

Ref. No.: 2024-25/53

July 16, 2024

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Bandra-Kurla Complex,
Bandra (E), Mumbai 400 051
Scrip Code: COROMANDEL

BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001.
Scrip Code: 506395

Dear Sir/ Madam,

Subject : Submission of Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24.

We kindly request you to take the above submission on record.

Thanking you,

Yours faithfully,
For **Coromandel International Limited**

B Shanmugasundaram
Company Secretary and Compliance Officer

Enclosure: As above

Business Responsibility and Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L24120TG1961PLC000892
2. Name of the Listed Entity	COROMANDEL INTERNATIONAL LIMITED
3. Year of incorporation	1961
4. Registered office address	Coromandel House, 1-2-10, Sardar Patel Road, Secunderabad, Telangana - 500 003
5. Corporate address	Olympia Terraces, #15B(SP), SIDCO Industrial Estate, Guindy, Chennai, Tamil Nadu – 600 032
6. E-mail	investorsgrievance@coromandel.murugappa.com
7. Telephone	040-66997500/7300
8. Website	www.coromandel.biz
9. Financial year for which reporting is being done	2023-24
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital	INR 29,44,42,969/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. B Shanmugasundaram Company Secretary & Compliance Officer Phone: 040 66997500/7300 Email: investorsgrievance@coromandel.murugappa.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).	Standalone
14. Name of assurance provider	TUV India
15. Type of assurance obtained	Limited

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY 24)
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Nutrients & Crop Protection	20122, 20211	100%

III. Operations**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	18	8	26
International	0	8	8

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States/UTs)	24 (including States & UTs)
International (No. of Countries)	52

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

4.9%

c. A brief on types of customers

The Company serves domestic and global nutrients and agrochemical manufacturers, distributors, dealers, state and central government co-operatives and Farmer Producer Organizations (FPOs). Retail business unit of the company directly serves farmers via a network of around 750 rural retail stores.

IV. Employees**20. Details as at the end of Financial Year:****a. Employees and Workers (including differently abled):**

S. No.	Particulars	Total (A)	No. (B)	Male % (B / A)	No. (C)	Female % (C / A)
EMPLOYEES						
1.	Permanent (D)	4133	3952	95.6%	181	4.4%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	4133	3952	95.6%	181	4.4%
WORKERS						
4.	Permanent (F)	1206	1204	99.8%	2	0.2%
5.	Other than Permanent (G)*	10947				
6.	Total workers (F + G)	12153				

*Gender classification not available for Contract workers

Note:

- All management people have been considered permanent employees
- All associates and non-management people have been considered permanent workers
- All contract workers have been considered other than permanent workers

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	No. (B)	Male % (B / A)	No. (C)	Female % (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	9	8	88.9%	1	11.1%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	9	8	88.9%	1	11.1%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than Permanent (G)*	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women

As on 31st March 2024	Total (A)	No. (B)	No. and percentage of Females % (B / A)
Board of Directors	9	1	11%
Key Management Personnel*	2	1	50%

*Executive Vice Chairman and 2 Executive Directors have been included in Board of Directors segment and hence, excluded from KMP segment.

22. Turnover rate for permanent employees and workers

Category	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.9%	24.86%	18.24%	22.8%	32.1%	23.21%	19.6%	20.8%	19.65%
Permanent Workers	9.63%	50.0%	9.7%	8.9%	0%	8.9%	8.2%	0%	8.2%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Dare Ventures Limited	Subsidiary	100	No
2	Coromandel Chemicals Limited	Subsidiary	100	No
3	Coromandel Technology Limited	Subsidiary	100	No
4	Coromandel Solutions Limited	Subsidiary	100	No
5	Dhaksha Unmanned Systems Private Limited	Subsidiary	51.02%	No
6	Coromandel Brasil Limitada	Subsidiary	100	No
7	Coromandel Australia Pty Ltd	Subsidiary	100	No
8	Coromandel Agronegocios de Mexico SA de CV	Subsidiary	100	No
9	Parry America, Inc.	Subsidiary	100	No
10	Coromandel International (Nigeria) Limited	Subsidiary	100	No
11	Coromandel America S.A	Subsidiary	99.98	No
12	Sabero Argentina S.A	Subsidiary	95	No
13	Coromandel Mali SASU	Subsidiary	100	No
14	CFL Mauritius Limited	Subsidiary	100	No
15	Yanmar Coromandel Agrisolutions Private Limited	Joint Venture	40	No
16	Coromandel Crop Protection Philippines Inc.	Associate	40	No

VI. CSR Details

- 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
- (ii) Turnover (in Rs.) - 22,308 Cr
- (iii) Net worth (in Rs.) - 9,403 Cr

VII. Transparency and Disclosures Compliances

- 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy) ⁴⁹	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
		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	Formal grievance redressal policy is not in place. Through CSR activities the company takes care of the concerns and grievances of the communities	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes To facilitate faster redressal of investors' grievances the Company has created an exclusive e-mail ID: Investorsgrievance@coromandel.murugappa.com.	0	0	NA	0	0	NA
Shareholders	Yes Shareholders may lodge their query/complaints addressed to this e-mail id : investorsgrievance@coromandel.murugappa.com or to RTA 's e-mail id einward.ris@kfintech.com.	0	0	0	0	0	
Employees and workers	Yes https://www.coromandel.biz/wp-content/uploads/2022/08/Whistle-Blower-Policy-F.pdf Policy of Prevention of Sexual Harassment (POSH)	4	0	(This includes only the number of complaints reported by Employees to the Ombudsman as well as POSH related complaints)	3	1	(This includes only the number of complaints reported by Employees to the Ombudsman as well as POSH related complaints)
Customers	Yes The Toll-free - Hello Gromor center phone number are provided in all packs for enabling customers to register their queries and complaints.	236	0	NA	44	0	NA

Value Chain Partners	Yes https://www.coromandel.biz/wp-content/uploads/2022/08/Whistle-Blower-Policy-F.pdf	0	0	NA	0	0	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

- 26. Overview of the entity's material responsible business conduct issues –

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

Please refer to page no. 72-74 under Materiality Assessment section

⁴⁹GRI 2-25

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y (Code of Conduct, Code for Practices and Procurement for Fair Disclosure of Unpublished Price Sensitive Information, Coromandel Guide to Business Conduct, Policy on RPT, Whistle-blower Policy)	Y (Product Stewardship Policy, Sustainable Procurement Policy)	Y (Coromandel Guide to Business Conduct, EHSQ Policy, Prevention of Sexual Harassment Policy)	Y (Code for Practices and Rights Procedure for Fair Price Sensitive Information, Coromandel Guide to Business Conduct)	Y (Human Rights Policy)	Y (Environment Policy, EHSQ Policy)	Y (Coromandel Guide to Business Conduct)	Y (CSR Policy)	Y (Coromandel Guide to Business Conduct)
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.coromandel.biz/investors/policies/ https://www.coromandel.biz/wp-content/uploads/2022/01/CSR-Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	GRI, Integrated Reporting Council's (IIRC) Integrated Reporting <IR> Framework	ISO 9001, ISO 14001, ISO 14040/44	ISO 45001	GRI, Integrated Reporting Council's (IIRC) Integrated Reporting <IR> Framework	SA8000*	GRI, ISO 14001	GRI, Integrated Reporting Council's (IIRC) Integrated Reporting <IR> Framework	GRI	ISO 9001, ISO 14001, ISO 27001*
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to page no 67 of the Integrated annual Report of FY 24								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Coromandel has set the long term ESG targets during 2023-24 and same are being monitored and progress will be reported against these from next financial year.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)⁵⁰	Sustainability lies at the heart of company's operational ethos, influencing every facet of its business practices and customer interactions. Its solutions are meticulously designed with a steadfast dedication to environmental stewardship, ensuring sustainable outcomes across all operations. As part of its ESG commitments, Coromandel has finalized the targets and strengthened the governance mechanism. Three key strategic pillars around which targets have been framed include:								
	<ul style="list-style-type: none"> Protecting the Planet – Energy, water, Waste Minimizing Resource Use – Emissions, Waste, Green solutions Inclusive Growth – Customer, Communities, Employees, Vendors, Governance 								
	During the year, Coromandel set up a 6 million litres per day desalination plant and installed waste heat recovery system from Sulphuric acid plant for power generation at Vizag, ensuring responsible resource management. The War on Waste (WoW) initiative, introduced at Coromandel's technical and formulation sites, aims to eradicate all forms of waste within the system, whether tangible or intangible. Company introduced Nano DAP along with 12 other resource efficient solutions. In addition to the new products, Coromandel has also introduced services like drone-based spraying and crop diagnostics which can significantly improve sustainable agri practices. With the improved level of disclosures, Coromandel attained a score of 61 in DJSI Corporate Sustainability Assessment (50 in 2022) and features amongst the Top 5 percentile companies in Chemicals segment.								

⁵⁰GRI 2-22

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Corporate Social Responsibility & Sustainability Committee																	
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 Company has a Board level Corporate Social Responsibility & Sustainability Committee. This Committee provides strategic direction to implement sustainability roadmap and advises the management to ensure alignment of social and environmental aspect with business objectives. The committee is comprised of: (i) Mr. Arun Alagappan (Chairman) - Executive Vice Chairman (ii) Dr. Deepali Pant Joshi (Member) - Non-Executive & Independent Director (iii) Mr. S Sankarasubramanian (Member) - Executive Director (iv) Dr. Raghuram Devarakonda (Member) - Executive Director Position in bracket pertains to the committee responsibility.																	
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	P9
Performance against above policies and follow up action	Yes, the review is undertaken by the Company																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the review is undertaken by the Company																	
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.	Yes, Third Party Assurance for FY 2023-24 is carried out by TUV India.																	

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)	Not Applicable								
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								

*Internal policies have been developed based on the standard

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	5	Board of Directors and Key Managerial Personnel (KMP) had dedicated their time throughout the year to stay informed about updates specific to the company, regulations including environment, social and governance aspects. These discussions encompassed valuable insights on various principles. Additionally, Independent Directors are familiarized about the Company's operations and businesses through a curated 'Familiarisation Programme'.	100%
Key Managerial Personnel (KMPs)	5	Topics covered include Coromandel Guide to Business Conduct (CGBC), Whistle Blower Policy, Prevention of Sexual Harassment (PoSH) – conducted through virtual training platform Vidhya Online	100%
Employees other than BoD and KMPs	5		100%
Workers	0		0%

*Executive Vice Chairman and 2 Executive Directors have been included in Board of Directors segment and hence, excluded from KMP segment.

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):

a. 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				
4	Tamil Nadu Pollution Control Board (TNPCB)	5,92,50,888	Leakage in the ammonia subsea pipeline near shoreside, outside the plant premises at Ennore	N
Compounding fee				
2	Legal Metrology Inspector, Rajamahendravaram, Andhra Pradesh	75,000	The compounding fee is to be paid for contravention of Section18(1) of the Legal Metrology Act, 2009 read with Rule 21 of the Legal Metrology (Packaged Commodities Rules), 2011.	N

2	Legal Metrology Inspector, Rajamahendravaram, Andhra Pradesh	75,000	The compounding fee is to be paid for contravention of Section18(1) of the Legal Metrology Act, 2009 read with Rule 21 of the Legal Metrology (Packaged Commodities Rules), 2011.	N
2	Hon'ble Judge, Labour Court / First Class Judicial Magistrate, Valsad, Gujarat	1,00,000	The fine of Rs.1 Lakh was paid by the Company for and in relation to contravention of Section 7A(2)(c) of the Factories Act, 1948 at the Company's plant at Sarigam (Gujarat).	N
4	GST Authority, Joint Commissioner, Secunderabad, Telangana	29,616	Penalty is proposed on availment of ineligible Input Tax Credit	N
2	Assistant Controller, Legal Metrology Narasaraopet, Andhra Pradesh	30,000	Contravention of Section 18 and 36 of the Legal Metrology Act, 2009 read with Rule 9(9) and Rule 18(1) of the Legal Metrology (Packaged Commodities) Rules, 2011.	N
2	Assistant Controller, Legal Metrology Narasaraopet, Andhra Pradesh	75,000	Contravention of Section 18 and 36 of the Legal Metrology Act, 2009 read with Rule 9(9) and Rule 18(1) of the Legal Metrology (Packaged Commodities) Rules, 2011.	N
2	Inspector, Legal Metrology Nandyal, Andhra Pradesh	20,000	Contravention of Section 18 and 36 (2) of Legal Metrology (Packaged Commodities) Rules, 2011.	N
2	Chief Judicial Magistrate Faridkot, Punjab (the Court)	2,00,000	Contravention of Section 19(a) (c)(v)(vii) of Fertilizer Control Order 1985 read with Section 7 of Essential Commodities Act, 1955 read with Section 12AA of the Essential Commodities Act, 1955.	N

Settlement			
NIL			
b. Non-Monetary			
NGRBC Principle	Name of the regulatory/ enforcement agencies/Judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil		NA
Punishment	Nil		NA

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

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

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 policy⁵¹.

Yes, the company has implemented an Anti-Corruption and Anti-Bribery Policy, which is incorporated into the Coromandel Guide to Business Conduct, and this policy applies to all employees throughout the organization. Additionally, the company has established a Whistle-blower Policy and Vigil Mechanism aimed at offering a channel for Directors, Employees, customers, and vendors to voice their concerns. This initiative is in alignment with Coromandel's dedication to upholding the utmost standards of ethical, moral, and legal business behaviour, as well as its pledge to transparent communication.

Coromandel Guide to Business Conduct is accessible on the company's website at: <https://www.coromandel.biz/wp-content/uploads/2023/03/Coromandel-Guide-to-Business-Conduct.pdf>

The Whistle-blower Policy as of the Company is available on the Company's website at: <https://www.coromandel.biz/wp-content/uploads/2022/08/Whistle-Blower-Policy-F.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption⁵².

	FY 2024 Current financial Year	FY 2023 Previous financial Year
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY2024 Current financial Year		FY2023 Previous financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY2024 Current financial Year	FY2023 Previous financial Year
Number of days of accounts payables	119	83

9. Open-ness of business

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

Parameter	Metrics	FY2024 Current financial Year	FY2023 Previous financial Year
Concentration of Purchases[^]	a. Purchases from trading houses as % of total purchases	38%	37%
	b. Number of trading houses where purchases are made from	129	125
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	88%	86%
Concentration of Sales[*]	a. Sales to dealers / distributors as % of total sales	44%	36%
	b. Number of dealers / distributors to whom sales are made	12623	12228
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributor	5.3%	4.6%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.4%	0.1%
	b. Sales (Sales to related parties / Total Sales)	0.2%	0.2%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.2%	9.1%
	d. Investments (Investments in related parties / Total Investments made)	25.1%	39.2%

^{*}Subsidy portion of the sales realization not considered for Dealers/ distributors sales computation

[^]Includes raw material purchases

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	N/A	N/A

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 same⁵³.

Yes, Coromandel has Code of Conduct for the Board and Senior Management in place https://www.coromandel.biz/wp-content/uploads/2021/07/CodeOfConductForDirectors_2019.pdf

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.

	FY2024 Current financial Year	FY2023 Previous financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	R&D investments are focused on developing sustainable technologies, advancing green chemistries and improving process efficiencies improvements. Major areas of R&D spend during the year included setting up of Nano Technology Center, new product development and resource efficiency. In addition, Coromandel's Bio business is focusing on developing green solutions using plant based extracts and microbials.
Capex	100%	92%	

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

Yes. Coromandel's Organic and Bioproducts business sources most of its raw material/ finished product requirements from natural sources.

⁵²GRI 205-3

⁵³GRI 2-15

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

1.0%

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

To safely reclaim products for reuse, recycling, and disposal at the end of their life, there are specific processes for different types of waste:

Plastics (including packaging): Collection points inside the plants for inhouse generated plastic waste and then disposal through the authorised recycler and for the packaging materials, partnerships with waste aggregators and the recycling through the authorised recyclers according to environmental regulations.

E-waste: Collection points inside the plants for inhouse generated E- waste and then disposal through the authorised recycler by Safely dispose of any non-recyclable or hazardous components according to environmental regulations.

Hazardous Waste: Hazardous waste is identified and segregated and then stored safely in the designated storage area as the per the material characteristic and then Hazardous waste is disposed off as per the Hazardous Waste Management rules and permission granted by the authorities. Certain waste which has been granted permission to reuse in the process are recycled back and certain waste are disposed off through the authorised waste recycling agencies in accordance with Law.

Other Waste

General Waste (Non-Recyclable): Collect general waste that cannot be recycled or reused are disposed off through the authorised agency for the waste-to-energy facilities or landfills for disposal.

Organic Waste: Collect organic waste such as food scraps and yard waste and processed through the through composting for use a manure

Construction and Demolition Waste: Collect and sort construction and demolition waste materials.

Recycle materials like concrete, wood, and metal.

Safely dispose of any non-recyclable waste.

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.

As a registered Brand Owner and Importer under the Plastic Waste Management Rules of 2016, Coromandel collaborates with designated partners to responsibly recycle plastic waste across its facilities. It has submitted a waste collection plan in accordance with the Extended Producer Responsibility (EPR) Plan. In FY 2023-24, the company successfully recycled 10,326 MT of plastic waste under Extended Producer Responsibility (EPR) guidelines.

Leadership Indicators

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

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.
20211	Crop protection products produced at Dahej	1.8%	Cradle to Grave	Yes	No

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

Name of Product / Service	Description of the risk / concern	Action Taken
	Based on the LCA carried out for select products in Crop Protection, Solvent recovery (Solvents like Toluene, Dimethyl Formamide, Acetonitrile, etc.) and reuse was proposed as a measure that can bring down the GHG by 37% and overall impact by 26%.	

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)⁵⁴

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Past Financial Year
	Not Applicable	

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		10,326			9,953	
E-waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Hazardous waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Other waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

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
	The Company's products are designed to be applied in farms and easily absorbed by the soil, resulting in no hazardous waste generation at the consumer end. We reclaim the plastic packaging material of our products as per the Extended Producer Responsibility Plan. The Company reclaimed and recycled 10,326 MT plastic packaging material in FY 2022-23.

⁵⁴GRI 301-2

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	3952	3952	100%	3952	100%	NA	NA	3952	100%	NA	NA
Female	181	181	100%	181	100%	181	100%	NA	NA	NA	NA
Total	4133	4133	100%	4133	100%	181	100%	3952	100%	NA	NA
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

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	1204	1204	100%	1204	100%	0	0%	0	0%	0	0%
Female	2	2	100%	2	100%	0	0%	0	0%	0	0%
Total	1206	1206	100%	1206	100%	0	0%	0	0%	0	0%
Other than Permanent employees											
Male			100%		100%	0	0%	0	0%	0	0%
Female			100%		100%	0	0%	0	0%	0	0%
Total	10947		100%		100%	0	0%	0	0%	0	0%

*Gender classification not available for Contract workers

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	FY2024 Current financial Year	FY2023 Previous financial Year
Cost incurred on wellbeing measures* as a % of total revenue of the company	0.09%	0.07%

*includes Health & Accident insurance

2. Details of retirement benefits.

Benefits	FY2024 Current financial Year			FY2023 Previous financial Year		
	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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	23%	23%	Yes	11%	10%	Yes
Other						

*Covers 100% of eligible employees

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.

Coromandel's Corporate office in Chennai is accessible to differently abled employees and workers. While all of the current facilities may not be fully equipped for differently abled individuals, company is actively working to improve accessibility across the organization.

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.

No separate policy is in place, but Coromandel believes in fostering an inclusive workplace and does not discriminate based on any factor, including gender, nationality, culture, age, disability, etc.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	85%	NA	NA
Female	100%	100%	NA	NA
Total	100%	85%	NA	NA

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 (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes, the grievance mechanism is as per the whistle-blower policy under which Directors, employees, customers, and vendors can register concerns and violations of Coromandel's ethical, moral, and legal business conduct standards.
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

Category	FY2024 Current financial Year			FY2023 Previous financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	4133	0	0%	3883	0	0%
Male	3952	0	0%	3665	0	0%
Female	181	0	0%	168	0	0%
Total Permanent Workers	1206	812	67%	1231	877	71%
Male	1204	811	67%	1228	875	71%
Female	2	1	50%	3	2	67%

8. Details of training given to employees and workers:

Category	FY2024 Current financial Year					FY2023 Previous financial Year				
	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)
Permanent Employees										
Male	3951	3663	93%	2741	69%	3665	3282	90%	3337	91%
Female	181	108	60%	74	41%	168	34	20%	115	68%
Others	0	0	0%	0	0%	0	0	0%	0	0%
Total	4133	3771	91%	2815	68%	3883	3316	87%	3452	90%
Permanent Workers										
Male	1204	947	79%	277	23%	1228	1228	100%	1228	100%
Female	2	2	100%	0	0%	3	3	100%	3	100%
Others	0	0	0%	0	0%	0	0	0%	0	0%
Total	1206	949	79%	277	23%	1231	1231	100%	1231	100%

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

Category	FY2024 Current financial Year			FY2023 Previous financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	3952	3952	100%	3665	3339	91.1%
Female	181	181	100%	168	159	94.6%
Others	0	0	-	0	0	0%
Total	4133	4133	100%	3833	3498	91.2%
Permanent Workers						
Male	1204	1204	100%	1228	1228	100%
Female	2	2	100%	3	3	100%
Others	0	0	-	0	0	0%
Total	1206	1206	100%	1231	1231	100%

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, what is the coverage of such a system?

Yes, Coromandel International Limited has implemented several Environment, Occupational Health, and Safety (E&OHS) policies and programs to ensure the safety of its workers, clients, and the environment. Its comprehensive E&OHS management system has various aspects, including:

- Risk assessment
- Incident reporting and investigation
- Emergency response planning
- Training and awareness initiatives

Furthermore, we conduct routine safety audits and evaluations to identify and reduce risks and continually enhance our E&OHS performance.

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

To manage inherent hazards, Coromandel has implemented a Process Safety Management System (PSMS) across all manufacturing sites. Aligned with OSHA CFR 1910.119 guidelines, the PSMS proactively identifies, understands, and controls workplace hazards to prevent incidents that could harm employees, the community, and the environment. Integrated into plant management, it covers hazardous chemicals and energy systems like ammonia, sulphuric acid, high-pressure steam, instrument air, and vacuum.

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

Yes, the workers are using HIRA framework to report work related hazards.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

Yes, the company provides a medical check-up once every two years. For employees older than 40 years, the health check is done once a year.

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

Safety Incident/Number	Category	FY2024 Current financial Year	FY2023 Previous financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.16	0
	Workers	0.05	0.30
Total recordable work-related injuries	Employees	3	1
	Workers	5	9
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	1	6

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

The company has taken below mentioned measures to ensure a safe and healthy workplace:

- Regular advisories/communications to all employees
- Monitoring employee health status
- Strengthen security & safety procedures
- Strict compliance to the policies laid down for shutdown and restarting the production activities
- Identification of critical activities and ensuring actions are being taken
- Established Business Continuity Plans

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

	FY 2024 Current financial Year			FY 2023 Previous financial Year		
	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	
Health & Safety						

14. Assessments for the year

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

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

Not applicable

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.

Coromandel does monthly reconciliation of recording of GST charged by the supplier and availing of input tax credit in its books with the data populated from the supplier in the GST portal on filing of return and remittance of tax by the supplier. Through this mode, it is possible to identify the GST defaulters and accordingly alert the concerned stakeholders as well as SSC to block such GST defaulter's payment. Currently, the business is in the process of automating this process.

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:

	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	
	FY2024 Current financial Year	FY 2023 Previous financial Year	FY2024 Current financial Year	FY 2023 Previous financial Year
	Employees	0	0	0
Workers	2	6	0	2

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)

No, there are no structured transition assistance programs in place.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Company plans to undertake ESG assessment of the key suppliers in FY24-25.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

To mitigate health and safety risks associated with the practices and working conditions of value chain partners, the Company's integrated nutrient marketing structure—supported by a dedicated team of agronomists and Nutri-clinics—provides valuable guidance and advice to farmers, the end-user consumers. This support system ensures that farmers receive essential information and recommendations for the responsible use of its products, safeguarding their health and promoting safe practices in agricultural operations.

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 has identified both internal and external stakeholders who have a direct influence on its operations and activities.

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

Please refer page no 68-69 of Stakeholder Engagement

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.

Coromandel's management regularly engages with its key stakeholders, including customers, investors, suppliers, employees, and communities. Additionally, the company's CSR & Sustainability Committee provides updates to the Board on the progress of its initiatives.

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 engages with stakeholders through a materiality assessment to determine and prioritize the various economic, environmental, and social concerns. Coromandel is committed to a participatory approach with communities, acknowledging their unique identities and concentrating on their combined capabilities. The company supports by providing essential resources to strengthen communities and steer them towards comprehensive social progress. Coromandel is a proponent of fostering both public and private partnerships, and it actively works to enhance these collaborations by developing local expertise. In alignment with its community development initiatives, the company focuses on ensuring that each of its projects delivers a tangible benefit. It also carries out Social Impact Assessment of its CSR programs periodically to understand their impact.

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

Coromandel is engaged in community engagement addressing the concerns of vulnerable/marginalized stakeholder groups:

- Conducted women livelihood programs – empowering women with marketable skills
- Youth empowerment programs by conducting career orientation programs
- Making the stakeholders part of the program to mentor, volunteer and also being part of distribution of assets to the stakeholders of the community
- Collaborated with Jal seva charitable foundation for sustainable access to drinking water to build model water secure villages with properly designed infrastructure and robust operations & maintenance

Further details available in the Corporate Social Responsibility Section under Social and Relationship Capital.

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	FY2024			FY2023		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	4133	4133	100%	3833	3333	87%
Other than permanent	0	0	0%	0	0	0%
Total employees	4133	4133	100%	3833	3333	87%
Workers						
Permanent	1206	1206	100%	1231	1231	100%
Other than permanent	10947	10947	100%	7636	7636	100%
Total workers	12153	12153	100%	8867	8867	100%

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

Category	FY2024 Current financial Year					FY2023 Previous financial Year				
	Total (A)	Equal to Minimum Wage No. (B)	% (B/A)	More than Minimum Wage No. (C)	% (C/A)	Total (D)	Equal to Minimum Wage No. (E)	% (E/D)	More than Minimum Wage No. (F)	% (F/D)
Employees										
Permanent										
Male	3952	-	-	3952	100%	3665	-	-	3665	100%
Female	181	-	-	181	100%	168	-	-	168	100%
Total	4133	-	-	4133	100%	3833	-	-	3833	100%
Other than Permanent										
Male	0	-	-	0	0%	0	-	-	0	0%
Female	0	-	-	0	0%	0	-	-	0	0%
Total	0	-	-	0	0%	0	-	-	0	0%
Workers										
Permanent										
Male	1204	-	-	1204	100%	1228	-	-	1228	100%
Female	2	-	-	2	100%	3	-	-	3	100%
Total	1206	-	-	1206	100%	1231	-	-	1231	100%
Other than Permanent										
Male	-	-	-	-	100%	7557	-	-	7557	100%
Female	-	-	-	-	100%	79	-	-	79	100%
Total	10947	-	-	10947	100%	7636	-	-	7636	100%

3. Details of remuneration/salary/wages, in the following format⁵⁵:

a. Median remuneration / wages:

	Gender	Total Number	Median remuneration/salary/wages of respective category (INR)
Board of Directors (BoD)	Male	8	312.23
	Female	1	16.90
Key Managerial Personnel	Male	0*	NA
	Female	1	391.72 [^]
Employees other than BoD and KMP	Male	3949	6.83
	Female	180	9.95
Workers	Male	1204	5.47
	Female	2	6.26

*KMP who are directors are covered under BoD

* Key Managerial Personnel who are the employees for the whole year has been considered for calculating median remuneration.

[^] does not include perquisite value of ESOP exercised during the year.

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

	FY2024 Current financial Year	FY2023 Previous financial Year
Gross wages paid to females as % of total wages	3.6%	3.6%

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 Chief Human Resource Officer (CHRO) is the nodal authority responsible for addressing any human rights impacts or issues caused or contributed to by the business. Moreover, Ms. Jayashree Satagopan, a Key Managerial Personnel, is the Chairperson of the Internal Compliance Committee - PoSH.

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

The Murugappa Group holds a deep commitment to human rights, which is reflected in Coromandel's ethos. The Coromandel Guide to Business Conduct (CGBC) underscores the significance of human rights respect across all business interactions. This commitment extends to safeguarding fundamental rights, preventing sexual harassment and discrimination, and complying with safety, health, and environmental (SHE) standards. Coromandel has established comprehensive management systems and policies, including the HR Policy, Training and Communication, and the 5S policy, to ensure human rights are protected. The company guarantees that 100% of its employees and permanent workers are compensated above the minimum wage threshold. Additionally, contract workers are remunerated at rates surpassing the legally mandated minimum wages.

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

	FY2024 Current financial Year			FY2023 Previous financial Year		
	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	4	0	N/A	3	1	N/A
Discrimination at workplace	0	0	N/A	0	0	N/A
Child Labour	0	0	N/A	0	0	N/A
Forced Labour/ Involuntary Labour	0	0	N/A	0	0	N/A
Wages	0	0	N/A	0	0	N/A
Other human rights related issues	0	0	N/A	0	0	N/A

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

	FY2024 Current financial Year	FY2023 Previous financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	3
Complaints on POSH as a % of female employees / workers	2%	2%
Complaints on POSH upheld	4	2

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

The Company's Whistleblower Policy strictly safeguards the confidentiality of the complainant. All personnel involved in processing the complaint, as well as those who may encounter any related information, are committed to maintaining confidentiality, while also taking into account any legal responsibilities and limitations.

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

Yes, human rights requirements are part of all its labour agreements and contracts.

10. Assessments of the year

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

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

Internal audit and external audits are in place, and corrective actions are being taken by the inquiry/committee.

Leadership Indicators

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

The company adopted Human Rights Policy during FY 2021-22. There have been no grievances / complaints reported during the period.

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

The company does not conduct human rights due diligence.

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?

Company's corporate office in Chennai is accessible to differently abled employees and workers. While all of the current facilities may not be fully equipped for differently abled individuals, company is actively working to improve accessibility across the organization.

⁵⁵GRI 405-2

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%. Company plans to carry out ESG assessment of the key suppliers in FY24-25.
Discrimination at workplace	At the time of vendor onboarding, the Company gets undertaking from the vendor regarding implementing sound labour policies including refraining from child labour, sexual harassment, discrimination, wage etc
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

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

Essential Indicators

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

Parameter	Unit of measurement	FY2024 Current financial Year	FY2023 Previous financial Year
From renewable sources			
Total electricity consumption (A)	GJ	21293.07	21573.00
Total fuel consumption (B)	GJ	4214.58	862.00
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	25507.65	22435
From non-renewable sources			
Total electricity consumption (D)	GJ	792989.94	837310.99
Total fuel consumption (E)	GJ	1515204.00	2167406.00
Energy consumption through other sources (F)	GJ	437505.22	148289.16
Total energy consumed from non-renewable sources (D+E+F)	GJ	2745699.16	3153006.15
Total energy consumed (A+B+C+D+E+F)	GJ	2771206.81	3175441.15
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/Rupee turnover	0.00001059	0.00001022
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	0.00001113	0.00001060
Energy intensity in terms of physical output	-	0.58	0.71
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, Third Party Assurance for FY 2023-24 has been carried out by TUV India Pvt. Ltd.

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.

None of our plants are part of PAT scheme

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

Parameter	FY2024 Current financial Year	FY2023 Previous financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	697350.30	667139.30
(ii) Groundwater	739249.00	388260.46
(iii) Third party water (Municipal water supplies)	4199595.00	4892711.00
(iv) Seawater / desalinated water	1206192.00	83224.00
(v) Others (Rainwater storage)	NA	NA
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	6842386.3	6031334.76
Total volume of water consumption (in kiloliters)	6395206.49	5608589.76
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00002903	0.00001894
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00003050	0.00001963

Water intensity in terms of physical output	1.59	1.32
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

Yes, Third Party Assurance for FY 2023-24 has been carried out by TUV India Pvt. Ltd.

4. Provide the following details related to water discharged:

Parameter	FY2024 Current financial Year	FY2023 Previous financial Year
Water discharge by destination and level of treatment (in kilo liters)		
(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	53011.00	47756.00
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	6760	9614
- With treatment – please specify level of treatment	374814.00	394145.00
(v) Others	-	-
- No treatment	-	-
- With treatment	-	-
Total water discharged (in kilo liters)	434585.00	451515.00

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, Third Party Assurance for FY 2023-24 has been carried out by TUV India Pvt. Ltd.

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

Yes, Zero Liquid Discharge (ZLD) has been adopted by company. All the SSP plants, the Bio, Crop Protection Formulations and the Kakinada fertiliser plant have the ZLD. The fertiliser plants- Ennore and Vizag have the provision to discharge during the rainy season.

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

Parameter	Please specify unit	FY2024 Current financial Year	FY2023 Previous financial Year
NOx	MT	51.27	45.90
SOx	MT	199.49	169.45
Particulate matter	MT	575.58	552.46
Persistent organic pollutants (POP)	MT	-	-
Volatile organic compounds (VOC)	MT	-	-
Hazardous air pollutants (HAP)	MT	-	-

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, Third Party Assurance for FY 2023-24 has been carried out by TUV India Pvt. Ltd.

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

Parameter	Unit	FY2024 Current financial Year	FY2023 Previous financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	1,17,103	1,80,122
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	1,67,508	1,67,471
Total Scope 1 and Scope 2 emissions	Metric tons of CO2 equivalent	2,84,611	3,47,593
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00000129	0.00000117
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000001357	0.000001216
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.07	0.08
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.

Yes, Third Party Assurance for FY 2023-24 has been carried out by TUV India Pvt. Ltd.

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

Following initiatives are planned to reduce GHG emissions:

1. Waste Heat Recovery from Sulphuric acid manufacturing for Power Generation
2. Green Power-Purchase Agreements
3. Transition to cleaner energy sources (like bio-briquettes)
4. Technology upgradation: Motor Replacement (IE-3 Standards, VFD)

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

Parameter	FY2024 Current financial Year	FY2023 Previous financial Year
Total Waste generated (in metric tons)		
Plastic waste (A)	241.00	122.00
E-waste (B)	7.59	12.94
Bio-medical waste (C)	6.10	7.12
Construction and demolition waste (D)	-	-
Battery waste (E)	4.51	56.86
Radioactive waste (F)	-	-
Other Hazardous waste -excluding e-waste and biomedical waste (G)	60285.82	62953.82
Other Non-hazardous waste generated (H) - excluding plastic waste	4343.38	3838.65
Total (A+B + C + D + E + F + G + H)	64888.39	66991.40
Waste intensity per rupee of Turnover (Total waste generated /Revenue from operations)	0.00000029	0.00000023
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000021	0.000000023
Waste intensity in terms of physical output	0.0161	0.0158
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		

Parameter	FY2024 Current financial Year	FY2023 Previous financial Year
(i) Recycled	10326.34	11302.05
(ii) Re-used	23278.71	31567.02
(iii) Other recovery operations	15167.32	15546.57
Total	48772.37	58415.64
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	10643.15	3422.16
(ii) Landfilling	1557.98	1461.40
(iii) Landfilling after incineration	3406.53	7567.94
Total	15607.66	12451.5

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, Third Party Assurance for FY 2023-24 has been carried out by TUV India Pvt. Ltd.

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

The management has implemented the 5S programs where waste is segregated at the source and then based on the characteristic and nature of the source disposed off accordingly. Banned chemicals are not procured and used in the company. All the chemicals used in the company are as per the applicable local laws only and appropriate SOPs are followed while in use for the Procurement, transportation, storage, uses and disposal as per the MSDS of the materials.

The waste such as Plastic waste, E – Waste, Hazardous waste and other waste are used and disposed off as per the applicable SOPs / local laws.

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

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
Amalgamation of Environmental Clearances and Amendment/Expansion of Fertilizer Plants in Coromandel Kakinada Plant at Vakalapudi (V), Beach Road, Kakinada Rural, East Godavari District, Andhra Pradesh- 533003	EIA Notification 2006, Proposal Number IA/AP/ IND3/450053/2023	04.01.2024	Yes	Yes	parivesh.nic.in

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

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

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

Yes. Coromandel is fully compliant with the applicable environmental law/ regulations/ guidelines in India.

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. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters):

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

- (i) Name of the area: Udaipur, Block Girwa, Rajasthan
- (ii) Nature of operations: Manufacturing of Single Super Phosphate Fertilisers
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	42,552	59,411
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal	42,552	59,411
Total volume of water consumption	42,552	59,411
Water intensity per rupee of Turnover (Total Water Consumed/ Revenue from operations)	0.00000019	0.00000020
Water intensity (optional) –the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- 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)		No Discharge

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The company has not undertaken Scope 3 inventorization. It plans to conduct the scope 3 emission inventorization in the coming periods.	
Total Scope 3 emissions per Crore of turnover			

Note:
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Power generation through waste heat recovery	Manufacturing of Sulphuric acid is exothermic in nature and generates excess heat. Coromandel utilizes the waste heat and converts it into a power.	Power generation through waste heat recovery
2	Desalination Plant	Coromandel's fertilizer plant at Vizag completed commissioning of 6 million litre per day desalination plant. It utilizes sea water for running its operations through removal of salt /TDS through semi permeable membrane under high pressure, making it an environment friendly alternative to raw water.	Vizag unit has significantly reduced its water needs from conventional sources and improved water security for its plant operations.
3	Drone spraying operations	During the year, Coromandel has started drone spraying services and covered 28000+ acres. With around 10l per acre water requirement, it can reduce the water usage in inputs application by 90%.	Water conservation, higher agri inputs absorption by plants, convenience – time & labour savings

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

The company has an Enterprise Risk Management Framework in place that facilitates the identification, analysis, and evaluation of risks at the entity, business, and operational levels. For each identified risk, a corresponding mitigation plan is developed. Additionally, the company adheres to the ISO 31000 Standard on "Risk Management." Each manufacturing site is equipped with an On-site Emergency Plan, which contains critical information regarding hazardous substances present in the facility, potential emergency scenarios, areas susceptible to accidents, and the strategy for emergency response. This plan delineates the allocation of authority, preventive measures, and other important information. It also includes general details such as the plant's geographical location, layout, adjacent industries, and the support that can be leveraged from them.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There has been no significant adverse impact on the environment resulting from Coromandel's value chain. The business also takes extra efforts in communicating customers as well as farmers on safe handling and disposal of agrochemical products.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not Available

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 and industry chambers/ associations.**
14
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

Please refer to page no 113 of Social and Relationship Capital

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
		Nil

Leadership Indicators

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

Please refer to page no 113 of Social and Relationship Capital

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
-					

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.**

The company has implemented various measures to maintain and uphold trust among the local communities by establishing a structured process for gathering, documenting, and resolving any complaints or grievances. Coromandel employs a systematic approach to recognize key local stakeholders or interested community groups and engages in regular consultations to stay abreast of the community's issues and aspirations. By involving these communities in the preliminary phases of a project, the company can proactively address potential concerns and ensure that its operations contribute positively to the well-being of the local communities.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers⁵⁶:**

Parameter	FY2024 Current financial Year	FY2023 Previous financial Year
Directly sourced from MSMEs/small producers	2%	2%
Directly from within India	14%	22%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

Not available

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):**

Not applicable

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

Not available

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

There is no policy covering this aspect. Coromandel's Bioproducts SBU sources its raw material from marginalized / vulnerable groups indirectly.

- (b) From which marginalized /vulnerable groups do you procure?**

Coromandel's Bioproducts SBU sources raw materials from traders who, in turn, procure from rural communities comprising of old, unemployed and underprivileged village population (mostly women).

- (c) What percentage of total procurement (by value) does it constitute?**

0.6%

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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

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

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education	1.03 lakhs	100%
2	Health	5.01 lakhs	100%
3	Community Development	4.19 lakhs	100%

⁵⁶GRI 204-1

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 has implemented comprehensive feedback systems to gather valuable customer insights and operates a specialized helpline, Hello Gromor, to facilitate open communication with customers. This direct engagement allows the company to understand customer expectations regarding products and services, their management practices, and their visions for future offerings. The customer grievance cell promptly addresses and resolves all complaints in accordance with the company's established procedures. Beyond the Hello Gromor helpline interactions and firsthand feedback from farmers, the company also engages external agencies to conduct thorough surveys to gauge farmer reception of its products and services. In the financial year 2023-24, the Hello Gromor helpline managed 4,191 inbound calls, 5,254 outbound calls, addressing 236 raised complaints.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	11%

3. Number of consumer complaints in respect of the following⁵⁷:

	FY2024 (Current Financial Year)		Remarks	FY2023 (Current Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices			Nil			
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues⁵⁸:

Number	Reasons 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 Information Security Policy is accessible on the corporate intranet. This policy outlines the acceptable usage of information resources and aims to mitigate risks to these resources by establishing controls that are intended to identify and prevent discrepancies or anomalies.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - 0
- b. Percentage of data breaches involving personally identifiable information of customers – 0
- c. Impact, if any, of the data breaches –

Not Applicable

Leadership Indicators

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

Details on products and services of the company can be accessed on:

<https://www.coromandel.biz/products-services/>

Additionally, Coromandel has launched MyGromor app through which customers can access the information on any of Coromandel's products and services of the Company.

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

Coromandel enforces a policy that mandates the proper and secure utilization of our products throughout their entire lifecycle. The company adheres to strict quality assurance and safety standards in the production, storage, transportation, and disposal of products. Additionally, we provide educational and awareness programs to our stakeholders and customers about the safe and responsible usage of our products.

In the fiscal year 2023-24, 700 employees from various sectors across India joined forces to advocate for safe chemical application. This year's focus was on championing the safe use of agrochemicals, aligning with the company's commitment to risk reduction and benefit optimization. Through 180 impactful farmer meetings, Coromandel engaged with 5000 farmers nationwide, alongside retailers, dealers, and government officials, fostering dialogue on responsible pesticide use.

Discussions covered essential aspects such as proper application methods, safe storage, handling practices, and the importance of adhering to safety protocols. Stewardship Day serves as a testament to Coromandel's steadfast dedication to nurturing a future where agriculture flourishes responsibly and sustainably.

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

Coromandel maintains continuous touch with its trade channel partners beyond the regular meetings that take place. This interaction serves as a conduit for sharing updates related to products and services, ensuring that channel partners remain informed and competitive in the market. Additionally, Coromandel engages with farmers directly through retail outlets, providing them with timely updates. The company also organizes farmer awareness programs as a platform to disseminate any new information from the business. The advent of COVID-19 has facilitated virtual connections with farmers, and this method of communication remains an available option for future use as needed.



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)

Yes, Coromandel adheres to government guidelines by providing legally mandated product information in accordance with metrology regulations. Beyond the required statutory information, Coromandel also offers detailed guidance on crop-specific dosages, precautions, compatibility, and safety measures to support farmers.

Yes, Coromandel is committed to improving its offerings by actively seeking and incorporating consumer feedback. The company closely monitors its Net Promoter Score (NPS) to refine its products and services in line with customer preferences. An independent assessment has been conducted to gain insights into customer needs, identify prevailing trends, and evaluate customer satisfaction concerning Coromandel's products and services. In its pursuit of excellence, Coromandel continuously updates its MyGromor e-commerce platform, drawing on customer input from various sources, including the Hello Gromor initiative, to enhance the platform's functionality and user experience.