



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

2nd August, 2024

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

Scrip Code: 500201

Dear Sirs,

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

Symbol: INDIAGLYCO

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

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 2023-24 which forms part of the Annual Report FY 2023-24.

This is for your information and record.

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, 2023 to 31 st March, 2024
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, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Shri Alok Singhal Telephone: 05947-269000/269500 E-mail id: alok.singhal@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)	Standalone basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

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
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.	26.86%
2	Potable Spirits	Manufacturing, sales and marketing of Potable Spirits - Indian Made Foreign Liquor (“IMFL”), Branded Country Liquor and Extra Neutral Alcohol (“ENA”).	70.41%
3	Ennature Bio-pharma	Manufacturing, sales and marketing of Nutraceuticals and API.	2.56%

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	Glycols & Others	20119	15.28%
2	Power Alcohol (DAE) (Bio-fuels)	20119	6.49%
3	Guar Gum Powder and Derivatives (Bio Polymers)	20119	0.49%
4	Ethyl Alcohol (Potable)	1101	70.41%
5	Industrial Gases	20111	0.66%
6	Chemicals and Oil Products	20119	3.93%
7	Nutraceuticals	21001	2.56%

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	3	4	7
*International	0	0	0

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

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

Locations	Number
National (No. of States)	24 States and 5 Union Territories
International (No. of Countries)	53

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

6.78%

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)- Under this segment, the Company provides API to pharmaceutical industry and botanical extracts to Nutraceutical industry. It also manufactures nicotine for the pharmaceutical industry and other products meant for smoking cessation.

Potable Sprits - For end-user in retail.

ENA - Supplies to various Industries.

IV. Employees
20. 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)	876	841	96.00%	35	4.00%
2	Other than Permanent (E)	309	300	97.09%	9	2.91%
3	Total employees (D + E)	1,185	1,141	96.29%	44	3.71%
	WORKERS					
4	Permanent (F)	450	450	100.00%	0	0.00%
5	Other than Permanent (G)	1,564	1,553	99.30%	11	0.70%
6	Total workers (F + G)	2,014	2,003	99.45%	11	0.55%

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 differently abled 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 differently abled workers (F + G)	1	1	100%	0	0%

21. 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%

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	24%	19%	19%	25%	19%	28%	5%	27%
Permanent Workers	8%	0%	8%	11%	0%	11%	7%	0%	7%

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	IGL Finance Limited	Subsidiary	100%	No
2	IGL Chem International Pte. Ltd.	Subsidiary	100%	No
3	IGL Chem International USA LLC	Subsidiary	100%	No
4	IGL Chemicals and Services Private Limited	Subsidiary	100%	No
5	Ennature Bio Pharma Private Limited	Subsidiary	100%	No
6	Clariant IGL Specialty Chemicals Private Limited*	Joint Venture	45.37%	No

*Additionally, 3.63% is held by IGL Chemicals and Services Private Limited, a wholly owned subsidiary.

Note: Details of entities as on 31st March, 2024. As, Shakumbari Sugar and Allied Industries Limited ceased to be an associate w.e.f. 8th September, 2023 subsequent to transfer of its balance 29.03% equity shareholding and 29% preference shareholding, hence not shown.

VI. CSR Details

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

(ii) Turnover (in ₹): 7,89,343.94 Lakhs

(iii) Net worth (in ₹): 1,71,630.05 Lakhs

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)	FY 2023-24			FY 2022-23		
		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 actively engages with communities through its various CSR plans/ activities to listen and address their grievances/ complaints. Requisite corrective measures are implemented in collaboration with management.	0	0	-	0	0	-
Investors (other than shareholders)	Yes - The Company have a dedicated e-mail id i.e., investor.relations@indiaglycols.com where investors can raise their grievances or queries or contact via telephone at +91-120-6860000, 3090100, 3090200.	0	0	-	0	0	-
Shareholders	Yes - Shareholders can lodge their complaints or grievances via e-mail to the Company Secretary & Compliance Officer at compliance.officer@indiaglycols.com or to the Registrar and Share Transfer Agent ("RTA") 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/compliances/ .	*23	0	-	*15	0	-
Employees and workers	Yes - For its employees and workers, the Company has a Grievance Redressal Committee in place. Internal processes have been established to address grievances effectively.	0	0	-	0	0	-
Customers	Yes - The Company maintains constant contact and regularly gathers feedback. https://www.indiaglycols.com/contact-us/ .	51	#8	-	141	4	-

Value Chain Partners	Yes - The Company maintains constant contact and regularly gathers feedback. https://www.indiaglycols.com/contact-us/ .	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

*Complaints as reported to Stock Exchange as per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

#Pertains to FY 2023-24 only.

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:

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	Revisions to current regulations and the introduction of new ones can significantly affect our sourcing of materials, emissions output, waste management, and the production of finished goods. These, alongside other environmental concerns, could potentially detrimentally impact our business.	Conscious of the challenges posed by climate change and environmental issues, the Company realigns its strategies to ensure business continuity. Internally, various initiatives are in progress to center on carbon reduction, lower emissions.	Negative
2	Corporate Governance - Board oversight, conflict of interest, ethics and compliance.	Opportunity	The Company is deeply committed to upholding the utmost 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 demand for transparency, accountability, and fairness in governance regulations is on the rise, emphasizing the critical need for the Company to not only adhere to existing regulations but also prepare for forthcoming ones.	The Company has established systems, procedures, and policies to uphold governance standards effectively. The Company's Code of Conduct and Ethics Policy, Anti-Bribery Policies ensures that all workers and employees act with fairness in their official capacities. Moreover, the Whistle Blower Policy, Related Party Transaction policy and various reporting mechanisms play a crucial role in identifying and addressing any issues that may arise.	Positive
3	Sustainability	Opportunity	Environmentally friendly products would drive long-term growth. Global threats such as global warming, stratospheric ozone depletion, resource scarcity, bioaccumulation, and persistent chemicals are addressed through sustainability. Moreover, 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 bears full responsibility for safely disposing of hazardous waste and appropriately recycling or disposing of non-hazardous waste. Failure to do so, may incur fines or penalties accordingly.	<p>The Company is dedicated to minimizing waste output and is working hard to lower its environmental impact.</p> <p>To achieve this goal, the Company has implemented various waste management practices, including:</p> <ul style="list-style-type: none"> - Use of Briquette made out of plant waste in Dehradun Plant. - Collaborating with government-approved vendors for the collection and safe disposal of hazardous and other types of 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. - 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. Hazardous waste is sent to authorised recyclers. <p>The majority of hazardous waste, such as spent catalysts and used/waste oil, is recyclable and is responsibly sent to recyclers approved by the Ministry of Environment, Forests, and Climate Change (“MoEF & CC”).</p>	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 mishap within the plant not only jeopardizes the well-being of our personnel but also diminishes business productivity.	<p>The Company adheres to highest safety and operational standards as per its defined Standard Operating Procedures (“SOPs”) and Policies for operations and handling of hazardous materials at plants. As per the policy adequate safety gears are provided to the staff working inside the Plants. Regular fire drills are conducted to familiarize the staff of the evacuation procedure.</p> <p>Routine revision of health and safety protocols and corresponding SOPs. Identification and continual improvements are integral process of the systems.</p>	Negative
7	Raw Material Sourcing	Opportunity	Most of the raw materials utilized by the Company are green and bio-based, playing a crucial role in the creation of our finished products. These materials inspire us to pursue our business objectives by crafting sustainable goods and solutions that minimize our environmental footprint.	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	As the business expands, the company faces increased risks of data breaches and cyber threats, as well as challenges pertaining to data privacy and protection.	The Company has implemented several proactive measures to enhance the cybersecurity of its information assets. This includes deploying essential infrastructure, tools, and backup strategies to mitigate cyber risks effectively.	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/policies-codes								
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: Quality Management System (ISO 9001: 2015), Quality Management System (ISO 9001: 2015 + HACCP), Food Safety Management System (ISO 22000: 2018), Food Safety System Certificate (FSSC 22000), Energy Management System (ISO 50001: 2018), Environmental Management System (ISO 14001: 2015), Occupational Health and Safety management System (ISO 45001: 2018), Quality Management System for the medical device industry (ISO 13485 : 2016), (ISO certificate 16128-2:2017) for cosmetic ingredients and finished cosmetic products.</p> <p>Other Ethical Certifications: Halal, Kosher, FSSAI</p> <p>Product Sustainability Certifications: ISCC Plus, RSB Certification, RSPO Certification, BIS Certificate for MEG, Bonsucro Certification, REACH Certificate for Nicotine, MEG, DEGMEE & EO, CEP's obtained for API (Thiocolchicoside and Colchicine), EUDRA certificate for Thiocolchicoside from EDQM, WHO GMP with CoPP from CDSCO</p>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is actively pursuing initiatives to enhance sustainability. The Company is focused in producing sustainable and green products that minimize carbon footprints and other environmental impacts. The Company utilize bio-based and green raw materials such as molasses/broken rice/grain based alcohol, among others.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Efforts to promote the sustainable use of resources in manufacturing are ongoing, with continuous monitoring in place to assess progress.								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>IGL has, over the past year, continued its sustainability journey. We have intensified our efforts to reduce our environmental footprint through initiatives such as decreasing energy consumption, minimizing waste generation and increasing the use of renewable energy sources. These efforts have led to a significant reduction in our carbon emissions, and we are continuously striving to become a carbon-neutral company.</p> <p>IGL is fully aware of its social responsibility to provide a safe and secure working environment. We have taken long-term actions to improve the well-being of our employees and the communities in which we operate. We have enhanced our employee wellness program and promoted diversity, equity, and inclusion within our workforce. We reiterate our commitment to society and support local communities through contributions to various social welfare programs and disaster relief efforts.</p> <p>Strong ethical governance is the bedrock of all our operations. Transparency and accountability to our stakeholders are top priorities for us. We have implemented a robust corporate governance framework and regularly engage with stakeholders to address their concerns and feedback. We are committed to maintaining the highest standards of ethical behavior and compliance with all applicable laws and regulations.</p> <p>Notwithstanding our achievements, we humbly accept that we have a long way to go in achieving our aspirations and fulfilling our commitments. We remain dedicated to addressing our challenges and believe that by integrating sustainability into our operations, we can create long-term value for our shareholders and contribute to a more sustainable future for all.</p>								
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	P9
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 and Energy conservation are being audited by DNV 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

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	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Whistle blower mechanism/policy, Code of conduct, Business Responsibility and Sustainability, Corporate Governance, Risk Management Framework, Compliance, CSR Activities, Business Outlook and regulatory compliance etc.	100%
Key Managerial Personnel	4	Same as is for the Board Members.	100%
Employees other than BoD and KMPs	237	Artificial Intelligence, MS Office, Code of Conduct, Anti-Bribery, Prevention of Sexual harassment, Handling of Workers Grievances, Skill Development, SAP, Process Improvements, Operations, Health and Safety related, Energy Conservation etc.	44.64%
Workers	210	Prevention of Sexual harassment, Health and Safety related, Skill Development, Operations etc.	91.80%

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	Principle 1	Superintendent – Range Rural-1, CGST & Central Excise Division-II, Gorakhpur, Uttar Pradesh.	₹ 10,000/-	GSTR-9 (Annual Return) for the FY's 2017-18 and 2018-19 was filed on time, however there was a delay of 1 day and 6 days in filing reconciliation statement in GSTR-9C for FY 2017-18 and 2018-19, respectively. GST department has imposed a penalty for these delayed filings.	No
			₹ 5,000/-	There was clerical error in filing data in GSTR-9 for FY 2017-18 which did not lead to any revenue loss to the Government. GST department has imposed a penalty.	No
Settlement	Nil				
Compounding fee	Principle 1	Chief Commissioner of Income Tax (TDS), Delhi.	₹ 5,54,243/- for FY 2019-20 and ₹ 59,79,089/- for FY 2021-22	Compounding of offence under the Income Tax Act, 1961. Due to misinterpretation of provisions related to deposit of TDS during COVID 19 period, there was delay in deposit of TDS amount for the FY 2019-20 & 2021-22 under the Income Tax Act, 1961.	No
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 Punishment	Nil				

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
Nil	

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

Yes. The Company is committed to the prevention, deterrence and detection of fraud, bribery and any other form of corrupt business practices. It is the Company policy to conduct operations with unwavering honesty, integrity, and the utmost 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 2023-24	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2023-24		FY 2022-23	
	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

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	117	120

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	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13.87%	11.97%
	b. Number of trading houses where purchases are made from	348	348
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	78.45%	79.23%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	8.41%	9.52%
	b. Number of dealers / distributors to whom sales are made	668	635
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	32.68%	29.55%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.04%	0.16%
	b. Sales (Sales to related parties / Total Sales)	6.13%	6.60%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	97.40%	98.57%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

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: -

- The Directors, Senior Management Personal are obligated to adhere to the policies and procedures that governing the Company's business conduct. Their responsibilities include helping to create and maintain a culture of high ethical standards, commitment to compliance and maintaining a conducive work environment where stakeholders feel empowered to raise concerns to management's attention.
- In carrying out the duties and responsibilities, Directors and Senior Management personnel should refrain from:
 - appropriating corporate business opportunities for themselves that are discovered through the use of Company's resources or information or their position as Director or Senior official;
 - Using Company's property or information or their position as Director or Senior Official for personal gain; and
 - Competing with the Company.
- 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 upon the Board's recommendation, 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.
- 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 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 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	42.69%	10.07%	<ul style="list-style-type: none"> Reduction of greenhouse gas emission into the environment. Developing products to enhance overall human wellbeing. New Technologies and Products.
Capex	2.34%	4.08%	<ul style="list-style-type: none"> Controlling particulate matter dispersion. Reduction in consumption of steam, power and natural resources such as water, fossil fuel 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 maximization of sustainable raw materials and energy conservations.

The Company uses molasses, a sugar plant residue/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 Company uses waste base ethanol as a raw material for our key products - Glycols and Ethylene Oxide and other specialty chemicals.

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 various raw materials and quantities the inputs are around 90% sustainable. 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) or for its services (for services 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.
20119	Ethanol	6.49%	Cradle to Gate	No	No	Not Applicable
20119	Monoethylen Glycol ("MEG")	3.23%	Cradle to Gate	No	No	Not Applicable
20119	Ethylene Oxide ("EO")	5.31%	Cradle to Gate	No	No	Not Applicable
20119	Diethylene Glycol ("DEG")	0.41%	Cradle to Gate	No	No	Not Applicable
20119	Monoethylene Glycol Ethyl Ether ("MEGEE")	1.73%	Cradle to Gate	No	No	Not Applicable
20119	Diethylene Glycol Ethyl Ether ("DEGEE")	0.72%	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 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	5,131.5	0	4,721	34
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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	841	841	100%	841	100%	NA	NA	0	0%	0	0%
Female	35	35	100%	35	100%	35	100%	NA	NA	0	0%
Total	876	876	100%	876	100%	35	*100%	0	0%	0	0%
Other than Permanent employees											
Male	300	288	96%	287	96%	NA	NA	0	0%	0	0%
Female	9	9	100%	9	100%	9	100%	NA	NA	0	0%
Total	309	297	96%	296	96%	9	*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	450	450	100%	450	100%	NA	NA	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	450	450	100%	450	100%	0	0%	0	0%	0	0%

Other than Permanent workers											
Male	1,553	1,553	100%	1,553	100%	NA	NA	0	0%	0	0%
Female	11	11	100%	11	100%	11	100%	NA	NA	0	0%
Total	1,564	1,564	100%	1,564	100%	11	*100%	0	0%	0	0%

*Considered only female employees.

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.02%	0.02%

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

Benefits	FY 2023-24			FY 2022-23		
	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	6%	16%	Y	12%	23%	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 applicable, as per Rights of Persons with Disabilities Act, 2016.

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 encourages diversity in the work place. All qualified applicants receive consideration for employment without regard to their gender, race, color, religion, disability etc. There is no written policy, however, we follow practices related to providing 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	NA	NA	NA	NA
Female	50%	NA	NA	NA
Total	50%	NA	NA	NA

No Worker 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 2023-24			FY 2022-23		
	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	876	0	0%	861	0	0%
Male	841	0	0%	836	0	0%

Female	35	0	0%	25	0	0%
Total Permanent Workers	450	0	0%	423	0	0%
Male	450	0	0%	423	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24				FY 2022-23*					
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,141	643	56%	551	48%	836	331	40%	538	64%
Female	44	40	91%	36	82%	25	11	44%	11	44%
Total	1,185	683	58%	587	50%	861	342	40%	549	64%
Workers										
Male	2,003	954	48%	308	15%	423	256	61%	310	73%
Female	11	10	91%	9	64%	0	NA	NA	NA	NA
Total	2,014	964	48%	317	16%	423	256	61%	310	73%

*Includes only permanent employees and workers.

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

Benefits	FY 2023-24			FY 2022-23*		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,141	766	67%	836	745	89%
Female	44	26	59%	25	21	84%
Total	1,185	792	67%	861	766	89%
Workers						
Male	2,003	394	20%	423	329	78%
Female	11	0	0	0	NA	NA
Total	2,014	394	20%	423	329	78%

*Includes only permanent employees and workers.

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 Company has matured system for Occupational Health and Safety Management System ("OHSMS"). Company got OHSMS (ISO 45001:2018) Certified and System are in place from decades. The Company is working towards implementation of Process Safety Management ("PSM") along with RC in the organization to ensure systematic and high-level Process Safety by elaborating its specific elements and ensuring the safety of employees, environment, and physical plant assets in the event of any unexpected process excursion. All the new projects and major changes has been processed through PSM elements as Hazard and Operability Study ("HAZOP"), Quantitative Risk Assessment ("QRA"), Dust Hazard Analysis (DHA), Hazardous Area Classification ("HAC"), Management of Change ("MOC") and Pre Startup Safety Review ("PSSR").

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 can report as per the defined SOP's and 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 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	*0.159	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	*1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

* Pertains solely to the Kashipur plant.

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

The Company is committed to provide high level of safe work environment. The Company is certified ISO45001:2018 OSHMS. All requisite passive and active protection systems are in place and emphasis to continual improvements. 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: -

- Safety Committee meetings are conducted quarterly.
- Works committee meetings are conducted quarterly.
- Social Performance team meetings are conducted periodically.
- Employees and workers are engaged in the different programs.
- 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 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	13	0	-	8	0	-
Health & Safety	3	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.

- 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. Accordingly, well-defined Operating procedures & Process & Safety Training programmes are in

place. The Company has system to carry out Hazardous and Operability Study (“HAZOP”), Quantitative risk assessment (“QRA”), Management of Change (“MOC”) 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 under defined safety work 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.

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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	NA	NA
Workers	1	0	*0	NA

*Dependent is not in a condition to accept the employment.

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 program 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 follows High Level Structure ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018 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 (E-mail, 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 and Shareholders	No	E-mails, Meetings (in person/virtual), 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/need Based.	<ul style="list-style-type: none"> • Developing a long-term communication route with our investors. • Educate the investor on Company’s performance and business strategy for the long term. • Understanding shareholders expectations.

Employees	No	Regular Employee engagement, Annual Performance Appraisal, E-mails, Meetings, Notices, wellness initiatives, intranet, websites, circulars, Safety Committee, Works Committee, Canteen Committee, Social Performance Team meetings etc.	Ongoing/need Based	<ul style="list-style-type: none"> • Employees wellbeing, • Career Management and growth prospects. • Learning Opportunity • Improving Diversity • Health & safety etc.
Local Communities	No	Meetings, Partnership with NGO's.	Ongoing	<ul style="list-style-type: none"> • Upliftment of societies, Health, education, drinking water, skill development, sanitation, Livelihood opportunities etc.
Customers	No	Regular meetings, Website, e-mails, Advertisements, trade body memberships, complaints' management etc.	Ongoing	<ul style="list-style-type: none"> • Customer Satisfaction • Product quality and availability • Customer Health and Safety • Responsiveness to needs, Innovative Products. • Responsible guidelines / manufacturing • Safety awareness.
Government	No	Working with local / state / national government bodies, authorities and different industry bodies etc.	Ongoing	<ul style="list-style-type: none"> • Compliance requirement • Participation / representation in various industry meets • Proactive engagements.
Suppliers	No	E-mails, Meetings, plant visits, Supplier Survey etc.	Ongoing	<ul style="list-style-type: none"> • Suppliers Assessment • Safety and Sustainability • 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, Management Review Meeting (MRM), 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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total C	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	876	75	9%	861	25	3%
Other than permanent	309	0	0%	264	0	0%
Total Employees	1,185	75	6%	1,125	25	2%
Workers						
Permanent	450	5	1%	423	20	5%
Other than permanent	1,564	57	4%	1,874	30	2%
Total Workers	2,014	62	3%	2,297	50	2%

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	841	0	0%	841	100%	836	0	0%	836	100%
Female	35	0	0%	35	100%	25	0	0%	25	100%
Other than Permanent										
Male	300	18	6%	282	94%	260	177	68%	83	32%
Female	9	6	67%	3	33%	4	0	0%	4	100%
Workers										
Permanent										
Male	450	0	0%	450	100%	423	0	0%	423	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	1,553	675	43%	878	57%	1,675	660	39%	1,015	61%
Female	11	10	91%	1	9%	199	199	100%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)*	2	7,25,81,486	1	5,22,49,596
Key Management Personnel**	3	82,82,820	0	NA
Employees other than BoD and KMP#	700	6,43,409	16	10,02,377
Workers#	386	4,21,706	0	NA

* The median has been calculated considering the fact that Shri Sudhir Agarwal ceased as a Director/Executive Director on 30th November, 2023 (close of business hours) and Shri Alok Singhal has been inducted on the Board w.e.f. 1st December, 2023.

** Key Management Personnel comprise other than Executive Directors.

Includes employees and workers who have served for the full year only.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	3.85%	3.03%

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 established relevant statutory and regulatory committees in accordance with laws and regulations applicable to the Company. Further, the Company has also adopted a Code of Conduct and an Ethics policy defining employee responsibility and acceptable employee conduct. Furthermore, the Company fosters an open-door culture to promptly address any human rights concerns.

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

- Employees are encouraged to express any human rights concerns they may have to their Supervisors/Managers through various channels such as E-mail, 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 assess the grievance, provide updates to management and take necessary steps to address the issue in alignment with management's approval."
- Site HR will oversee the progress and provide updates to management as needed 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 2023-24			FY 2022-23		
	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. Complaint filed under the Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Woman at (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

The Company is dedicated to maintaining a workplace devoid from harassment, including sexual harassment and firmly upholds a zero-tolerance policy towards such misconduct. The Company promotes the reporting of any instances of harassment and promptly address all complaints regarding harassment or any form of unwelcome or offensive behavior. Grievance Redressal Process and POSH Policy are meticulously designed with mechanisms to safeguard the complainant in such cases. The principle of process guarantees that there is no victimization. Our Company forbids retaliation against any employee for legitimate grievances, while also protecting the rights of the accused.

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

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

10. Assessments for 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%
Others - please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 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, which has been communicated to all employees, concerned stakeholders, relevant stakeholders including Third Party Resources, Contractors, Vendors, Suppliers, etc. This mechanism is also incorporated in our agreements/contracts. No complaints have been reported. However, the Company's business processes are 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 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	21,73,355	18,49,051
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	21,73,355	18,49,051
From non-renewable sources		
Total electricity consumption (D)	5,72,850	5,67,135
Total fuel consumption (E)	68,72,859	67,14,449

Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	74,45,709	72,81,584
Total energy consumed (A+B+C+D+E+F)	96,19,064	91,30,635
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000121862	0.000139038
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0027918584	0.0031853605
Energy intensity in terms of physical output	28.92	32.72
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. the Company 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).

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 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	17,79,909	13,94,933
(iii) Third party water	3,370	3,666
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	17,83,279	13,98,599
Total volume of water consumption (in kilolitres)	17,83,279	13,98,599
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000226	0.0000213
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000517766	0.000487983
Water intensity in terms of physical output	5.36	5.01
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 – National Productivity Council, New Delhi.

4. **Provide the following details related to water discharged:**

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – Tertiary treatment	1,49,417	1,39,006
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0

- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	1,49,417	1,39,006

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.

5. 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.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Kg	3,97,031	5,06,840
SOx	Kg	3,02,789	4,43,215
Particulate matter (PM)	Kg	8,55,993	7,41,352
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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,113.68	917.66
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	1,13,923	1,27,936
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent per rupee of turnover	0.000001457	0.0000019621
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)		0.0000333798	0.00003906155
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.35	0.46
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

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

Yes. Numerous improvement activities are focused on reducing GHG emissions.

Energy Saving Projects	Energy Saving Per Year	Unit (Per Year)
Power saving by running small recycle compressor C-270	8,237	MT CO ₂ eq
Power saving by running C-280 with gear box replacement	5,069	MT CO ₂ eq
ASU-1 air compressor interstage cooler replacement	173	MT CO ₂ eq
Stopping ASU-1 to save power & utilities cost by utilizing existing IR compressor to supply nitrogen from ASU-3	6,336	MT CO ₂ eq
Heater Fuel Oil reduction by running single heater and better heat utilization	1,033	MT CO ₂ eq
Reducing De-aerator steam by DM water preheat at MEG	3,920	MT CO ₂ eq
Stopping the Steam in jet cooker by using novozyme enzyme	3,920	MT CO ₂ eq
Slop boiler efficiency improvement by upgradation of air nozzle	1,633.5	MT CO ₂ eq
MP to LP Letdown provision to get power generation benefit without TG-3 Modification:- energy saving aspects at current operating scenario with Grain distillery capacity expansion up to 360 KPLD	2,614	MT CO ₂ eq
Coal Management / Improvements (GCV Loss Reduction)	10,890	MT CO ₂ eq
Total Emission Reduction	43,825.5	MT CO₂eq

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4,737.68	4,755
E-waste (B)	0	0
Bio-medical waste (C)	1.52	0.39
Construction and demolition waste (D)	0	47
Battery waste (E)	4.58	2.06
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	266	241
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,86,730	1,21,782
Total (A + B + C + D + E + F + G + H)	1,91,739.78	1,26,827.45
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.000002429	0.000001931
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000055624	0.00004423921
Waste intensity in terms of physical output	0.577	0.45
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
	FY 2023-24	FY 2022-23
(i) Recycled	0	7.6
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	7.6
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	9.4
(iii) Other disposal operations	1,91,739	1,26,810.1
Total	1,91,739	1,26,819.5

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, Audit conducted by third party M/s Rian Enviro Private Limited, Patna for Kashipur Plant for FY 2022-23 and same is being processed for FY 2023-24. For other plants we are planning to get it assessed in near future.

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.

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 one of the innovative potash plant 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 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.

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:

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			

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
Nil					

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

Yes

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

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters): As per recent assessment report released by Central Ground Water Authority (CGWA) in 2023, none of the Company’s plant is located in the water stress area. Thus, the disclosure is not applicable.

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

(i) **Name of the area:** Not Applicable

(ii) **Nature of operations:** Not Applicable

(iii) **Water withdrawal, consumption, and discharge in the following format:** 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:

Sr. No	Initiative undertaken	Outcome of the initiative
1	Power saving by running small recycle compressor C-270	Reducing Carbon
2	Power saving by running C-280 with gear box replacement	Reducing Carbon
3	ASU-1 air compressor interstage cooler replacement	Reducing Carbon
4	Stopping ASU-1 to save power & utilities cost by utilizing existing IR compressor to supply nitrogen from ASU-3	Reducing Carbon
5	Heater Fuel Oil reduction by running single heater and better heat utilization	Reducing Carbon
6	Reducing De-aerator steam by DM water preheat at MEG	Reducing Carbon
7	Stopping the Steam in jet cooker by using novozyme enzyme	Reducing Carbon
8	Slop boiler efficiency improvement by upgradation of air nozzle	Reducing Carbon
9	MP to LP Letdown provision to get power generation benefit without TG-3 Modification:- energy saving aspects at current operating scenario with Grain distillery capacity expansion up to 360 KPLD	Reducing Carbon
10	Coal Management / Improvements (GCV Loss Reduction)	Reducing Carbon

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

Yes, Disaster/ On-site Management Plan is in place. The objective of this on-site Emergency plan is to meet the requirements of statutory provisions and to formulate the procedures and to provide an organizational set up for taking fast and effective actions in order to -

- i) Contain and bring the incident under control within the shortest possible time.
- ii) Protect plant personnel inside and public outside the plant
- iii) Minimize damage to property and environment
- iv) Effect rescue and treatment of the casualties
- v) Ensure rapid return to normal operation after control of the emergency
- vi) Reserve relevant record and equipment for subsequent enquiry into the cases and circumstances leading to emergency; and
- vii) Provide authoritative information to the news media in case of necessity

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 11 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	Center for Chemical Process Safety (“CCPS”)	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
Not Applicable		

The company is not engaged in any anti-competitive conduct.

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 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	0.76%	1.27%
Directly from within India	92.37%	90.69%

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

Location	FY 2023-24	FY 2022-23
Rural	0	0
Semi-Urban	0	0
Urban	82%	81%
Metropolitan	18%	19%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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	74,07,732

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 marginalized / 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	Thiocolchicoside (Microbiological route)	Yes	No	NA
2	Thiocolchicoside (Semi-synthetic route)	Yes	No	NA

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 Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Blanket distribution	3,492	100%
2	Handpump installation	4,350	100%
3	Medical camps	1,156	100%
4	RO water cooler installation (02 No)	1,000	100%
5	School infra & education promotion	7,175	100%
6	Music instrument for Govt. adopted school	1,175	100%
7	Teacher salary	550	100%
8	Divyang aid	55	100%

9	Skill development	170	100%
10	Tree plantation in schools, college & nearby areas	7,175	100%
11	Pond cleaning	3,000	100%
12	Infrastructure development in adopted 4 Govt. Schools- Thanger, YamKeshwar (Pauri Garhwal) & Masalgaon, Naugaon (Uttarkashi)	200	100%
13	Promoting education in adopted 4 Govt. Schools- Thanger, YamKeshwar (Pauri Garhwal) & Masalgaon, Naugaon (Uttarkashi)		100%
14	Sanatan Satsang Sanskrit Mahavidyalaya-teacher salary	100	100%
15	Rural drain	1,500	100%
16	Veterinary camp	500 (Animals)	100%

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 is committed to addressing 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 reach out to the Company through various channels such as e-mail, telephone, feedback forms etc. For the B2C business, to address customer complaints, a call centre has been set up. Sales executive/promoters are also directly engaged with consumers to gather feedback on the products, encouraging a culture of continuous improvement and customer satisfaction.

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

All the products of the Company contain pertinent information as mandated by relevant 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 2023-24		Remarks	FY 2022-23		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 to safeguard the data stored 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.

7. 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**
- c. **Impact if any of the data breaches - 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 e-mail 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 educates 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 an 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 of carrying out customer satisfaction surveys for key products at regular intervals.