	423	329	78%	378	275	73%

10. Health and Safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?**

Yes. The Occupational Health and Safety Management System (“OHSMS”) has been implemented in all the plants as well as offices of the Company. The Company is certified ISO 45001:2018 OHSMS.

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

The Company involve field level workers, operation teams, supervisors, shift in-charge and management team to carry out Hazard Identification and Risk Assessment of all the routine and non-routine activity following OHSMS guideline. The risk matrix is developed as a function of level of Hazard (Impact) and Likelihood (Probability) of occurrence to identify level of risk. Based on level of risk, control measures are applied with considering hierarchy of control and sequence starts with Elimination, Substitution, Engineering Control, Administrative control and PPEs.

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

Yes. They report to the concerned person. They are fully empowered to remove themselves from such risk.

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

Yes, all employees are covered under health insurance scheme / ESI scheme / Company tie-up hospitals.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.254
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	1*
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Considered workers (other than permanent).

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

The Company is committed to provide a work environment that is as safe as reasonably practicable. The Company is a certified ISO: 45001 OSHMS. Fire extinguishers are placed at all designated places. Auto fire hydrant system network, auto deluge system, fixed foam systems are provided throughout the complex, as applicable. Periodic fire drills and mock emergency drills are conducted. Fire exits and emergency escape routes are marked appropriately. Frequently monitoring of quality of air and drinking water is carried out. In all units, incidents/accident/near miss reporting system is in place. Health, welfare and safety concerns are being taken care of as per the applicable Factories Act and Rules.

Additionally, the following measures are in place: -

- EHS Committee meetings are conducted at regular intervals.
- Employees and workers are engaged in the different programmes.
- Systems exists to identify and control hazards.

- Trainings on safe work practices are conducted regularly.
- Standard Operating Procedures are documented.
- Maintaining conducive environment for safety in general with the participation of all.

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

	FY 2022-23			FY 2021-22		
	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	8	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No reportable incident occurred in the current FY 2022-23. Below are some of the examples highlighting corrective actions to address safety-related incidents.

- 1. Occupational Hazard & Risk Assessment** - Company has various kinds of rotating, static, cryogenic & pressurized equipment that may have occupational impact hazard. Company also handles hazardous chemicals, hydrocarbon, pressurized equipment on site – it may be possibility of leakage, spillage, fire, exposure & other hazard.

Mitigation Measures: Periodic facility and process activity related hazard identification & risk assessments are carried out. Corresponding to the level of risk, control measures are identified. Risk mitigation measures applied as per Hierarchy of control as per OSHA guideline e.g., Elimination, Substitution, Engineering, Administrative and PPEs. Furthermore, the defined actions are implemented.

- 2. Process Hazard & Associated Risk-** Since the chemical plant handles various process hazards & hazardous chemicals, which may lead to fire, explosion, and toxic release. Although these process hazards are associated with incidents which occur at low frequencies but can have catastrophic consequences.

Mitigation Measures: Company has “disciplined management system framework for managing the integrity of operating systems and processes that handle hazardous substances,” and the goal is to prevent unplanned releases of hazardous materials or energy to prevent structural failure or loss of stability that could lead to a major incident. The Company has well established system for employee participation in process, process information to understand the hazards posed by the plant activities, Operating procedures & Process & Safety Training. The Company has system to carry out Hazardous and Operability Study (HAZOP), Quantitative risk assessment (QRA) and Pre-startup safety review (PSSR) for new project, modification in consideration to risk associated with it. All the jobs inside the plant premises are carried out only after permit system.

System to process any changes through Management of change and carry out all the incident investigation for corrective and preventive action. The Company has also developed onsite emergency plan to handle any emergency and carry out drill time to time.

- 3. Significant health risk – Covid-19 management –** It was pandemic posed a big risk to the health of all stakeholders at site (employees, contractors, third party distribution centers etc.).

Mitigation Measures: This was mitigated by implementing a robust Emergency Handling Procedure for COVID 19 handling with focused on temperature screening, sanitization, hand and respiratory hygiene and social distancing. Still Sanitization facilities installed at various place and maintain the hygiene.

Leadership Indicators

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

Employees: Yes.

Workers: Yes.

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

The Company monitors and tracks statutory dues and its compliances applicable on the value chain partners on monthly basis.

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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	NA	NA
Workers	0	1*	NA	1*

*Considered workers (other than permanent). Employment opportunity was provided by the Value Chain Partner to the son of deceased.

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)

The Company does not have a specific programme for transition support. However, assistance is given on the basis of individual circumstances.

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

Essential Indicators

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

The Company identifies and engages with various stakeholders with the intention of understanding and addressing their expectations and developing strategies of the Company. The internal and external groups of key stakeholders identified on the basis of their immediate impact on the operations and working of the Company. The Company also follow High Level Structure ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018 and SA 8000:2014 as a standard procedure for stakeholder identification.

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
Investors	No	Meetings, Letters, Annual General Meeting, Quarterly earning calls and Investor presentation conferences as well as regular disclosures to Stock Exchange & updates on website of the Company.	Quarterly/As per need meetings are conducted.	Developing a long-term communication route with our investor. To update on Company's performance and growth prospects inform on how the Company is performing and what it plans to do in near term future.
Employees	No	Emails, Meetings, Notices, wellness initiatives, intranet, websites, circulars etc.	Ongoing	Employees wellbeing, growth opportunities, improvement areas, trainings & awareness, health & safety etc.
Local Communities	No	Meetings	Ongoing	Upliftment of societies, Health, education, drinking water, skill development, sanitation, Livelihood opportunities etc.
Customers	No	Websites, emails, Advertisements, trade body memberships, complaints' management etc.	Ongoing	Product quality and availability, responsiveness to needs, Innovative Products, responsible guidelines/ manufacturing, and safety awareness.

Government	No	Working with local / state / national government bodies, authorities and different industry bodies etc.	Ongoing	Compliance requirement, Participation / representation in various industry meets, proactive engagements.
Suppliers	No	Partnership meets, plant visits etc.	Ongoing	Fair and long term business relations, Value creation, Quality and timely delivery and availability.

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 concerned department(s) regularly interact with the aforesaid stakeholders and accordingly updates are provided.

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. Basis of inputs, relevant SOP's / Policies / Procedures are aligned.

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

The Company is dedicated to fulfilling the community's changing needs. The Company assesses the needs of the communities in which it operates. The identified needs are fulfilled through CSR activities of the Company and with the help of local NGO's.

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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total C	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	861	25	3%	790	0	0%
Other than permanent	264	0	0%	75	0	0%
Total Employees	1,125	25	2%	865	0	0%
Workers						
Permanent	423	20	5%	378	0	0%
Other than permanent	1,874	30	2%	1,778	0	0%
Total Workers	2,297	50	2%	2,156	0	0%

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

Category	FY 2022-23					FY 2021-22				
	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										
Male	836	0	0%	836	100%	767	0	0%	767	100%
Female	25	0	0%	25	100%	23	0	0%	23	100%
Other than Permanent										
Male	260	177	68%	83	32%	75	0	0%	75	100%
Female	4	0	0%	4	100%	0	0	0%	0	0%

Workers										
Permanent										
Male	423	0	0%	423	100%	378	0	0%	378	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	1675	660	39%	1015	61%	1654	519	31%	1135	69%
Female	199	199	100%	0	0%	124	124	100%	0	0%

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	2	5,29,99,115	1	3,34,73,596
Key Management Personnel	3	74,80,061	0	NA
Employees other than BoD and KMP	660	6,21,379	18	7,90,909
Workers	309	3,98,584	0	NA

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. The Company has all the statutory and regulatory committees governed by various laws and regulations as applicable to the Company. The Company has also adopted a Code of Conduct and an Ethics policy defining employee responsibility and acceptable employee conduct. The Company also has open door culture to address all the human rights issues.

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

- Employees are free to share their Human Rights related grievances to their Supervisors/Manager through Email, Personal Interaction, Written Communication and observation by other employees.
- Supervisors/Managers shall forward the grievances to concerned site HR and Management team.
- Site HR shall evaluate the grievance and update management and further take appropriate action to resolve the issue after consent of management.
- Site HR monitor the progress and update to management accordingly and if required HR will take support from other authorities as the case may be.
- After the grievance is addressed properly/resolved, it is communicated to the concerned employees.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The Company is dedicated to a harassment-free workplace, including sexual harassment, and has zero tolerance for such unacceptable behaviour. The Company promotes the reporting of any concerns about harassment and responds to complaints about harassment or other unwelcome or offensive behaviour. The Grievance Redressal Process and the POSH Policy include mechanisms to protect the complainant in cases of harassment. The principle of process guarantee that there is no victimisation. Our Company forbids retaliation against any employee for legitimate grievances, while also protecting the rights of the accused.

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

Yes. The Company encourage and uphold human rights requirement while entering into agreements and contracts in true letter and spirit.

9. Assessments for the year:

Yes. The Company is compliant to all applicable statutory and regulatory compliance with respect to below criteria and is being inspected by authorities from time to time. Beside this, Company's Kashipur plant is SA 8000:2014 certified from more than 10 year and every year third party audit by certification body (DNV) is conducted.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/Involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	-

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

Nil

Leadership Indicators

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

The Company has established a mechanism for addressing grievances and the same has been disseminated to all employees, concerned stakeholders, external stakeholders including Third Party Resources, Contractors, Vendors, Suppliers, etc. and same is also being endorsed in our agreements/contracts. No complaints have been received. However, the Company's business processes are being always aligned to the extent possible for addressing human rights grievances / complaints.

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

The Company is compiled through compliance assessment of Human Resources, Occupational Health & Safety, Environment and Business Integrity and verifies, through independent auditors, that all its business operations comply with the required social and environmental aspects framed in the Business Principles and local legislations.

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. Necessary arrangements are in place as per Rights of Persons with Disabilities Act, 2016. Our establishments are accessible to the differently abled and we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

4. Details on assessment of value chain partners:

The Company is committed to continuously raise awareness of supply chain members to comply with applicable laws and regulations related to labour and employment, including gender diversity, human rights, child labour, wages, working hours, bribery & corruption, occupational health, safety and environment through training and self-assessments.

	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual Harassment	Nearly 100%
Discrimination at workplace	Nearly 100%
Child Labour	Nearly 100%
Forced Labour/Involuntary Labour	Nearly 100%
Wages	Nearly 100%
Others – please specify	-

*Covers Suppliers (Raw material and Manpower)

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

There were no significant risks / concerns arising from the assessment of value chain partners.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

	FY 2022-23	FY 2021-22
Total electricity consumption (A)	5,67,135	5,58,921
Total fuel consumption (B)	67,14,449	68,13,963
Energy consumption through other sources (C)	18,49,049	20,51,424
Total energy consumption (A+B+C)	91,30,635	94,24,308
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000139038	0.000139456
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

Yes. India Glycols at its Kashipur Plant have Energy Management System (ISO 50001:2018) in place and Energy consumption, energy performance monitoring is being done. Third party audit of ISO 50001:2018 (Energy Management System) is done by certification company (M/s DNV). Third Party Energy Audit is under process by M/s Saveurja Solutions. For other plants, we intend to do the same.

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

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	13,94,933	15,28,649
(iii) Third party water	3,666	3,510
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,98,599	15,32,159
Total volume of water consumption (in kilolitres)	13,98,599	15,32,159
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000213	0.0000227
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? (Y/N) If yes, name of the external agency. -

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

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

Yes, the Company has implemented zero liquid discharge mechanism at Kashipur (Ethanol unit), Gorakhpur and Dehradun plants. Further, the Company has effluent treatment in place for Chemical unit at Kashipur plant.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Kg	5,06,840	5,08,646
SOx	Kg	4,43,215	3,99,243

Particulate matter (PM)	Kg	7,41,352	9,63,338
Persistent organic pollutants (POP)	Kg	0	0
Volatile organic compounds (VOC)	Kg	0	0
Hazardous air pollutants (HAP)	Kg	0	0
Others – please specify			

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

No

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	10,26,635	9,17,832
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,27,936	1,26,110
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per rupee of turnover	0.0000175814	0.0000154477
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

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

Yes. The Company Key Energy Saving Projects at Kashipur Site which are listed below: -

Project Name		MT Co ₂ Emission reduction
Utilities	Thermact Coal Additive utilisation to reduce unburnt % in coal ash	7,335
Boiler	Slop-2, Slop furnace APH changed to reduce flue gas temperature	675
Glycols	Small compressor (C-270) instead of Existing compressor (C-280). Saving 2000 KWH power -(Plant operates at lower load)	1,640
Utilities	Thermact Coal Additive utilisation to reduce unburnt % in coal ash	6,750
Utility	Slop fired boiler operation with saving of Coal (fossil Fuel)	30,734

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4,755	0
E-waste (B)	0	0
Bio-medical waste (C)	0.39	0.26
Construction and demolition waste (D)	47	147.91
Battery waste (E)	2.06	19.87
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	241	376.44
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,21,782	1,33,986.46
Total (A + B + C + D + E + F + G + H)	1,26,827.45	1,34,530.94

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
	FY 2022-23	FY 2021-22
(i) Recycled	7.6	7.5
(ii) Re-used	0.0	0.0
(iii) Other recovery operations	0.0	0.0
Total	7.6	7.5
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
	FY 2022-23	FY 2021-22
(i) Incineration	0.0	0.0
(ii) Landfilling	9.4	29.6
(iii) Other disposal operations	1,26,810.10	1,34,493.89
Total	1,26,819.51	1,34,523.47

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

Yes, Audit conducted by third party M/s Rian Enviro Private Limited, Patna for Kashipur Plant for FY 2021-22 and same is being processed for FY 2022-23. For other plants we are planning to get it assessed in near future.

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.

India Glycols Limited is ISO 14001:2015 certified & handling of all environmental issue and waste is integral part of it. The Company manages hazardous and non-hazardous waste manage suitably as per respective guidelines. The Procedure / Management is in place as framed under Hazardous Wastes Management (“HWM”) procedure covering facilities of collection from plant, storage of hazardous and other wastes for a period not exceeding ninety days and maintain the record of sale, transfer, storage, wastes and make these records available for inspection. Other waste as Ash generated from boiler are supplied to potash plant / cement industry for use in plant with raw material and for low land filling purposes. Company have taken waste-to-wealth project and recover Potash (K₂SO₄) from waste as “Boiler Ash” and spent wash from molasses-based distillery. Plastic waste is being handled as per guidelines of Plastic Waste Management (2022) as the Company is also registered under Extended Producer Responsibility on producer side. Apart from the above, other wastes are disposed-off through authorised vendors for each category approved by the pollution control boards.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

The Company is compliant with the applicable laws/regulations/guidelines.

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

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 2022-23	FY 2021-22
From renewable sources	0	0
Total electricity consumption (A)	0	0
Total fuel consumption (B)	18,49,049	20,51,424
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	18,49,049	20,51,424
From non-renewable sources	0	0
Total electricity consumption (D)	5,67,136	5,58,921
Total fuel consumption (E)	67,14,450	68,13,963
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	72,81,586	73,72,884

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.

No

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.**

The Company has affiliations with 12 trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chamber of Commerce & Industry (FICCI)	National
2	PHD Chamber of Commerce and Industry	National
3	Federation of India Export Organizations (FIEO)	National
4	National Safety Council (NSC)	National
5	Cosmetics and Dyes Export Promotion Council (CHEMEXCIL)	National
6	Indian Chemical Council (ICC)	National
7	Shellac and Forest Products Export Promotion Council (SHEFEXIL)	National
8	Kumaun Garhwal Chamber of Commerce & Industries (KGCCI)	State
9	Chamber of Industries-Gorakhpur	State
10	All India Distillery Association	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.**

Name of authority	Brief of the case	Corrective action taken
	None	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	The Company does not promote / practice lobbying on a particular matter and discuss / raise the issue in a transparent manner related to environment, economic/sector reforms, governance, administration etc.	Being member of various organizations as above, the Company regularly interacts and initiates various discussions at the platform of these Associations/ Chambers.	No	Nil	No

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

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

Community grievances can be reported to the contact addresses given at the premises gate or on the website. Also, community grievances are collected during interaction with community during CSR activities.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	1.27%	1.23%
Sourced directly from within the district and neighbouring districts	19.95%	19.04%

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):

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Uttarakhand	Udham Singh Nagar	58,49,903

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

No. We do not have a written preferential procurement policy, however, the Company is having proper internal system for procurement from marginalised/vulnerable groups.

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:

Sr No.	Intellectual Property based on Traditional knowledge (IPR)	Owned/Acquired (Yes/No)	Benefits Shared (Yes /NO)	Basis of Calculating Benefit Share
1.	Lutein	Yes	No	Not applicable
2	Green Shogaol	Yes	No	Not applicable

* Yet to be Commercialised.

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

Name of authority	Brief of the Case	Corrective action taken
	Not applicable	

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.

The Company considers customer complaints sincerely and believes that in order to handle them effectively and successfully, it must be proactive, transparent, and solution-oriented. A well-established system is in place for dealing with customer/consumer complaints. Customers/Consumers can connect with the Company through email, telephone, feedback forms, etc. For the B2C business, to address of customer complaint a call centre has been set-up. Sales executive/promoters are directly in contact with consumers for getting the feedback related to products.

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

All the products of your Company contain relevant information as required under applicable laws.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes - The Company has an information security policy in place to secure the data held on end user devices.

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.

Nil.

Leadership Indicators

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

Consumers can access information about the Companies product through Company's website (www.indiaglycols.com), along with a dedicated email addresses for contacting relevant department.

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

The Company educate the consumers about safe and responsible usage by displaying the product information appropriately on the product label as per the applicable standards. It is always ensured that the products meet the necessary compliances.

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

All relevant stakeholders are notified regarding scheduled annual maintenance shutdown in advance. In case of any unforeseen disruptions in supply, information is conveyed through appropriate communication channel.

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 with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The product information is specified as per regulations.

The Company has a practice to carry out customer satisfaction surveys for key products at regular intervals.

5. Provide the following information relating to data breaches:

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

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