

17th July, 2023

The Secretary
BSE Ltd.
Corporate Relationship Department, 1st Floor
New Trading Ring, Rotunda Building, P.J.Tower
Dalal Street, Fort,
Mumbai -400001
BSE Scrip Code: 502420

The Manager
Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza, C-1, Block G,5th Floor,
Bandra-Kurla Complex
Bandra (E), Mumbai -400051
NSE Scrip Code: ORIENTPPR

Dear Sir,

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

Pursuant to Regulation 34(2)(f) SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), we submit herewith the BRSR forming part of the Annual Report of the Company for the financial year 2022-23.

This is for your information and records.

Thanking you,

Yours faithfully,
For ORIENT PAPER & INDUSTRIES LIMITED

(R.P. Dutta)
Company Secretary
ACS14337

Encl: as above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Company details:

S. No.	Questions	Responses
1.	Corporate Identity Number (CIN) of the Listed Entity	L21011OR1936PLC000117
2.	Name of the Listed Entity	ORIENT PAPER & INDUSTRIES LIMITED
3.	Year of incorporation	1936
4.	Registered office address	Unit - VIII, Plot No. 7, Bhoinagar, Bhubaneswar - 751 012 (Odisha)
5.	Corporate address	Birla Building, 9 th floor, 9/1, R. N. Mukherjee Road, Kolkata - 700 001 (WB)
6.	E-mail	cosec@opil.in
7.	Telephone	Ph: (0674) 2396930 Fax: (0674) 2951364
8.	Website	www.orientpaperindia.com
9.	Financial year for which reporting is being done	2022-23
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 21.22 crore
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. Ram Prasad Dutta Company Secretary, Orient Paper & Industries Limited. Birla Building, 9/1, R.N. Mukherjee Road, Kolkata - 700001 Email id: cosec@opil.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	On a standalone basis

II. Product and Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1)	Writing, Printing & Publishing	The company's main operations include the manufacturing and sales of pulp and WPP reels and sheets.	40.73%
2)	Tissue	The company specializes in the production of pulp and tissue jumbo rolls and engages in both domestic sales and exports of their products.	40.98%
3)	Caustic Soda & Other Chemicals	The company engages in the manufacturing of various chemicals, including CS flakes, CS lye, hydrochloric acid, liquified chlorine and bleaching powder, which are then domestically sold to customers within the country.	17.37%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1)	Paper & Tissue	1701	81.71%
2)	Chemicals	2011	17.37%

III. Operations

	Location	Number of plants	Number of offices	Total
16. Number of locations where plants and/or operations/offices of the entity are situated	National	1	4	5
	International	Nil	Nil	Nil
17. Markets served by the entity:				
	Locations	Number		
a. Number of locations	National (No. of States)	21 States & 4 UT		
	International (No. of Countries)	8		
b. What is the contribution of exports as a percentage of the total turnover of the entity?		11.30%		
c. A brief on types of customers	<p>WPP: The company serves a diverse range of customers, including publishers who require paper products for printing books, commercial printers who need high-quality paper and printing supplies, notebook manufacturers who rely on the company's paper products for producing notebooks and cup manufacturers who require specialized materials for making cups and other disposable containers.</p> <p>Tissue: The company primarily caters to tissue converters who require specialized materials to produce napkins, facial tissues, towels and toilet paper, offering high-quality jumbo rolls of pulp and tissue that are optimized for use in the tissue converting industry.</p> <p>Caustic Soda & Other Chemicals: The company's customer base includes traders and distributors, as well as manufacturers in a variety of industries such as soap, textile, aluminum, iron and steel, bleaching, CPW, water purification, sanitization and other organic and inorganic chemical industries, who rely on the company's broad range of chemical products for their manufacturing and distribution needs.</p>			

IV. Employees

18. Details as at the end of Financial Year: a. Employees and workers (including differently abled): - (employee details throughout the report are provided for operational units that contribute to business)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1)	Permanent (D)	457	450	98.5%	7	1.5%
2)	Other than Permanent (E)	35	33	94.3%	2	5.7%
3)	Total employees (D + E)	492	483	98.2%	9	1.8%
WORKERS						
1)	Permanent (F)	804	803	99.9%	1	0.1%
2)	Other than Permanent (G)	1649	1572	95.3%	77	4.7%
3)	Total workers (F + G)	2453	2375	96.8%	78	3.2%
DIFFERENTLY ABLED EMPLOYEES						
1)	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2)	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3)	Total employees (D + E)	Nil	Nil	Nil	Nil	Nil
DIFFERENTLY ABLED WORKERS						
1)	Permanent (F)	4	4	100%	Nil	Nil
2)	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3)	Total workers (F + G)	Nil	Nil	Nil	Nil	Nil

Statutory Report

19. Participation/Inclusion/Representation of women -

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.66%
Key Management Personnel	3	0	0%

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

	FY23			FY22			FY21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.0%	0.7%	19.7%	20.1%	0.0%	20.1%	14.9%	0.5%	15.3%
Permanent Workers	7.0%	0.0%	7.0%	6.3%	0.0%	6.3%	7.8%	0.0%	7.8%

V. Holding, subsidiary and associate companies (including joint ventures)

21. 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.	Nil	Nil	Nil	Nil

VI. CSR Details

22. CSR details

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013:	Yes
(ii) Turnover (in ₹) for FY22	585.65 crore
(iii) Net worth (in ₹) as on 31 March 2022	1552.85 crore

VII. Transparency and disclosures compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9)

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'23			FY'22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	Nil	Nil	-	Nil	Nil	-
Investors	Yes	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes	58	Nil	-	83	Nil	-
Employees and workers	Yes	Nil	Nil	-	Nil	Nil	-
Customers	No	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil

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

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)	Energy Management	Risk/ Opportunity	<p>Energy management represents both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: The industry is a significant consumer of energy, with large amounts of electricity, heat and steam required for the production process. This dependency on energy makes the industry vulnerable to price fluctuations and supply chain disruptions, which can lead to increased costs and reduced competitiveness.</p> <p>Opportunity rationale: Effective energy management presents an opportunity for the industry to reduce costs, enhance operational efficiency and improve sustainability. By implementing energy-efficient technologies and processes and by utilizing renewable energy sources such as biomass, the industry can reduce its environmental footprint while also improving its bottom line. Additionally, effective energy management can enhance the industry's reputation as a responsible and sustainable sector, which can in turn lead to increased customer loyalty and market share.</p>	<p>To adopt energy-efficient technologies and processes, optimize energy consumption and diversify energy sources.</p> <p>Investment in renewable energy sources such as wind, solar and biomass, to reduce reliance on fossil fuels and mitigate the environmental impact of our operations.</p> <p>Engagement with stakeholders, including employees, customers and investors and provide transparent and reliable information on their energy management practices and performance.</p>	<p>Negative implications: Increased energy costs, compliance costs and potential fines for non-compliance. Negatively impacting the reputation and social license to operate.</p> <p>Positive implications: Adopting sustainable and responsible energy management practices to reduce energy costs, improve operational efficiency and create new revenue streams from renewable energy sources.</p>
2)	Responsible Forestry	Risk/ Opportunity	<p>Responsible forestry represents both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: Responsible forestry practices can increase the cost of sourcing raw materials for the industry, as it may require additional investments in sustainable forest management, certification and traceability systems. This can make it more challenging for some companies to remain competitive, particularly those that rely heavily on low-cost raw materials from non-certified sources.</p> <p>Opportunity rationale: Responsible forestry practices can provide an opportunity for the industry to enhance its reputation and access new markets. Increasingly, customers are looking for products that are produced in an environmentally responsible and socially sustainable manner. By adopting responsible forestry practices, companies can demonstrate their commitment to sustainability and meet the growing demand for eco-friendly products. This can help to increase customer loyalty, drive sales and ultimately enhance the industry's long-term viability.</p>	<p>To develop a comprehensive responsible forest management policy, implement FSC-FM with chain of custody certification, engage with stakeholders, adopt sustainable forest management practices, implement supply chain due diligence and continuously monitor and report on its performance.</p>	<p>Negative implications: Increased compliance costs associated with sustainable forestry practices, potential legal or reputational risks and reduced access to timber resources.</p> <p>Positive implications: Adopting responsible forestry practices to enhance the reputation, improve stakeholder trust and secure long-term access to timber resources.</p>

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)
3)	Availability of Raw Material	Risk/ Opportunity	<p>The availability of raw materials represents both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: The industry relies heavily on a steady supply of wood fiber and other raw materials and any disruption to this supply chain can have a significant impact on production capacity and costs. This risk is particularly acute in regions where forest resources are limited or where regulations restrict the use of certain raw materials, as it can lead to increased competition for available resources and higher prices.</p> <p>Opportunity rationale: The availability of new and innovative raw materials presents an opportunity for the industry to diversify its supply chain and reduce its environmental impact. For example, the use of alternative fibers such as bamboo or agricultural waste can help to reduce pressure on forests and improve sustainability. Additionally, advances in technology are making it possible to extract more value from existing raw materials, such as using wood waste to produce biofuels or chemicals. By embracing these opportunities, the industry can enhance its long-term viability and strengthen its position in the marketplace.</p>	<p>To diversify our raw material sources by exploring alternative sources such as agricultural residues, recycled paper and non-wood fibers.</p> <p>Adopting sustainable forestry practices to ensure the long-term availability of wood fiber.</p> <p>Collaborate with suppliers and other stakeholders to ensure a reliable supply chain and implement inventory management strategies to maintain adequate raw material stock levels.</p>	<ul style="list-style-type: none"> - Negative implications: Experiencing a shortage of raw materials, that may lead to increased procurement costs and reduced profitability. - Positive implications: Adopting responsible sourcing practices and investing in sustainable forest management and conservation efforts to secure long-term access to raw materials and enhance reputation and social license to operate
4)	Water Management	Risk/ Opportunity	<p>Water management represents both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: The industry is a significant consumer of water and any disruption to the availability or quality of water can have a significant impact on production capacity and costs. This risk is particularly acute in regions where water resources are limited or where regulations restrict the use of certain water sources, as it can lead to increased competition for available resources and higher prices.</p> <p>Opportunity rationale: Effective water management presents an opportunity for the industry to reduce costs, enhance operational efficiency and improve sustainability. By implementing water-efficient technologies and processes and by utilizing innovative water treatment and reuse systems, the industry can reduce its environmental footprint while also improving its bottom line. Additionally, effective water management can enhance the industry's reputation as a responsible and sustainable sector, which can in turn lead to increased customer loyalty and market share.</p>	<p>Implementing a water management system to monitor and manage water consumption, implementing water-efficient technologies and process optimization techniques and adopting a closed-loop water system to minimize water discharge.</p> <p>Collaborating with stakeholders such as local communities, governments and NGOs to promote responsible water management practices and engage in water stewardship initiatives to protect water resources.</p> <p>To comply with regulatory requirements related to water management and continuously monitor and report on water management performance.</p>	<ul style="list-style-type: none"> - Negative implications: Increased compliance costs and potential fines for non-compliance due to water scarcity or water pollution. - Positive implications: Adopting sustainable water management practices can help reduce water consumption and improve operational efficiency, resulting in cost savings. - Investing in water conservation and restoration initiatives to create new business opportunities and enhance the industry's reputation.

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)
5)	Occupational health and safety	Risk/ Opportunity	<p>Occupational health and safety represent both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: The industry is known for its high-risk work environments, with potential hazards including heavy machinery, chemicals and exposure to noise and dust. Any failure to adequately manage these risks can result in accidents, injuries and even fatalities, which can have significant legal, financial and reputational implications for companies.</p> <p>Opportunity rationale: Effective occupational health and safety practices present an opportunity for the industry to improve employee well-being, reduce absenteeism and turnover and enhance productivity. By investing in appropriate training, equipment and safety procedures, companies can create a safer work environment for their employees and improve overall job satisfaction. Additionally, effective occupational health and safety practices can help to enhance the industry's reputation as a responsible and ethical sector, which can in turn lead to increased customer loyalty and market share.</p>	<p>Implementing a comprehensive health and safety management system to identify, assess and manage potential risks.</p> <p>Providing employee training and awareness programs to use personal protective equipment and implement safe work procedures and emergency response plans.</p> <p>Engaging with stakeholders such as employees, trade unions and regulatory authorities to promote a culture of safety and continuously monitor and report on health and safety performance.</p>	<ul style="list-style-type: none"> - Negative implications: Workplace accidents and injuries leading to increased insurance costs, worker compensation claims, legal fees and potential regulatory fines. - Positive implications: Investing in occupational health and safety programs and training to reduce the likelihood of accidents and injuries, leading to cost savings and improved productivity.
6)	Community Development and CSR	Risk/ Opportunity	<p>Community development and Corporate Social Responsibility (CSR) represent both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: Failure to effectively engage with local communities and implement socially responsible practices can lead to negative impacts on the environment, social unrest and reputational damage. This can result in increased regulatory scrutiny, legal challenges and difficulties in accessing capital and markets.</p> <p>Opportunity rationale: Effective community development and CSR practices present an opportunity for the industry to build strong relationships with local communities, enhance its reputation and gain a competitive edge. By investing in community development initiatives, such as education and training programs, healthcare services and infrastructure projects, companies can improve the quality of life for local residents while also creating a positive image of the industry. Additionally, effective CSR practices can help to demonstrate a company's commitment to sustainability and social responsibility, which can lead to increased customer loyalty and market share.</p>	<p>Engaging with local communities and stakeholders to understand their needs, priorities and concerns.</p> <p>To develop and implement community development programs that promote sustainable economic, social and environmental development.</p> <p>To adopt responsible business practices and ethical conduct, including respecting human rights, promoting diversity and inclusion and managing environmental and social impacts.</p> <p>Monitoring and reporting on CSR performance and engaging in stakeholder dialogue to foster trust and collaboration.</p>	<ul style="list-style-type: none"> - Negative implications: Including reputational damage, potential legal fees or fines and community opposition leading to disruptions in operations. - Positive implications: Implementing effective community development and CSR programs to result in positive financial implications such as improved stakeholder relations, access to new markets and increased customer loyalty. - Investing in community development and CSR initiatives to create new business opportunities and enhance the industry's reputation.

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)
7)	Employee Development and Retention	Risk/ Opportunity	<p>Employee development and retention represent both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: The industry is facing a growing shortage of skilled workers, particularly in technical and engineering roles. This shortage can lead to increased recruitment costs, reduced productivity and difficulties in meeting production targets. Additionally, high employee turnover rates can result in a loss of institutional knowledge, decreased morale and difficulties in maintaining a positive company culture.</p> <p>Opportunity rationale: Effective employee development and retention practices present an opportunity for the industry to attract and retain top talent, enhance productivity and improve overall business performance. By investing in employee training, career development and mentorship programs, companies can develop a skilled and engaged workforce that is better equipped to tackle complex challenges and drive innovation. Additionally, effective employee retention practices can help to foster a positive company culture, improve morale and enhance the industry's reputation as an employer of choice.</p>	<p>Providing employee training and development programs to enhance their skills, knowledge and career development opportunities.</p> <p>Providing compensation and benefits packages to create a safe and healthy work environment and foster a positive workplace culture that values diversity, equity and inclusion.</p> <p>Engaging with employees and providing opportunities for feedback, recognition and employee participation in decision-making processes.</p>	<p>Positive implications: Investing in employee development and retention programs to positive financial implications, such as improved employee satisfaction, productivity and retention.</p>
8)	Accountability and Transparency	Risk/ Opportunity	<p>Accountability and transparency represent both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: Failure to uphold high standards of accountability and transparency can result in reputational damage, legal challenges and difficulties in accessing capital and markets. The industry has historically faced criticism over its environmental impacts, particularly related to deforestation and water pollution. Any failure to effectively address these concerns can lead to increased regulatory scrutiny, consumer backlash and investor disinterest.</p> <p>Opportunity rationale: Effective accountability and transparency practices present an opportunity for the industry to build trust with stakeholders, enhance its reputation and gain a competitive edge. By implementing robust reporting and monitoring systems and publicly disclosing environmental and social performance data, companies can demonstrate their commitment to responsible business practices. Additionally, effective accountability and transparency practices can help to identify areas for improvement, drive innovation and foster collaboration across the value chain.</p>	<p>Promoting transparency in financial reporting, supply chain management and environmental and social impacts.</p> <p>To adopt internationally recognized standards and frameworks, such as the Global Reporting Initiative (GRI) and the Forest Stewardship Council (FSC), to ensure transparent and accountable operations.</p>	<p>Negative implications: Negative implications include legal fees, fines and reputational damage due to non-compliance with regulations or unethical practices.</p> <p>Positive implications: Improved stakeholder trust, access to new markets and enhanced reputation.</p>

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)
9)	Reporting and Disclosure	Risk/ Opportunity	<p>Reporting and disclosure represent both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: Failure to effectively report and disclose environmental and social performance data can lead to reputational damage, legal challenges and difficulties in accessing capital and markets. This can result in increased regulatory scrutiny, consumer backlash and investor disinterest.</p> <p>Opportunity rationale: Effective reporting and disclosure practices present an opportunity for the industry to build trust with stakeholders, enhance its reputation and gain a competitive edge. By voluntarily reporting on key environmental and social indicators, companies can demonstrate their commitment to responsible business practices and engage with stakeholders to address concerns. Additionally, effective reporting and disclosure practices can help to identify areas for improvement, drive innovation and foster collaboration across the value chain.</p> <p>Moreover, investors, customers and other stakeholders are increasingly demanding greater transparency and disclosure, especially related to environmental and social impact. As such, companies that proactively report and disclose their performance data are likely to be viewed more positively and enjoy a competitive advantage in the marketplace.</p>	<p>Implementing a robust reporting and disclosure system that provides accurate, reliable and timely information on its ESG performance.</p> <p>Engaging with stakeholders and providing opportunities for stakeholder consultation and feedback on reporting and disclosure practices.</p> <p>To comply with regulatory requirements and adopt internationally recognized standards and frameworks, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), to ensure transparent and credible reporting.</p>	<p>Negative implications: Loss of investor confidence, legal and regulatory penalties and damage to the company's reputation and brand value.</p>
10)	Creating Economic Value	Risk/ Opportunity	<p>Creating economic value represents both a risk and an opportunity for the pulp and paper industry.</p> <p>Risk rationale: The industry faces significant pressure to reduce costs and improve efficiency in the face of global competition and changing market dynamics. This can lead to a focus on short-term financial performance at the expense of longer-term sustainability considerations, such as environmental and social impacts. Additionally, the industry's reliance on natural resources, particularly wood fiber, creates potential risks related to resource depletion and price volatility.</p> <p>Opportunity rationale: Creating economic value presents an opportunity for the industry to drive sustainable growth and build long-term resilience. By adopting sustainable business practices, companies can improve efficiency, reduce costs and enhance their competitive position in the marketplace. Additionally, investing in innovation and diversification can help to create new revenue streams and reduce dependence on traditional pulp and paper products. Furthermore, creating economic value can support the industry's role as an engine of economic development, particularly in rural areas where many pulp and paper mills are located. By generating employment, income and tax revenues, the industry can contribute to the economic well-being of local communities.</p>	<p>Adopting cost-effective and efficient production processes.</p> <p>Optimizing supply chain management and diversifying our product portfolio.</p> <p>Engagement with stakeholders, including customers, suppliers and investors, to provide transparent and reliable information on its financial performance and growth prospects.</p>	<p>Negative implications: Failure to create economic value can have negative financial implications, such as decreased shareholder value, lower profitability and reduced access to capital.</p> <p>Positive implications: Increased shareholder value, higher profitability and improved access to capital.</p>

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	No	No	Yes	No	No	Yes	Yes	No
	c. Link of the Policies, if available	www.orientpaperindia.com								
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)	Policies are extended to value chain partners to the extent required.								
4)	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
	Orient Paper Mills, Amlai has been certified with Integrated Management Systems (Quality- ISO 9001:2015, Environment-ISO 14001:2015 and Energy Management System ISO 50001:2018) and also for new ISO 45001 – 2018 standard for Occupational Safety and Health Management. BIS certification for 70 GSM copier paper and BIS Eco certification and Forest Stewardship Council (FSC)-COC & CW.									
5)	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and Targets will be set once the procedures are set.								
6)	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Not Applicable								

Governance, leadership and oversight**7) Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

Orient Paper firmly believes in the three pillars of sustainability - Economic, Social and Environmental. We constantly identify and implement practices that satisfy the goals of sustainability in a holistic manner.

In order to benefit the environment, foster social progress and increase financial viability, we work to incorporate ethical environmental practices into our commercial operations. The responsible use of natural resources, the reduction of air pollutants, the reduction in the generation of waste and the reduction of energy consumption are our goals. We also want to make targeted investments in marketable technologies that promise sustainable growth that goes beyond mere compliance with the law.

Our core values, Integrity, Excellence, Respect, Responsibility & Accountability have been deep-rooted in the way we have been doing business. Some of the core values can be directly linked to Environmental & Social development.

At Orient Paper, we are envisioning a business that can grow sustainably while putting innovation at the heart of all it does in order to meet the demands of all its stakeholders. Our business model is changing from being a product firm to a solution company. This attitude, in our opinion, will enable us to create an extremely stable and adaptable operating environment.

Climate change is one of the greatest concerns we all face in the quickly changing global dynamics and calls for immediate action. We at Orient believe we can accelerate efforts toward achieving this common goal, hence we are currently integrating our fundamental belief in an ecosystem-led strategy into the new ESG framework.

The real test, however, will come in the months that follow when we must figure out how to comprehend and react to the dynamics of the new normal as they progressively change. In this case, technology will be helpful. We are working together with our main technology providers and important vendor partners to not only manage the transformation smoothly but also to challenge the status quo and consistently develop innovative solutions.

In order to create flexible and competitive operations, we think that our People-led, process-driven engagement with key partners across our ecosystem will be a strategic advantage.

Our first aim is to steer our manufacturing business towards the ESG agenda while providing communities with useful products and solutions.

We have embarked upon an ambitious journey to empower the lives of over 90,000 Farmers and contribute to soil & water conservation and afforestation covering over 1,00,000 acres of primarily barren land in ~1089 villages around Amlai. We reimagine the possibilities for co-creating value for communities across our ecosystem and achieve holistic transformation by forming web of partnerships with NGOs, FPOs and micro-finance companies. This journey encompasses social, economic, spiritual and environmental transformation of our ecosystem in ~100 kms radius of Amlai.

This year we have started to formalize our ESG to internationally recognized frameworks. This we believe will act as a catalyst to our existing sustainability strategy and will help us achieve greater success on all three fronts Environment, Social & Governance.

And finally, to bring more transparency to the way we do business, we would be publishing our first Sustainability Report in 2023.

8) Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Ashwin J. Laddha (Managing Director & CEO) E-mail id - ashwin.laddha@opil.in Telephone number- 033-4082 3700</p> <p>Mr. Pradeep Kumar Sonthalia (President (Finance) & CFO) E-mail id - pks@opil.in Telephone number - 033 - 2248 3406</p>
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	<p>Yes, CSR Committee comprising of: Ms. Gauri Rasgotra (Chairperson) Mr. Ashwin Bishnoi (Member) Mr. Ashwin J Laddha (Member)</p>

10) Details of Review of the policies

Whether each policy is reviewed, if reviewed, the frequency of review for each of the policy (Annually/Half yearly/ quarterly/ Any other – please specify)

Yes, the senior management team continuously evaluates the policies and the performance against them and when necessary, follow-up actions are taken.

The Board of Directors evaluates the Company’s business responsibility performance on an annual basis and policies are reviewed as required.

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.

We have carried out an independent assessment/ evaluation of the working of our policies by an external agency wherever required. The effectiveness of the BRSR policies has, however, been evaluated internally.

12) If not, all Principles are covered by a policy, reasons to be stated:

NA

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.

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors and Key Managerial Personnel	The Independent Directors and KMP have organised 5 programmes.	The programmes comprised of: <ul style="list-style-type: none"> • Analysis of annual Budget & CAPEX • Export & domestic business • Industry updates and development • Business initiatives and plans/projects • Products launched/market standing. • Segment-wise performance • CSR activities undertaken. 	100%
Employees other than BoD and KMPs	No of awareness programmes held - 131	Programmes covered principles 2, 3, 6 & 8. The training covered upskilling and reskilling of employees on the following: <ul style="list-style-type: none"> • ESG aspects • Occupational Health and Safety • Prevention of Sexual Harassment • Human Rights • Consumer Safety • Cyber Security • Regulatory compliance • Code of Conduct • Leadership & Soft skills • Specific to department/business function 	100%
Workers	Number of awareness programmes held- 54	Training covered principles 1, 2, 3, 5, 6 & 9. Training programmes covered: <ul style="list-style-type: none"> • Health and Safety Training • Code of Conduct • Prevention of Sexual Harassment 	100%

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

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

Not Applicable

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

Yes, we have an anti-corruption or anti-bribery policy; These policies are embedded in the Company's Codes of Conduct (Code of Conduct for Directors and Senior Management), Whistle Blower Policy, HR policies and various HR practices.

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'23	FY'22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Details of complaints with regard to conflict of interest	FY'23	
	Number	Remark
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	Nil	Nil

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.

No fines/penalties/actions are taken against the company or its employees by any regulators on corruption and conflict of interest.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

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.

- R&D expenditure (₹ In lacs) - 210. 35
- Capex – NIL

Note: Details of R&D initiatives can be referred to in Annexure-III

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

Yes.

At OPIL, we focus on responsible sourcing and consumption of resources, deploy innovative technology solutions to enhance operational efficiencies, manage waste and emissions and protect biodiversity around our operations to reduce our carbon footprint. Our goal is to produce sustainable products that are renewable, recyclable and biodegradable to further minimize and mitigate the environmental impact of our offerings across the value chain. OPIL strongly focuses on empowering local community stakeholders through several interventions, including growing local sourcing to create livelihoods and enhance the quality of life.

Our sustainability strategy guides our efforts to promote plantations and farm forestry as a responsible and disruption-free way to source raw materials like wood and bamboo. We encourage local farmers to plant Eucalyptus clonal saplings supplied by the Company at a subsidized rate on their available unutilized land. We have a buyback arrangement for the wood produced by the farmers. This provides a sustainable source of income for the farmers while generating a significant number of rural jobs in and around the Amlai plant. Wood sourced in this manner also becomes a long-term, self-sustaining source of raw material for OPIL. Our raw material development team provides free technical guidance to build the capacity and capability of the farmers to develop and manage the plantations. Local unemployed youth are also trained and engaged as 'motivators' to promote farm forestry plantations amongst the farmers.

Strategic collaborations with technology providers are playing a critical role in helping us adopt Industry 4.0 frameworks and run agile and efficient operations. We encourage sourcing from local communities to ensure an uninterrupted supply of raw materials. This also creates livelihoods for farmers. Today, we maintain thriving green belts that serve as crucial sources of raw material. This includes captive plantations and farmland sourcing that meet around 38% requirement of the wood we use as raw material locally without the need for long-distance transportation. From 2005, about 6.30 Cr. saplings have been planted in an area of 28628 hectares. Moreover, 1578 MT wood sourced were from our own plantation.

a. If yes, what percentages of inputs were sourced sustainably?

Orient Paper Mills (OPM) is situated in the Sohagpur coal belt area of Southeastern Coal Field (SECL) which helps us to minimize the transportation impact of coal. OPM also invests in farm forestry programs to ensure sustainable source of Raw material supplies from areas near the plant with an assured buyback arrangement. This farm forestry program

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has been promoted on area spread around 200 kms periphery of the plant. Around 40 % of Raw material is sourced from these areas whereas the balance quantity also comes from authentic farmer's sources from faraway areas of UP, Assam, Odisha and Andhra. While 87 % of the coal is sourced from mines of SECL and balance 13% is from Others in which Private Party is 11% & NCL is 2%.

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

(a) Plastics (including packaging)-	The Company uses most of the plastic waste internally only, however, there are a few units that have plastic waste (including packaging). The Company engages with SPCB-authorized recyclers for the disposal of such waste.
(b) E-waste-	The Company has various systems in place at an all-India level to manage e-waste. The Company engages with certified SPCB-authorized recyclers for the disposal of e-waste.
(c) Hazardous waste-	The Company sells ETP sludge to SPCB-authorized recyclers for reuse and manufacturing of paper board, millboard and cardboard, while used oil is also sold to SPCB-authorized recyclers. Additionally, the ETP secondary sludge is utilized as a fuel in the company's AFBC boiler for energy recovery.
(d) other waste-	Fly ash is used by brick manufacturers and cement industries.

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

EPR will be implemented in FY 2023-24.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.

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

Category	% of employees covered by										
	Health insurance			Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	450	450	100.0%	450	100.0%	NA	NA	0	0.0%	NA	NA
Female	7	7	100.0%	7	100.0%	7	100.0%	NA	NA	7	100.0%
Total	457	457	100.0%	457	100.0%	7	100.0%	0	0.0%	7	100.0%
Other than Permanent employees											
Male	33	33	100.0%	33	100.0%	NA	NA	0	0.0%	NA	NA
Female	2	2	100.0%	2	100.0%	2	100.0%	NA	NA	2	100.0%
Total	35	35	100.0%	35	100.0%	2	100.0%	0	0.0%	2	100.0%

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

Category	% of workers covered by										
	Health insurance			Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	803	803	100%	803	100%	0	NA	0	0.0%	0	NA
Female	1	1	100%	1	100%	1	100%	0	NA	1	100.0%
Total	804	804	100%	804	100%	1	100%	0	0.0%	1	100.0%
Other than Permanent workers											
Male	1572	1572	100%	1572	100%	0	NA	0	0.0%	0	NA
Female	77	77	100%	77	100%	77	100%	0	NA	77	100.0%
Total	1649	1649	100%	1649	100%	77	100%	0	0.0%	77	100.0%

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

Benefits	FY'23			FY'22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	98%	Y	100%	98%	Y
ESI	5.69%	14.93%	y	7.73%	37.56%	y

3. 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:

No. We have taken note of this and plan to get our structures reviewed via competent agencies to comply with the act.

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.

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	No	No	No	No
Total	No	No	No	No

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? Yes/No (If yes, then give details of the mechanism in brief)

Permanent Workers	Yes
Other than Permanent Worker	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Since our inception, we have placed a strong emphasis on open and honest communication with our stakeholders. We encourage all our employees to speak with senior management, HR, or the company's leaders about any problems they are having. Any employee, regardless of rank, is free to communicate with senior management at the company.

Furthermore, the Company's whistle-blower policy gives employees a formal forum to air their complaints on a variety of issues. Through a customised module, employees are informed about the grievance procedure. This mechanism is also explained to new hires as part of the employee induction procedure. We have a policy on workplace sexual harassment prevention, prohibition and remedy, as well as an Internal Complaints Committee (ICC) compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company's policy on the same is placed on the Company's website.

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

Category	FY'23			FY'22		
	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	457	61	13.3%	401	56	14.0%
Male	450	61	13.6%	397	56	14.1%
Female	7	0	0.0%	4	0	0.0%

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Category	FY'23			FY'22		
	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 Workers	804	804	100.0%	860	860	100.0%
Male	803	803	100.0%	859	859	100.0%
Female	1	1	100.0%	1	1	100.0%

8. Details of training given to employees and workers:

Category	FY'23					FY'22				
	On Health and safety measures			On Skill upgradation		On Health and safety measures			On Skill upgradation	
	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	6688	3508	52.5%	3180	47.5%	2285	824	36.1%	1461	63.9%
Female	242	134	55.4%	108	44.6%	76	52	68.4%	24	31.6%
Total	6930	3642	52.6%	3288	47.4%	2361	876	37.1%	1485	62.9%
Worker										
Male	4218	1481	35.1%	2738	64.9%	1208	468	38.7%	673	55.7%
Female	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Total	4218	1481	35.1%	2738	64.9%	1208	468	38.7%	673	55.7%

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

Category	FY'23			FY'22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	450	391	86.9%	397	286	72.0%
Female	7	7	100.0%	4	2	50.0%
Total	457	398	87.1%	401	288	71.8%
Worker						
Male	803	786	97.9%	859	844	98.3%
Female	1	1	100.0%	1	1	100.0%
Total	804	787	97.9%	860	845	98.3%

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

Yes, OPIL has a certified Integrated Management System (IMS).

At our company, we prioritize the management of occupational health and safety. Our goals and commitments include the following:

- Ensuring the provision of a secure and healthy work environment to prevent work-related injuries and health issues.
- Pledging to eliminate potential hazards and minimize risks related to occupational health and safety.
- Making a commitment to continuously improve our management system for environment, health and safety.
- Ensuring compliance with legal and other regulations.

We take a proactive approach to identifying work-related risks and their sources within our work environment. To ensure the safety of our employees, we provide them with personal protective equipment and offer training sessions on SOPs and best practices. Our EHS teams and site management supervise each site, conducting workplace inspections and identifying potential hazards that are then reported to the EHS head. In addition, we engage external agencies to conduct Safety and Environment audits within our plant to identify any gaps and ensure compliance with regulations.

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

OPIL places a strong emphasis on health and safety in its operations. As part of our efforts to ensure a safe work environment, we have implemented a risk assessment process that includes Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA). These processes allow us to identify potential hazards and assess the level of risk associated with them.

To further enhance our safety measures, we also conduct comprehensive safety audits, which are carried out by proficient third-party agencies like the National Safety Council of India and M/S Chola Risk Services. These audits help us identify any gaps in our safety protocols and provide recommendations for improvement.

Through these processes, we are able to ensure that our employees work in a safe environment, free from potential hazards and risks. We remain committed to continually improving our health and safety management systems and processes to further enhance the well-being of our employees.

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

Yes,

OPIL is committed to ensuring the safety and well-being of its employees. In addition to our risk assessment processes and safety audits, we have also implemented a Near Miss Reporting System to encourage workers to report any potential safety incidents that could have resulted in harm. This system helps us identify potential hazards and take appropriate action to prevent future accidents.

Furthermore, we believe in worker participation in our safety management system and have established a Central Safety Committee and Departmental Safety Committee for this purpose. These committees provide an opportunity for workers to share their safety concerns and suggestions with management and to actively participate in the development and implementation of safety measures.

Through these initiatives, we encourage a culture of safety and open communication, where workers feel empowered to speak up about any safety concerns and take ownership of their own safety and the safety of their colleagues. By fostering a safe work environment, we can enhance the well-being of our employees and improve our overall productivity and efficiency.

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

Yes,

OPIL recognizes the importance of providing access to non-occupational medical and healthcare services for its employees. To achieve this, we have established our own Occupational Health Centre (OHC), which is operational 24x7. The OHC is equipped with the latest medical equipment and is staffed by two doctors, one female and one male, who are both qualified MBBS professionals.

The OHC provides a wide range of medical services to employees, including routine health check-ups, diagnosis and treatment of illnesses and injuries, emergency care and referral to specialized medical care if needed. We also provide counselling services for mental health issues and offer health education programs to promote preventive health practices among employees.

By providing access to quality medical care, we are able to ensure the well-being of our employees and promote a healthy work environment. We remain committed to continuously improving our non-occupational medical and healthcare services to meet the changing needs of our employees.

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

Safety Incident/Number	Category	FY'23	FY'22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	3.65	5.12
	Workers		
Total recordable work-related injuries	Employees	0	1
	Workers	20	32
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

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

The entity takes several measures to ensure a safe and healthy workplace for its employees. These include implementing a work permit system, conducting Job Safety Analysis (JSA) and Hazard Identification and Risk Assessment (HIRA) processes, performing regular safety audits and inspections, organizing safety training sessions, conducting Toolbox Talks (TBT) and safety meetings, celebrating Safety Week and establishing standard operating procedures (SOPs) for critical activities. By utilizing a work permit system, the entity ensures that all work activities are conducted safely and in a controlled manner. The JSA and HIRA processes help identify potential hazards and assess associated risks, enabling proactive measures to be taken to mitigate them. Safety audits and inspections help identify any gaps in safety protocols and provide recommendations for improvement.

To equip employees with the knowledge and skills to work safely, regular safety training sessions, TBT and safety meetings are conducted, covering a broad range of topics. Safety Week is celebrated to promote awareness of safety and health issues among employees and recognize the importance of safe work practices. Standard operating procedures (SOPs) have been established for all critical activities to provide clear guidance on safe and proper procedures. By implementing these measures, the entity maintains a safe and healthy work environment, free from potential hazards and risks. The entity remains committed to continuously improving its safety and health management systems and processes to further enhance the well-being of its employees.

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

Number of Complaints on the following made by employees and workers:	FY'23			FY'22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	No complaints	0	0	No complaints
Health & Safety	0	0	No complaints	0	0	No complaints

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% assessed by two parties - National Safety Council (NSC) and M/S Chola Risk Services.
Working Conditions	

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

In order to address any safety-related incidents that may occur, measures have been taken to ensure the safety of employees in the workplace. These measures include the installation of ELCBs, RCCBs and industrial electrical plugs and sockets, as well as proper cable dressing to prevent any electrical hazards. Furthermore, comprehensive renovations of civil and steel structures over the plant have been undertaken to enhance the overall safety of the facility.

These corrective actions were taken after conducting assessments of health and safety practices and working conditions, identifying significant risks and concerns. It was found that such measures were necessary as a precautionary measure to prevent any safety-related incidents from occurring. While no incidents have occurred thus far, it is important to remain vigilant and proactive in ensuring the safety of all employees in the workplace.

Overall, the installation of ELCB's, RCCB's and industrial electrical plug and sockets, proper cable dressing and comprehensive renovations of civil and steel structures are essential measures that have been implemented to mitigate any potential risks and enhance the overall safety of the facility. It is important to continue assessing and addressing any potential safety concerns to maintain a safe working environment for all employees.

16. 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).

Yes, for both employees and workers the entity provides the life insurance and compensatory package in the event of death.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

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

OPIL has a wide range of stakeholders, including customers, employees, suppliers, investors, government regulators, local communities and environmental organizations. Identifying the key stakeholder groups is an important process in understanding the interests, expectations and concerns of each group and developing strategies to address their needs.

OPIL identifies potential stakeholders and categorizes them based on their level of interest and influence. Key stakeholder groups are prioritized based on their potential impact on the industry and their criticality to the business. A stakeholder engagement plan is developed to address the needs of the prioritized stakeholder groups.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	- Emails - Regular interactions - Townhall/Samvaad	Daily	- Training sessions - Performance appraisal - Annual reward and recognition
Investors	No	- Annual general meetings - Websites - Investor and analyst quarterly meetings - Investor conferences - Annual report	Frequent and need-based	- Return on Equity - Business strategy - Long-term business performance - Goals and targets - Risk assessment and management
Local Community	Yes	- Community representatives - Grievance - Face-to-face interactions	Need-based	- Infrastructure development - Education and Skill Development - Environment, Health & Safety
Customers	No	- Email, SMS, - Newspaper, - Pamphlets, - Advertisement,	Frequent and need-based	- Product Quality - Customer Feedback - Business Development/ Sales
Suppliers	No	- Through Reports and returns. - Emails	Need-based	- Compliance to rules and regulation

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

Orient Paper has taken a proactive approach to engage with vulnerable and marginalized stakeholder groups, seeking to identify their needs and concerns and addressing them in a phased manner. In response, the company has implemented a range of programs aimed at improving the quality of life for these stakeholders, such as healthcare provision, rural education, skill development, construction of community toilets and safe drinking water supplies in villages around Amlai. Further details of these initiatives can be found in the Corporate Social Responsibility (CSR) section of this report.

By prioritizing engagement with vulnerable and marginalized stakeholders, Orient Paper has demonstrated a commitment to operating in a socially responsible manner. The company has worked to establish strong relationships with these groups, enabling them to provide input on the development of programs that are tailored to their specific needs. Through these efforts, Orient Paper has sought to enhance the economic, social and environmental well-being of the communities in which it operates and to build a sustainable future for all stakeholders.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

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'23			FY'22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	457	457	100%	401	401	100%
Other than permanent	35	35	100%	6	6	100%
Total Employees	492	492	100%	407	407	100%

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Category	FY'23			FY'22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Workers						
Permanent	804	804	100%	860	860	100%
Other than permanent	1649	1649	100%	1776	1776	100%
Total Employees	2453	2453	100%	2636	2636	100%

Note: Human rights issue is embedded in the company's code of conduct. Also, we are drafting a separate human rights training program to address all the articles related to this topic.

2. Details of minimum wages paid to employees and workers -

Category	FY'23					FY'22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	457	0	0.0%	457	100.0%	401	0	0.0%	401	100.0%
Male	450	0	0.0%	450	100.0%	397	0	0.0%	397	100.0%
Female	7	0	0.0%	7	100.0%	4	0	0.0%	4	100.0%
Other than Permanent	35	0	0.0%	35	100.0%	6	0	0.0%	6	100.0%
Male	33	0	0.0%	33	100.0%	6	0	0.0%	6	100.0%
Female	2	0	0.0%	2	100.0%	0	0	0.0%	0	0.0%
Workers										
Permanent	804	17	2.1%	787	97.9%	860	15	1.7%	845	98.3%
Male	803	17	2.1%	786	97.9%	859	15	1.7%	844	98.3%
Female	1	0	0.0%	1	100.0%	1	0	0.0%	1	100.0%
Other than Permanent	1649	1437	87.1%	212	12.9%	1776	1547	87.1%	229	12.9%
Male	1572	1364	86.8%	208	13.2%	1696	1472	86.8%	224	13.2%
Female	77	73	94.8%	4	5.2%	80	75	93.8%	5	6.3%

3. Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	7	1	7
Key Managerial Personnel	3	204.7	0	NA
Employees other than BoD and KMP (in Lacs)	450	7.8	7	7.9
Workers	803	3.7	1	3.1

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

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

Respect for human rights is a fundamental and core value of the OPIL, which strives to support, protect and promote human rights and ensure fair and ethical business and employment practices. OPIL is dedicated to creating a secure and peaceful work environment that accommodates individuals of all backgrounds, including ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and other factors.

Our Company believes that all workplaces should be free from any forms of violence, harassment, intimidation, or other unsafe or disruptive conditions, whether they are caused by external or internal threats. Consequently, the Company has put in place reasonable measures to protect employees' privacy and dignity and provide them with appropriate safeguards at work.

The Company has a strict policy against all forms of slavery, forced labor, child labor, human trafficking and physical, sexual, psychological, or verbal abuse. We do not hire employees or work with agents or vendors against their will, as it goes against our policy.

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

	FY'23		FY'22	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	No	NA	No	NA
Discrimination at workplace	No	NA	No	NA
Child Labour	No	NA	No	NA
Forced Labour/ Involuntary Labour	No	NA	No	NA
Wages	No	NA	No	NA
Other human rights related issues	No	NA	No	NA

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

The Company has made a conscious effort to promote the well-being of women professionals by establishing a secure, healthy and supportive working environment. Proper policies have been created and put into practice to address issues related to their safe and appropriate working conditions. As per the provisions of the "Sexual Harassment of Women at Workplace (Prohibition, Prevention and Redressal) Act, 2013," the Company has formulated a policy for the prohibition, prevention and redressal of sexual harassment against women at the workplace, including any matters connected to or arising from it. During the year, the Company did not receive any complaints under this policy.

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

Yes, the Company upholds and advocates for the human rights of all its stakeholders, ensuring that everyone is treated with dignity and respect. Our operations are guided by a comprehensive human rights policy that mandates strict compliance with human rights principles and applicable regulations in India. The policy prohibits practices such as child labor, slavery or forced labor, discrimination, bullying, harassment and any other relevant incidents. We have a zero-tolerance approach to human rights violations and encourage our employees and stakeholders to report any breaches through the appropriate channels. We are committed to raising awareness about human rights issues among our contractors, customers and suppliers. We also encourage our supply chain partners to adopt and adhere to our human rights policies and practices. In the event of any policy violations, a structured disciplinary process in line with the laws and regulations is in place. In FY'23, no human rights violations were reported across the organization.

9. Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	No
Forced/involuntary labor	No
Sexual harassment	No
Discrimination at workplace	No
Wages	No

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

We have been compliant with all applicable laws and regulations and as a result, we have not received any corrective action directives in the past year.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.**1. Details of total energy consumption (in Joules or multiples) and energy intensity:**

For OPM (Paper Unit incl. process, project, auxiliary & ancillary)

P6 E1- Energy	Unit	FY'23	FY'22
Total electricity consumption (A)	GJ	11185	330
Total Fuel Consumption (B)	GJ	4546234	4259622
Energy Consumption from Black liquor (C) ¹	GJ	1983667	1829887
Energy Consumption from Solar PV (C)	GJ	6278	6127
Total Energy Consumption (A+B+C)	GJ	6547365	6095965
Energy intensity per rupee of turnover (Total Energy Consumption/ Turnover in Lakhs ₹)	GJ/ ₹ Lakhs	841	1302
Energy intensity per tonne of Production	GJ/tonne	81.91	85.59

For CSU (Chemical) Unit

P6 E1- Energy	Unit	FY'23	FY'22
Total electricity consumption (A)	GJ	164488	0
Total Fuel Consumption (B)	GJ	1152942	1588574
Energy Consumption from Black liquor (C) ¹	GJ	0	0
Energy Consumption from Solar PV (C)	GJ	0	0
Total Energy Consumption (A+B+C)	GJ	1317430	1588574
Energy intensity per rupee of turnover (Total Energy Consumption/ Turnover in Lakhs ₹)	GJ/ ₹ Lakhs	803	1351
Energy intensity per tonne of Production	GJ/tonne	36.12	46.55

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

Yes, OPIL is under PAT cycle 7.

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

For OPM (Tissue and Paper) Unit

Water withdrawal by source (in kiloliters)	FY'23	FY'22
(i) Surface water (kL)	10749289	10151920
(ii) Groundwater (kL)	0	0
(iii) Third party water (kL)	0	0
(iv) Seawater / desalinated water (kL)	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) (kL)	10749289	10151920
Total volume of water consumption (in kiloliters)	3866719	3503601
Water intensity per rupee of turnover (Water consumed / turnover in million ₹) ²	496.38	748.49
Water intensity - Water consumed/ Production (KL/tonne of production)	48.40	49.20
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	N	N

For CSU unit

Water withdrawal by source (in kiloliters)	FY'23	FY'22
(i) Surface water (kL)	368027	330369
(ii) Groundwater (kL)	0	0
(iii) Third party water (kL)	0	0

¹ Energy from available biomass (termed as Black Liquor solids mainly consists of lignin which comes out from wood in cooking process of Pulp mill) to fire in Recovery Boiler to reduce fossil fuel consumption.² Water consumption for Processes under pulp & paper unit. Remaining water is used for Colony, CSR distribution, new project construction, Plantation, and other utilities.

Water withdrawal by source (in kiloliters)	FY'23	FY'22
(iv) Seawater / desalinated water (kL)	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) (kL)	368027	330369
Total volume of water consumption (in kiloliters) ³	133195	122070
Water intensity per rupee of turnover (Water consumed / turnover in million ₹)	81.23	103.84
Water intensity - Water consumed/ Production (KL/tonne of production)	3.70	3.60
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	N	N

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

Yes, we have implemented a mechanism for ZLD. 100% effluent is being discharge on land after proper treatment. We utilize the entire treated effluent for ash quenching, wood log washing and our company-owned plantation, which spans more than 400 acres of land developed under the HRTS technology patented by NEERI, Nagpur. The Caustic Soda unit recycles industrial effluent back into the process after treatment. We maintain the quality of our treated effluent as per the State Pollution Control Board (SPCB) and Central Pollution Control Board (CPCB) Charter norms for Water Recycling & Pollution Prevention (WRPP) specific to the Indian Pulp & Paper Industries in the Ganga River Basin.

Our industry has a complete water management plan and adheres to WRPP charter norms for the pulp & paper sector. We have installed 16 piezometric sampling points at various locations of HRTS sites to monitor the groundwater quality. We regularly monitor our wastewater with our NABL accredited laboratory and we have installed Ultrasonic / Electromagnetic flow meters for industrial cooling/boiler feed, process, CSR and domestic purposes. NEERI, Nagpur, is currently reviewing and revalidating the HRTS technology used by our company.

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

P6- E5- Air Emissions (Other than GHG Emissions)	Unit	FY'23	FY'22
NOx	Ton	990.54	522.378
SOx	Ton	920.06	894.323
Particulate matter (PM)	Ton	252.41	178.27
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

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

For OPM (Paper and Pulp) unit

Parameter	Please specify unit	FY'23	FY'22
Total Scope 1 emissions			
CO ₂	Metric tonnes of CO ₂ equivalent	440731	412254
CH ₄	Metric tonnes of CO ₂ equivalent	1630	1355
N ₂ O	Metric tonnes of CO ₂ equivalent	1791	1674
HFC	Metric tonnes of CO ₂ equivalent	NA	NA
PFC	Metric tonnes of CO ₂ equivalent	NA	NA
SF ₆	Metric tonnes of CO ₂ equivalent	NA	NA
NF ₃	Metric tonnes of CO ₂ equivalent	NA	NA

³ Water consumption for Processes under CSU unit. Remaining water is used for Colony, CSR distribution, new project construction, Plantation, and other utilities.

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Parameter	Please specify unit	FY'23	FY'22
Total	Metric tonnes of CO ₂ equivalent	444152	415282
Total Scope 2 emissions			
CO ₂	Metric tonnes of CO ₂ equivalent	NA	NA
CH ₄	Metric tonnes of CO ₂ equivalent	NA	NA
N ₂ O	Metric tonnes of CO ₂ equivalent	NA	NA
HFC	Metric tonnes of CO ₂ equivalent	NA	NA
PFC	Metric tonnes of CO ₂ equivalent	NA	NA
SF ₆	Metric tonnes of CO ₂ equivalent	NA	NA
NF ₃	Metric tonnes of CO ₂ equivalent	NA	NA
Total	Metric tonnes of CO ₂ equivalent	2206	65
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/Lakh INR	57.30	88.73
Total Scope 1 and Scope 2 emissions per tonne of production	Metric tonnes of CO ₂ equivalent/tonne of production	5.58	5.83

For CSU unit

Parameter	Please specify unit	FY'23	FY'22
Total Scope 1 emissions			
CO ₂	Metric tonnes of CO ₂ equivalent	107901	143224
CH ₄	Metric tonnes of CO ₂ equivalent	292	417
N ₂ O	Metric tonnes of CO ₂ equivalent	415	592
HFC	Metric tonnes of CO ₂ equivalent	NA	NA
PFC	Metric tonnes of CO ₂ equivalent	NA	NA
SF ₆	Metric tonnes of CO ₂ equivalent	NA	NA
NF ₃	Metric tonnes of CO ₂ equivalent	NA	NA
Total	Metric tonnes of CO ₂ equivalent	108608	144234
Total Scope 2 emissions			
CO ₂	Metric tonnes of CO ₂ equivalent	NA	NA
CH ₄	Metric tonnes of CO ₂ equivalent	NA	NA
N ₂ O	Metric tonnes of CO ₂ equivalent	NA	NA
HFC	Metric tonnes of CO ₂ equivalent	NA	NA
PFC	Metric tonnes of CO ₂ equivalent	NA	NA
SF ₆	Metric tonnes of CO ₂ equivalent	NA	NA
NF ₃	Metric tonnes of CO ₂ equivalent	NA	NA
Total	Metric tonnes of CO ₂ equivalent	32441	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/Lakh INR	86.02	122.69
Total Scope 1 and Scope 2 emissions per tonne of production	Metric tonnes of CO ₂ equivalent/tonne of production	3.87	4.23

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

Steps taken or impact on conservation of energy hence saving GHG Emissions	<p>In the pursuit of continual improvement in energy conservation, many initiatives as listed below have been taken in the financial year 2022-2023 for energy conservation and preservation of natural resources:</p> <ul style="list-style-type: none"> The Company is continuously concentrating on improving its productivity in terms of production, reduction in power consumption and thermal energy consumption through various steps including the installation of Variable Frequency Drives (VFDs). Process optimization and improvement initiatives on a consistent basis across all plants. Re-Use of Bio-mass firing in the Recovery boiler. The Company utilizes waste from Wood logs chippers as an alternative fuel for power generation. The company has facilitated the construction of rainwater harvesting ponds for farmers residing near its plant, thereby enhancing soil fertility, boosting agricultural yields and contributing to carbon sequestration efforts.
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The steps taken by the Company for utilizing Alternate Sources of Energy hence reducing emissions	To improve energy efficiency across operational locations and enhance the proportion of renewable energy sources OPIL generates 27% of its energy from installed solar PV and Renewable Biomass (black liquor) in FY'23 as compared to 25% in FY'22. It helps in mitigating the consumption of non-renewable energy and improves public health and environmental quality for the surrounding ecosystem and enhances economic, environmental and societal capital.
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8. Provide details related to waste management by the entity:

	Unit	FY'23	FY'22
Total Waste Generated (in metric tonnes)			
Plastic waste (A)	Metric tonnes	103.73	101.44
E-waste (B)	Metric tonnes	0.29	1.48
Bio-medical waste (C)	Metric tonnes	0.20	0.21
Construction and demolition waste (D)	Metric tonnes	0	0
Battery waste (E)	Metric tonnes	0.12	0.24
Radioactive waste (F)	Metric tonnes	0	0
Other Hazardous waste. Please specify, if any. (G)			
Used Oil	Metric tonnes	5.33	2.48
ETP Chemical Sludge	Metric tonnes	39.9	22.8
ETP Primary Sludge (Waste pulp & paper sludge)	Metric tonnes	2970.68	2750
Other Non-hazardous waste generated (H)			
Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)			
Lime Sludge	Metric tonnes	17195	11230
Lime Grit	Metric tonnes	3967.5	7298
Bed Ash & Fly Ash	Metric tonnes	104234	112799
Wood & Bamboo Dust	Metric tonnes	4189	3914
Total (A+B + C + D + E + F + G + H)	Metric tonnes	132706	138120
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	Metric tonnes	17305	11336
(ii) Re-used	Metric tonnes	111172	122847
(iii) Other recovery operations	Metric tonnes	4229	3937
Total	Metric tonnes	132706	138120
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	Metric tonnes	0.083	0.085
(ii) Landfilling	Metric tonnes	0	0
(iii) Other disposal operations	Metric tonnes	0	0
Total		0.083	0.085
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/No	No	No

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

The manufacturing process of paper in OPIL generates waste materials that can lead to pollution of land, air and water.

For instance, the production of lime through rotary lime kilns generates waste such as lime sludge and lime grit, which can cause land pollution. To minimize the impact of such waste, OPIL adopts practices such as reburning the lime sludge to recover the lime, using the lime grit for road making or filling low-lying areas within the mill premises.

Similarly, the burning of coal in boilers generates fly ash and coal ash, which can cause land and air pollution. OPIL reduces this impact by using the waste for cement manufacturing, brick-making or filling low-lying areas within the plant premises.

The production of pulp and paper using wood as a raw material generates solid waste, which may cause land pollution. The waste can be recovered and sold to SPCB-authorized recyclers for manufacturing paperboard, millboard or cardboard.

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Waste-water treatment generates ETP chemical and process sludge waste, which may lead to land and water pollution. The waste can be used as fuel in boilers to recover energy or given to MPPCB-authorized re-processors for board manufacturing.

The use of machine oil and lubricants can generate used oil, which may cause land and water pollution. OPIL adopts responsible practices and dispose of this waste through authorized recyclers.

Overall, OPIL take responsibility for their waste generation and adopt sustainable practices to minimize the impact of their operations on the environment.

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

No.

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

None

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

Yes, the entity is compliant with the applicable environmental laws/regulations/guidelines in India.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.

1. a. Number of affiliations with trade and industry chambers/ associations - 4
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1)	Indian Chamber of Commerce (ICC)	National
2)	Indian Paper Manufacturing Association (IPMA)	National
3)	Alkali Manufacturers Association of India (AMAI)	National
4)	Federation of Indian Export Organisations (FIEO)	National
5)	Confederation of Indian Industry (CII)	National

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

There were no adverse orders from regulatory authorities.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.

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

None

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

Not applicable.

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

To ensure that grievances within the community are addressed in a timely and effective manner, it is important to have clear mechanisms in place for receiving and redressing such concerns. One such mechanism involves utilizing the proper channels to bring forth complaints. It is necessary for the complainant to submit a written report and register their grievance with either the HR Head or COO. This approach not only ensures that the complaint is properly recorded, but also allows the Company to take swift and appropriate action.

If the grievance is related to the Company, then it is the responsibility of the concerned department or function to address and provide a status report. This helps to ensure that the issue is being handled by those who are best equipped to address it. By having a clear process in place for addressing grievances, the community can be assured that their concerns are being taken seriously and that appropriate action is being taken to address them.

Overall, having effective mechanisms for receiving and redressing grievances is crucial for maintaining a positive and supportive community. It not only helps to resolve specific issues, but it also promotes transparency and trust between the

community and the company. Therefore, it is important to establish clear channels for receiving complaints and to ensure that appropriate measures are taken to address and resolve them in a timely and effective manner.

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

	FY'23	FY'22
Directly sourced from MSMEs/ small producers	9.91 %	8.94 %
Sourced directly from within the district and neighboring districts	9.14 %	11.28 %

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

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

There are various methods that OPIL uses to receive and address consumer complaints and feedback.

One such approach is to require customers to provide specific details such as an invoice copy, invoice number, or lot number sample to lodge a complaint. Once these details are received, they can be logged into a Microsoft Access software system.

After the complaint details are registered in Microsoft Access, a PDF file can be generated from the software. To further investigate the complaint, a complaint sample can be sent to the mill by courier along with the complaint details.

Once received our Research and Development team can analyze the samples and provide feedback on the complaint. By utilizing these mechanisms, businesses can effectively receive and address consumer complaints and feedback in a timely and efficient manner.

2. Turnover of products/services as a percentage of turnover from all products/services that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal.

NA

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

	FY'23		FY'22	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	Nil	NA	Nil	NA
Advertising	Nil	NA	Nil	NA
Cyber-security	Nil	NA	Nil	NA
Restrictive Trade Practices	Nil	NA	Nil	NA
Unfair Trade Practices	Nil	NA	Nil	NA
Others	Nil	NA	Nil	NA

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

Details of instances of product recalls on account of safety issues:	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	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, OPIL has a framework/ policy on cyber security and risks related to data privacy.

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

There were no issues raised on the following topics and hence this question is not applicable to us.

FORWARD-LOOKING STATEMENT

The report includes predictions about the operations and performance of the company in the future. When discussing future operating or financial performance, these statements often use the words "believes," "estimates," "anticipates," "expects," "intends," "may," "will," "plans," and other terms with similar meanings. These predictions of future operating, financial and other results are not promising because they rely on assumptions, facts, or methodologies that may be incorrect or imprecise. They represent our present expectations, which are supported by plausible assumptions. Due to a variety of potential future events, risks and uncertainties, some of which are outside of our control, the Company's actual results might significantly differ from those anticipated in any forward-looking statements. The Company disclaims any need to update or alter any forward-looking statements, whether because of new information, unexpected developments, or other factors.