

PIIL/SEC/BSE:NSE/38:2023-24
July 26, 2023

BSE Limited Corporate Relationship Deptt. PJ Towers, 25 th Floor, Dalal Street, Mumbai – 400 001 Code No.523642	National Stock Exchange of India Limited Exchange Plaza, Plot No.C/1, G-Block Bandra Kurla Complex, Bandra (East), Mumbai – 400 051. Code No. PIIND
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Dear Sir/Madam,

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

In accordance with the requirement of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year 2022-23, which also forms the part of the Integrated Annual Report for the financial year 2022-23, submitted to the exchange(s) vide letter dated July 26, 2023.

The aforesaid report is also available on the website of the Company at <https://www.piindustries.com/investor-relations/co-go/annual-reports>.

The above is for the information of exchange and investors at large.

Thanking you,

Yours faithfully,
For PI Industries Limited

Sonal Tiwari
Company Secretary

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L24211RJ1946PLC000469
2. **Name of the Listed Entity:** PI INDUSTRIES LIMITED
3. **Year of incorporation:** 1946
4. **Registered office address:** Udaisagar Road, Udaipur, Rajasthan-313001, India
5. **Corporate address:** 5th Floor, Vipul Square, B-Block, Sushant Lok, Phase -1, Gurugram- 122009, Haryana (India).
6. **E-mail:** corporate@piind.com
7. **Telephone:** 0124 6790000
8. **Website:** www.piindustries.com
9. **Financial year for which reporting is being done:** 2022-23
10. **Name of the Stock Exchange(s) where shares are listed:** National Stock Exchange and Bombay Stock Exchange
11. **Paid-up Capital:** Rs. 15,17,18,118
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. Manikantan Viswanathan
Chief Financial Officer
+ 91 124 6790000
manikantan@piind.com
13. **Reporting boundary** - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).
Standalone Basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Agrochemicals	Research, development, manufacturing, and distribution of agrochemical products and crop solutions	98.07%

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	Manufacture of pesticides and other agrochemical products	2021	98.07%

III. Operations

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

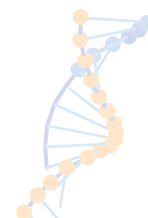
Location	Number of plants	Number of offices	Total
National	5	29 [#]	34
International	0	3	3

#Includes twenty-six depots

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Throughout India (26 states)
International (No. of Countries)	More than 30 countries



- b. **What is the contribution of exports as a percentage of the total turnover of the entity?**
80%

c. **A brief on types of customers**

The Company is in the business of manufacturing and distribution of agrochemicals and accordingly has one reportable business segment viz. 'Agro Chemicals'.

The Company has global as well as domestic customers who are dealing with Agro chemicals ranging from institutional to distributors and dealers.

IV. Employees

18. **Details as at the end of Financial Year:**

- a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3323	3162	95%	161	5%
2.	Other than Permanent (E)	54	45	83%	9	17%
3.	Total employees (D + E)	3377	3207	95%	170	5%
WORKERS						
4.	Permanent (F)	31	31	100%	0	0%
5.	Other than Permanent (G)	1538	1530	99.48%	8	0.52%
6.	Total workers (F + G)	1569	1561	99.49%	8	0.51%

Note: Schedule XX on the Manufacture and manipulation of dangerous pesticides imposes prohibition on employment of women in any room where there is manufacture or storage of dangerous pesticides.

- b. Differently abled Employees and workers:

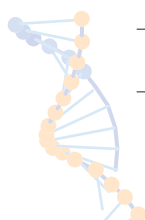
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	4	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	4	4	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%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

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	4	1	25%

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

Particulars	FY 22-23 (Turnover rate in current FY)			FY 21-22 (Turnover rate in previous FY)			FY 20-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23%	23.5%	23%	22%	18.6%	21.9%	13.6%	2.6%	13.3%
Permanent Workers	20.3%	-	20.3%	5.1%	-	5.1%	11.8%	-	11.8%



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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jivagro Ltd	Subsidiary	100%	Yes
2	PI Health Sciences Ltd	Subsidiary	100%	Yes
3	PILL Finance and Investments Ltd	Subsidiary	100%	Yes
4	PI Life Science Research Ltd	Subsidiary	100%	Yes
5	PI Bioferma Pvt Ltd	Subsidiary	100%	Yes
6	PI Fermachem Pvt Ltd	Subsidiary	100%	Yes
7	PI Japan Co. Ltd	Subsidiary	100%	Yes
8	Solinnos Agrosociences Pvt Ltd	Associate	49% (through PI Life Science Research Ltd)	Yes
9	PI Kumiai Pvt Ltd	Joint Venture	50% (through PI Life Science Research Ltd)	Yes

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes, as per section 135 of the Companies Act, 2013, provisions of CSR is applicable. A brief of the CSR vision of the Company and the activities undertaken has been detailed in the Social and Relationship Capital Section

(ii) Turnover (in Rs.)- ₹ 64,292 million

(iii) Net worth (in Rs.)- ₹ 70,968 million

VII. Transparency and Disclosures Compliances

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

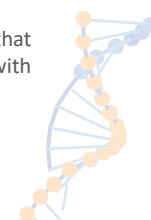
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes pifoundation@piind.com^ https://www.piindustries.com/ContactUs.aspx#						
Investors (other than shareholders)	Yes https://www.piindustries.com/investor-relations/co-go/Contact-Details						
Shareholders	Yes https://www.piindustries.com/investor-relations/co-go/Contact-Details	116	0	All closed	145	0	All closed
Employees and workers	Yes https://www.piindustries.com/sites/default/files/Whistle%20Blower%20Policy.pdf						
Customers	Yes https://www.piindustries.com/ContactUs.aspx#	5	0	All resolved	14	0	All resolved
Value Chain Partners	Yes https://www.piindustries.com/ContactUs.aspx#	33	1		24	0	All closed

^Grievances for all the CSR activities conducted by the Company can be communicated through email

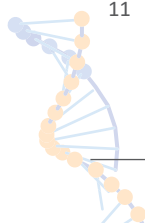
#Link to all channels of communication that can be used for grievance redressal

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

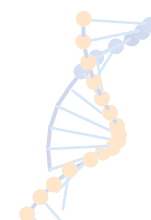
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per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



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	R	Climate change can have adverse impact on our business and lack of any strategy or implementation will severely affect business continuity	We have set specific and measurable targets for ourselves towards climate change to ensure long-term sustainability of our business. Our manufacturing locations have integrated environment management capabilities	Negative
2	Contribution to ICT Innovation	O	ICT makes our operations more efficient. We continue to leverage ICT to become better at analytics and increase our operational efficiencies		Positive
3	Customer Responsibility Initiatives	O	We have been taking initiative to aware consumers and engage with them through multiple media		Positive
4	Nutrition & Food Security	O	Our products ensure the nutrition and food security of the masses. We continue to deliver quality products and innovate our products to have a bio-based product in our portfolio		Positive
5	Supply Chain Management, Product Safety and Quality Assurance	O	A resilient supply chain has helped our business in continuing operations at adverse times. We have strong product safety and quality assurance practices to safeguard environment and people from any harm from our products		Positive
6	Biodiversity and Ecological Conservation	O	Our operations do not impact biodiversity and ecology directly, yet we remain committed to minimizing our impact on biodiversity and ecology.		Positive
7	Chemical Substances	R	Our chemical substances pose a risk to the environment.	We are working towards increasing the share of biologicals in our portfolio. We are also fully compliant with national laws on hazardous waste	Negative
8	Emission Control	R	With increasing manufacturing capacity, the GHG emissions might go up	We are taking measures like fuel change, increasing our efficiencies and captive renewable energy production to check our emissions	Negative
9	Energy Management	R	Our manufacturing processes involve significant energy consumption. Thus, it is both a risk and an opportunity for us.	We have been increasing our efficiencies and are investing in captive renewable energy production and procurement from renewable sources. Besides this, we are also investing in technological changes to save energy	Positive
10	Materials	O	We have been transforming our product line to include more bio-based products and improve their performance on EcoScale. We also continue to reduce the use of hazardous and toxic substances in our products		Positive
11	Soil Health	R	Some of our products' chemical composition may harm soil health	We are consistently decreasing the hazardous substances in our products. We aim to have most of our product line on the better side of EcoScale and also aim to increase the share of biologicals in our portfolio.	Negative



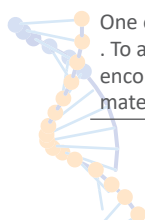
S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Waste Management	O	We have robust waste collection and recycling processes in place		Negative
13	Water Management	R	Availability of low TDS water (a finite resource) may pose a risk to our business in future	We have been promoting climate-resilient agriculture that requires less water and also have been introducing practices at our plants to minimize the use of freshwater while also treating our discharge	Negative
14	Corporate Governance and Business Ethics	O	Building upon our organizational strategy to achieve our business goals		Positive
15	Human Rights and Inclusion	R	Change in regulations and keeping a check on human rights across value chain is a risk	We have robust internal mechanisms to ensure no violations of human rights and including human rights as an agenda while screening our partners	Negative
16	Risk Management	R	Being in chemical business our regulatory compliance risks are very high followed by quality risks, geopolitical exposures risks etc.	We have a robust risk management system which included identification of such risks, their analysis and formulation of risk management and mitigation strategies and implementation of the same.	Positive
17	Benefit and Employee Care	O	We care for our employees. Every year we organize health camps across locations and other events to engage our employees. We also ensure that our employees and their families have a safety net in form of organizational support and insurance coverages		Positive
18	Community Support	O	Our multiple projects around our manufacturing sites provides us with their consent to operate		Positive
19	Economic Inclusion	O	At our manufacturing sites we hire workers from local communities and through our CSR programs we ensure that the marginal and vulnerable households are able to access financial institutions		Positive
20	Labor Relationship	R	Change in regulations and labour practices are a challenge to our business	We have a strong compliance management system in place and also ensure that we include the employees and workers in various forums to ensure that they are heard, and their feedback is included in decision making wherever possible	Negative
21	Occupational Safety and Employee Health	R	This can lead to interruption in business continuity and thus decreased productivity and employee morale	Safety and health of our people at workplace is our prime focus and we ensure it through several measures. (Please refer to Human capital section for details)	Negative



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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, all policies are placed before the Board for consideration and approval. All other policies are approved by the Vice Chairperson & Managing Director https://www.piindustries.com/sustainability/Governance/Sustainability-Policy https://www.piindustries.com/sustainability/CSR/CSR-Policy https://www.piindustries.com/sustainability/EHS/Environment-Health-and-Safety https://www.piindustries.com/Media/Documents/Sustainable%20Procurement%20Policy.pdf https://www.piindustries.com/Media/Documents/PI%20POSH%20Policy%2026%20April%2023%20(U).pdf https://www.piindustries.com/Media/Documents/Policy%20for%20board%20diversity.pdf https://www.piindustries.com/Media/Documents/Human%20Rights%20Commitment.pdf https://www.piindustries.com/Media/Documents/Anti%20Bribery%20&%20Anti%20Corruption%20Policy.pdf https://www.piindustries.com/Media/Documents/PIIND%20Nomination%20and%20Remuneration%20Policy.pdf https://www.piindustries.com/Media/Documents/Code-of-Conduct-Independent-Directors.pdf								
c. Web Link of the Policies, if available									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We have got certifications under various categories like ISO 9001, ISO 14001, OHSAS, ISO 50001, ISO 45001, ISO 27001, Responsible Care, Good Laboratory Practice etc. Our policies are in line with widely adopted international standards and practices such as UNGC guidelines, UN SDGs, UNUHDR, OECD Guidelines for Multinational Companies and ILO principles								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have set specific ESG goals and targets which can be accessed in our integrated report under Sustainability Goals section								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance against set targets undertaken for ESG has been published in the Performance Highlights section of the Integrated Report								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>True to our purpose, "Reimagining a healthier planet", we believe that growth of society and community around organization is integral to PI's growth.</p> <p>A common thread ties our stakeholders together- our purpose to create value while keeping mankind at the center. We emphasize strongly on holistic well-being of our employees which is reflected in our human centric policies, career-oriented learning and development opportunities and Health and Safety practices at our plants and offices.</p> <p>Communities near our plant sites are an important stakeholder. We make constant efforts to enhance their livelihoods, access to good healthcare and education and promote rural value chains.</p> <p>PI's focus on creating value is also demonstrated in our focus on circularity and resource efficiency and minimizing environmental footprint. Eighty-nine percent of solvent used in our processes was recovered and used in last FY. Thirty-nine percent of the raw materials procured come from renewable sources, which makes up approximately 30% of our total products.</p> <p>At PI, we recognize the urgent need to address challenges to achieve sustainable long-term growth and we have set ambitious targets for 2025 to address these challenges.</p> <p>One of the key challenges is reducing our carbon footprint, and we have set a target to reduce our specific CO2 emissions by 25% by 2025. . To achieve this, we have implemented various measures such as investing in renewable energy sources, improving energy efficiency, and encouraging sustainable practices among our employees. We are also working towards reducing our waste and increasing use of sustainable materials.</p>								



PI is also ensuring its social responsibility and creating a diverse and inclusive workplace. We aspire to increase women participation in leadership positions by 25%. We believe that having a diverse and inclusive workplace will not only benefit our employees but also drive innovation and improve our overall business performance.

We also understand that strong businesses are built on foundations of strong governance practices, and we are committed to operate our business with integrity and transparency. Our code of conduct and other policies are aligned with international standards and regularly engage with our stakeholders to ensure that our practices align with their expectations.

We are committed to continuing our efforts towards becoming a more sustainable and responsible company. We will continue to review our practices and engage with stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Joint Managing Director under the guidance of the Board

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes, Sustainability Council steered by Joint Managing Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Performance of the systems and processes against NGRBC principles are reviewed by Board Committees.									Periodically reviewed by senior leadership team with the Board members' representation								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all applicable statutory requirements. This is reviewed by Board Committees.									The company monitors the relevant changes in the applicable statutes, and accordingly modify the policies, for the purpose of relevance.								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, the implementation of the policies of the Company is reviewed through internal audit function. The Quality, Safety, Health and Environment Policies are subject to internal and external audits as a part of different certifications process including ISO-9001, ISO-14001, ISO 50001, ISO 45001, Responsible Care, ISO 27001 etc Further, we have undertaken gap-assessment of ESG related policies through an expert third party agency (Deloitte) specializing in ESG services.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
Board of Directors	3	Code of Conduct, (incl. Anti-Bribery, Gifts Policy), Risk Management, Sustainability Framework	100%
Key Managerial Personnel	4	Code of Conduct, (incl. Anti-Bribery, Gifts Policy), POSH, Risk Management, Sustainability Framework	100%
Employees other than BoD and KMPs	10,000	Code of Conduct, (incl. Anti-Bribery, Gifts Policy) POSH, Risk Management, Sustainability Framework, Information Security	100%
Workers	180	Code of Conduct, (incl. Anti-Bribery, Gifts Policy) POSH, Safety Management	100%

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

No such incident in the last financial year

- 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

- 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.

We at PI, have implemented an Anti-Bribery and Anti-Corruption policy as well as a Whistleblower Policy to ensure the highest level of ethical standards are met in all business operations.

The Anti-Bribery and Anti-Corruption policy applies to all individuals associated with the company at any level, including employees, contractors, consultants, trainees, casual workers, volunteers, interns, agents or any person or third parties associated with PI. The Whistleblower Policy provides a reporting mechanism for Company's representatives, employees and external stakeholders to disclose any unethical behavior without fear of retaliation. The Chairman of the Board's Audit Committee and Vigilance and Ethics Officer oversee the Whistleblower Policy to prevent any obstruction of the reporting process.

All our employees undergo annual training on PI Industries Code of Conduct which emphasizes on fair competition practices.

Web-link- <https://www.piindustries.com/Media/Documents/Anti%20Bribery%20&%20Anti%20Corruption%20Policy.pdf>

[https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy%20\(updated\).pdf](https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy%20(updated).pdf)

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

	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

- Details of complaints with regard to conflict of interest:

	FY 22-23 (Current Financial Year)		FY 21-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil



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

Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2 Mega Events organized by Supply Chain Procurement Team	Compliance, Governance, ESG, Safety, Industry Updates	35%

Note: In addition to the above mentioned awareness programmes, the Company actively participates in dialogues with its value chain partners, diligently raising awareness on diverse subjects, including ethical governance, regulatory compliance, sustainability, human rights, and employee well-being, among various other pertinent aspects.

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

Yes, At PI Industries, we have established Code of Conduct for Directors and Senior Management personnel, which mandates the highest level of personal and professional integrity and ethical behavior. Each Director and Senior Management personnel must disclose to the company any personal or external business interest that could create a potential or actual conflict of interest. If such a conflict arises, the Director is expected to abstain from participating in related matters during Board meetings. Directors must inform the Board of any existing Directorship or other positions held in another entity and receive approval before accepting any proposed appointment as a Director or Senior Management personnel of another entity. Additionally, Directors and Senior Management personnel are required to disclose any related party details annually and when any changes occur.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

- 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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	23.0%	13.0%	<ul style="list-style-type: none"> Improved E-factor of waste generation for 5 products and reduced it to the range of 10% Tie-ups with leading universities for further study waste characteristics and hence alternates cost efficient treatment methodology development
Capex	4.3%	2.0%	<ul style="list-style-type: none"> Investment to reduce the GHG emissions Advanced process safety measures at commercial level for safer operations

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

Yes, we strive to promote sustainability practices across the value chain. Our Sustainable procurement policy guidelines are applicable during our vendor on-boarding process. Usage of solar, wind energy, water conservation and waste reduction are encouraged among the vendors. As a Responsible Care company, we have been committed and compliant to absolute environmental safety and regulatory compliances.

The company has taken multiple initiatives:

- Annual Vendor meet: To understand sustainability objectives and progress on initiatives taken by each supplier. Suppliers are supported by our technical team’s guidance in running their business in a sustainable manner and compliant to all environmental rules and regulations.
- Packaging: Ongoing initiatives on the packaging of both raw materials and finished products are being taken. Procurement of raw materials in bulk, tankers or jumbo bags is encouraged to reduce handling of various types of packaging materials. The same leads to adherence of environmental and safety standards and helps in better utilization of container space resulting in a lower number of trips. Through our concentrated efforts, we continue to modify the packaging of its finished products to reduce the use of plastics and switch to recycled paper instead.
- Standardization of Packaging: Our new packaging is tamper-proof and adopts customer-friendly design architecture.
- Product Stewardship: We have introduced processes to strengthen product stewardship reviews by ensuring the involvement of technical experts from key departments such as operations and supply chain.
- Material Handling: We are sourcing bulk products and storing in tankers/ISO tankers instead of drums. The same has resulted in reduced drum handling and ensured adherence to key environmental and safety standards.
- The Company has engaged in dialogue with value chain partners regarding sustainable sourcing. Going forward, The Company is aiming to establish policies, implement goal setting and periodic reviews to ensure continuous improvement in the rate of sustainable sourcing

<https://www.piindustries.com/Media/Documents/Sustainable%20Procurement%20Policy.pdf>



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

39% of our inputs have been sourced from sustainable sources.

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

The company has a Sustainability policy in place which lays down the Company's commitment to Environmental Safety. One of the key focus areas of the Sustainability policy is "Waste Reduction and Reuse". We have various forums like STRIVE, strategic procurement, suggestion schemes, energy conservation teams, and waste reduction teams by alternate process/technology with a clear focus on areas where targets are taken for recycling, reusing and reducing the waste. Some of the key processes in place to safely reclaim our products are listed below:

- Solvent Recovery: We continuously undertake various initiatives to improve our solvent recovery by more than 10%.
- Water Recycling: Through the installation of RO plant and recycling of wastewater, efforts are being made to make manufacturing sites zero discharge.
- Recycling Packaging Material: We undertake decontamination of packaging material for in-house use.
- Waste Recycling: We classify all the waste generated through our operations into Hazardous and Non-Hazardous categories. All of the Non-Hazardous waste is sent to authorized recyclers for disposal.

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

Yes, EPR is applicable to the Company.

Yes, the waste management plan is in line with EPR plan submitted to Central Pollution Control Board (CPCB) through the EPR Portal.

The Company develops intermediate products that serve as input materials for our customers' finished goods. For the products which go to the end user, we have achieved the utilization of 100 percent recycled paper-based packaging material. Further, the Company ensures strict adherence to the requirements of Plastic Waste Management Rules, 2016, including its subsequent amendments and the requirements of the Pollution Control Board thereby maintaining full compliance with these regulations.

Leadership Indicators

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

Yes the Company has initiated Life Cycle Assessments (LCA) for selected products in FY23. The primary aim of these assessments is to comprehensively evaluate the environmental impact of our products throughout the entire value chain. By conducting these assessments, we will gain valuable insights into the environmental footprint associated with our products. This will enable us to identify areas for improvement within the value chain as we move forward.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
-	-	-	-	-	-

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

There are no significant social or environmental concerns and/or risks arising from production or disposal of our products. The Company has put in place robust guidelines and standards that are benchmarked against best practices with defined Standard Operating Procedures (SOPs) for identifying and mitigating both social and environmental risks. Conclusion of our ongoing LCA studies will help enhance our environmental performance. This has been discussed in detail in the Natural Capital section in the Integrated Report.

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material (Solvent recoveries)	Recycled or re-used input material to total material	
	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Solvent recovery	87.6%	88.7%



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

The Company uses 100% recycled paper based packaging material and has replaced plastic labels with recyclable paper labels on its products. The Company recognizes the importance of reclaiming its products at the end of their life cycle. Implementing a comprehensive product reclamation program would allow us to effectively manage the end-of-life products and packaging, thereby promoting their reuse, recycling, and safe disposal. This proactive approach aligns with our sustainability goals and demonstrates our commitment to minimizing waste and maximizing resource efficiency.

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Re-Used	Recycled	Safely	Re-Used	Recycled	Safely
Plastics (including packaging)						
E-waste	-	-	-	-	-	-
Hazardous waste						
Other waste						

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

Essential Indicators

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

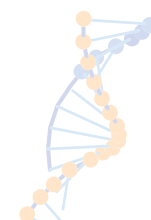
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	3162	3162	100%	3162	100%	0	NA	3162	100%	0	0
Female	161	161	100%	161	100%	161	100%	0	NA	161	100%
Total	3323	3323	100%	3323	100%	161	4.85%	3162	95.15%	161	4.85%
Other than Permanent employees											
Male	45	45	100%	45	100%	0	NA	0	0%	0	NA
Female	9	9	100%	9	100%	0	NA	0	0%	0	NA
Total	54	54	100%	54	100%	0	NA	0	0%	0	NA

Note: All Permanent and Other than Permanent employees are covered under various well-being initiatives

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	31	31	100%	31	100%	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	31	31	100%	31	100%	0	NA	0	NA	0	NA
Other than Permanent workers											
Male	1530	0	NA	1530	100%	0	NA	0	NA	0	NA
Female	8	0	NA	8	100%	8	100%	0	NA	8	100%
Total	1538	0	NA	1538	100%	8	0.5%	0	NA	8	0.5%

Note: All Permanent and Other than Permanent workers are covered under various well-being initiatives



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

Benefits	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	99.96%	100%	Y
Gratuity	100%	100%	Y	99.96%	100%	Y
ESI*	100%	NA	Y	100%	NA	Y
Others – please specify	NA	NA	NA	NA	NA	NA

*100% of all the eligible employees are covered under ESI

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

We actively encourage individuals with disabilities to apply for job openings and currently employs five people with disabilities at their Gujarat manufacturing facility. As a company that recognizes and values the unique abilities of all individuals, PI Industries provides its disabled employees with necessary tools to perform their jobs efficiently. The company also offers several benefits, such as free transportation, a designated spot in the canteen, and special accommodations, including ramps and modified washrooms, to ensure the safety and comfort of its disabled employees while performing their official duties.

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.

At PI Industries, equal opportunity is a fundamental principle, and the company does not discriminate against anyone based on their gender, caste, religion, age (within legal limits), marital status, nationality, ancestry, ethnicity, geographic origin, sexual orientation, disability, or any other protected characteristic. This policy applies to all aspects of employment, including hiring, promotion, transfer, compensation and benefits, career development opportunities, and more. PI Industries follows a merit-based approach when making employment-related decisions and does not consider personal characteristics or traits during the hiring process.

<https://www.piindustries.com/Media/Documents/Human%20Rights%20Commitment.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	78%	0	0
Female	80%	75%	0	0
Total	99%	78%	Nil (Not Availed)	Nil (Not Availed)

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	
Other than Permanent Workers	
Permanent Employees	Yes
Other than Permanent Employees	

Through regular one-on-one contact, we believe in maintaining a strong connection with all of our employees/workers and addressing their issues in a timely manner.

Employees are also encouraged to voice their opinions and provide feedback through key forums such as quarterly town halls, where they can interact with our leadership team and get answers to their questions and concerns. All employees may use the grievance mechanism enabled by the policy objectives listed below:

- All employees may use the grievance mechanism enabled by the policy objectives listed below: To provide staff with an easily accessible mechanism for settlement of their individual grievances. Skip level meetings, Town Halls, and appraisals are also organized to facilitate communication of the grievances of employees.
- To ensure fair, just and equitable treatment and consideration for resolving work related problems.
- To clearly define the process of addressing any complaint or grievance raised by any employee or any action for addressing a breach of discipline / code.
- To establish a framework for corrective action for workers, we have a grievance redressal committee with representation from both management and workers (both permanent and third-party workers) through regular one-on-one contact, PI Industries believes in maintaining a strong connection with all its employees and addressing their issues in a timely manner.

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

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)*	% (D / C)
Total Permanent Employees	3323	69	2%	2947	1891	64%
Male	3162	62	2%	2842	1890	67%
Female	161	7	4%	105	1	1%
Total Permanent Workers	31	10	32%	40	37	93%
Male	31	10	32%	40	37	93%
Female	0	0	NA	0	0	NA

The Company values inclusive participation and strives for equitable representation across various committees, associations, and Unions. While only some individuals hold membership in these bodies, they diligently uphold the principle of ensuring 100% representation for all others who are not members. This commitment guarantees that the perspectives, concerns, and interests of non-member individuals are effectively represented and considered in the decision-making processes of the committees.

*Data for FY 21-22 includes employees and workers represented in various recognized bodies, whereas the number for FY 22-23 includes employees and workers that hold memberships.

8. Details of training given to employees and workers:

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	3207	2182	68%	3115	97.1%	2953	1369	46%	188	6%
Female	170	129	75.9%	167	98.2%	105	22	21%	0	0%
Total	3377	2311	68.4%	3282	97.2%	3058	1391	45%	188	6%
Workers										
Male	1561	1549	99%	28	2%	1626	1626	100%	0	0%
Female	8	8	100%	0	0	0	0	NA	0	NA
Total	1569	1557	99%	28	2%	1626	1626	100%	0	0%

Note: Trainings on skill upgradation includes both soft skill and functional skills. Such trainings are imparted by individual functions basis the need for their own department and are not specifically tracked. This is in addition to the trainings already included in the table above. The table above only includes eligible employees.

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

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2698	2698	100%	2467	2467	100%
Female	109	109	100%	67	67	100%
Total	2807	2807	100%	2534	2534	100%
Workers						
Male	31	31	100%	39	39	100%
Female	0	0	0	0	0	0
Total	31	31	100%	39	39	100%

Note: Only employees eligible for performance and career development reviews are included

10. Health and safety management system:

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



Yes, 100% of our sites have a certified occupational health and safety management system. PI has implemented ISO 45001 at 5 out of 5 of its manufacturing sites and R&D facility. The fifth manufacturing site is a newly setup site and ISO 45001 is under implementation. The system ensures protection of environment and health & safety of its employees, workers, contractors, visitors, and material stakeholders.

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

We have established processes to identify work-related hazards and assess risks to maintain business continuity. For all routine and non-routine activities we have established processes to:

- Identify unsafe behaviors (acts) and conditions through safety walks by area managers and leadership team
- Perform Hazard Identification and Risk Assessment (HIRA), Job Safety analysis (JSA)/Task Based Risk Assessment to assess risks at the workplace
- Assess process related hazards and risks through What-If and Hazop study before commencing the facility
- Perform Pre-Startup Safety Review (PSSR) and Hazop recommendations verification at plants
- Build piping and Instrumentation Design (P&ID) for changes on process, equipment, and product change overs after evaluating potential new hazards through Management of Change (MOC)
- Implement categorized work permit system for all routine and non-routine activities

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

Yes, we emphasize on prevention of any work-related hazards and therefore treat our employees and workers as partners to improve workplace safety performance. The company has systems in place to:

- Report near miss incidents to line managers for further investigation and implementation of further control measures
- Identify the unsafe behaviors (acts) and unsafe conditions in their respective work areas to line managers to take corrective measures
- Conduct regular inspection and audit of workplace, equipment and working conditions by safety team
- On spot reward and recognize the contribution of workers in improving the workplace safety
- Participate and consult through safety committee meeting, zonal safety committee and suggestion scheme
- Encourage workers to report any hazards or unsafe conditions without fear of any retribution

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

Yes, our employees and workers have access to non-occupational medical and healthcare services. We believe that our employees are our most valuable resource, and their well-being is pertinent to organization's performance. To ensure that our employees have access to services that ensure good health, PI has:

- Group medical policy and group insurance policy for its employees and their families
- Tie up with leading hospitals in the states where PI has its offices and manufacturing sites to avail medical facilities
- Wellbeing program and campaigns for Bone Density analysis, Hypertension, Diabetes, Weight Management, Blood donation camp etc.
- Full-time medical officers in charge, a dispensary, and a well-equipped ambulance at its facilities

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

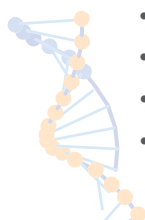
Safety Incident/Number	Category	FY 22-23	FY 21-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.11*	0
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*The number has been rounded off to nearest whole number for XBRL reporting

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

We are committed to ensure continuous improvement in the health and safety practices at our workplaces. We ensure that health and safety results are monitored through various mechanisms and have various initiatives in place to ensure a safe and healthy workplace:

- Induction training to worker and employees before assuming work activities
- Assessment of new employees for complete awareness and knowledge of the system
- Proactive identification of unsafe acts and conditions to prevent their recurrence
- Train manpower with the latest hazards and workplace safety trainings
- Ensure process safety and prevention of high consequence events through risk-based approach and maintenance practices
- Work permit system and risk assessment to perform work activities
- Nurture a safety culture through improvement in employee and worker engagement
- Report all incidents and communicate the learnings to reduce injuries at the workplace



PI Industries Limited

- Rewards and recognition to promote safe culture by exhibiting safe behaviors and identifying hazards and risks at workplace
- Promote safety culture through good housekeeping and identification by labels and signs
- Accreditation of manufacturing sites with ISO standards and internationally recognized audit agencies stay in line with best practices
- Leverage technological interventions in workplace areas and processes
- Strict implementation of safety protocols such as safety gears, use of mobile phones etc.
- Policies and standards review and updates as per latest global practices

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

Category	FY 22-23 (Current Financial Year)		Remarks	FY 21-22 (Previous Financial Year)		Remarks
	Filed during the year	Pending resolution at the end of year		Filed during the year	Pending resolution at the end of year	
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

The Company actively promotes a culture of transparency and encourages employees and workers to promptly report any issues related to working conditions and health and safety concerns across all its locations. To facilitate this process, the Company has established an internal portal where employees can lodge complaints and raise their concerns. This portal is regularly monitored, and queries are promptly resolved. Throughout the year, the employees have utilized this platform to bring forward various queries and concerns, which have been diligently addressed by the Company. These are trivial queries and hence not considered here.

14. Assessments for the year:

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

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

The Company has an integrated Health Safety and Environment Management system for our overall business. We have a designated and independent Occupational Health and Safety department who puts continuous efforts to ensure safe operations, safety of workers, employees, third party visiting/ working at the sites, job-related safety behaviours and targeting nil or minimized incidents/injuries. Manufacturing plants are fully automated and DCS operated through instrumented controls along with multi layers safety provisions built in. To address safety-related incidents and on significant risks/concerns, we do a root cause analysis to understand the hazards and device a corrective action plan to improve the health and safety practices and working conditions. Besides this we have taken multiple initiatives to address safety related concerns and risks:

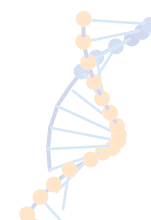
- Critical Risk identification exercise associated with process was conducted for all the other manufacturing facilities by the 'senior leadership'
- Introduced and implemented system for inter-site audit to evaluate the mechanical integrity and safe working of all protective safety devices on the process circuits
- Conducted Quantitative risk assessments through an independent third party for storage of key chemicals. Recommendations from the assessment is considered in On-site emergency plan, and same are being exercised during Mock Drills
- Work instructions and display boards are displayed in local languages to ensure information dissemination
- Strengthening good engineering practices to prevent any kind of injury
- Adopt best safety practices in workplace areas to create a safe and healthy environment
- Provision for gas leak detection in OC lab is under implementation
- Fire network analysis adequacy check is under process
- Using audio visuals to strengthen training programs

Leadership Indicators

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

In case of unforeseen events, we have ensured that all the employees and workers are covered under life insurance. The employees and workers are covered under:

- Accidental insurance



- Group term insurance linked with Gratuity
- EDLI linked with PF

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

All our value chain partners undergo routine assessment where compliance with regards to statutory dues is tracked. Requirement is part of compliance under Employee Provident Funds and Miscellaneous Provisions Act, 1952 and Employees Provident Fund Scheme, 1952 (EPFS), Employees' Pension Scheme, 1995 (EPS), Employees Deposit-linked Insurance Scheme, 1976 (EDLIS). The management oversees statutory compliances through compliance Dashboard and annual audit and makes sure that all its statutory dues are cleared timely.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

There was one instance of recorded injury where a contract worker was injured. The worker was paid his salary for 3 months during which the worker recuperated and was placed as a supervisor subsequently.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Employees	0	0	0	0
Workers	1	0	0	0

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

No, there is no formal transition assistance program in place. However, superannuated employees are considered for hiring as advisor-consultants on a case to case basis.

5. Details on assessment of value chain partners:

The Company has implemented a formal Code of Conduct for Business Partners, which sets forth clear expectations regarding workplace standards. As per this Code, it is essential for value chain partners to ensure the provision of a safe and healthy working environment for their employees and contractors. As per the annual audit plan we had planned on site audit of 29 suppliers out of which 25 have been completed.

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	86%
Working Conditions	86%

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

No critical observations identified during the audits which can disrupt business and pose threat to wellbeing of the employees and workers. However, housekeeping related observations are shared on a continuous basis and assurance is given by value chain partners to address the same.

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

Essential Indicators

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

We recognize the significance of stakeholder engagement and value the inputs and perspectives of our stakeholders in shaping our business strategies and practices. We have established a robust process for identifying key stakeholder groups which involve the following steps:

Stakeholder Mapping: We conduct a thorough analysis to identify and categorize our stakeholders based on their level of influence and impact on our business. This mapping exercise helps us identify both internal and external stakeholders, including employees, customers, suppliers, investors, regulatory bodies, local communities, non-governmental organizations (NGOs), and industry associations.

Dialogue and Feedback: We believe in fostering open and transparent communication channels with our stakeholders. We actively engage in dialogue through various means, such as surveys, focus groups, town hall meetings, and stakeholder consultations. These interactions allow us to understand their concerns, expectations, and aspirations related to our operations, products, and sustainability practices.

Materiality Assessment: To prioritize our stakeholder engagement efforts, we conduct a comprehensive materiality assessment. This involves evaluating the significance of various issues raised by stakeholders based on their potential impact on our business and the broader social, environmental, and economic context. The materiality assessment helps us identify key areas where stakeholder expectations align with our business strategy and sustainability goals.

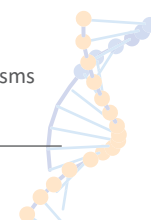


Continuous Monitoring: Stakeholder dynamics evolve over time, and it is essential for us to stay updated on their changing needs and expectations. We regularly monitor industry trends, conduct periodic reviews of stakeholder concerns and feedback, and stay informed about emerging social, environmental, and regulatory developments. This helps us adapt our stakeholder engagement processes and strategies to ensure ongoing relevance and effectiveness.

Collaboration and Partnerships: We actively seek opportunities for collaboration and partnerships with our stakeholders. By engaging in multi-stakeholder initiatives, industry associations, and platforms focused on sustainable development, we foster dialogue, share best practices, and collaborate on addressing shared challenges. These collaborations enable us to gain insights, build trust, and co-create innovative solutions that benefit both our business and our stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Regular employee engagement initiatives Annual performance appraisal Annual employee satisfaction survey Internal Portal Townhalls E-mail communications 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Employee satisfaction Talent retention Remuneration and other employee benefits Grievance resolution Diversity and equal opportunity Safety, health and well-being
Investors and shareholders	No	<ul style="list-style-type: none"> Annual General Meeting Investors meet and periodic correspondence E-mail communications Company Website 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Shareholding pattern Disclosures in the public domain Sustainable growth of business and profitability Timely receipt of dividends New business strategies Business plans Sound corporate governance mechanisms
Customers and partners, including farmers	No	<ul style="list-style-type: none"> Regular meetings with sales associates Website, product brochures, newsletter, social media Forums, seminars and conferences Customer satisfaction survey Field demonstrations and trainings E-mail communications 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Customer satisfaction Product innovation and new product development Market competition Investment opportunities Communication to the customer and partners Customer health and safety Productivity
Suppliers	No	<ul style="list-style-type: none"> Annual and half-yearly supplier audits Regular meetings Tendering process Supplier survey Meetings by purchase department E-mail communications 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Suppliers' assessment and training Sharing business plans Safety, Sustainability objectives, Training
Community	Yes	<ul style="list-style-type: none"> CSR initiatives 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Sustainable agriculture Community well-being Infrastructure development Local employment Women empowerment Healthcare Impact Assessment
Regulatory bodies	No	<ul style="list-style-type: none"> Compliance reports Corporate website Annual reports 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Statutory compliance Product safety Corporate governance mechanisms Environment impact of our operations



Leadership Indicators

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

The Company recognizes the significance of stakeholder engagement in achieving our growth objectives. For detailed insights into the processes of engaging stakeholders and facilitating feedback to the Board, please refer to the Stakeholder universe and engagement section of the Integrated Annual Report.

As part of our commitment, the Board has set specific ESG targets, and we provide annual progress reports on these targets to ensure stakeholders remain informed about our ongoing initiatives. This comprehensive reporting approach underscores our steadfast commitment to transparency, offering stakeholders a complete and transparent overview of the Company's performance and our progress in fulfilling our ESG commitments.

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

Yes, stakeholder consultation has played a crucial role in supporting the identification and management of environmental and social topics within the Company. Through active engagement with stakeholders, we have identified material environmental and social topics that hold significance for both stakeholders and our business. These material topics were then prioritized based on their impact.

To gain detailed insights into the identification of material topics and the incorporation of stakeholder inputs, refer to the Stakeholder universe and engagement and Materiality Assessment sections of this Integrated Annual Report. These sections provide comprehensive information on how stakeholder inputs were integrated into our policies and activities to address the identified material topics.

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

The Company recognizes the importance of addressing the concerns of vulnerable and marginalized stakeholder groups, and we have implemented various programs and initiatives through our Corporate Social Responsibility (CSR) efforts to support these communities. Our CSR initiatives are strategically designed to address the specific needs of these groups and other community members.

For more information, please refer the Social and Relationship Capital section of this Integrated Annual Report.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

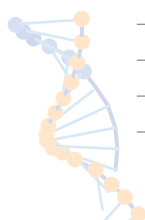
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3323	1313	39.5%	2947	2397	81.34%
Other than permanent	54	39	72.3%	71	29	40.85%
Total Employees	3377	1352	40%	3018	2426	80.38%
Workers						
Permanent	31	5	16.1%	40	30	75.00%
Other than permanent	1538	0	0	1626	0	0
Total Workers	1569	5	0.3%	1666	30	2%

Note: Regular discussions are conducted with employees and workers to enhance their understanding of human rights and familiarize them with the Company's Code of Conduct and Human Right Commitment Policy. In addition to HR-led sessions and e-modules, functional team leads also provide training and awareness sessions to all employees and workers, including new hires.

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

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	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	3323	0	0%	3323	100%	2947	0	0%	2947	100%
Male	3162	0	0%	3162	100%	2842	0	0%	2842	100%
Female	161	0	0%	161	100%	105	0	0%	105	100%
Other than Permanent	54	0	0%	54	100%	71	0	0%	71	100%



Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	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)
Male	45	0	0%	45	100%	71	0	0%	71	100%
Female	9	0	0%	9	100%	0	0	0%	0	NA
Workers										
Permanent	31	0	0%	31	100%	40	0	0%	40	100%
Male	31	0	0%	31	100%	40	0	0%	40	100%
Female	0	0	0%	0	0%	0	0	0%	0	NA
Other than Permanent	1538	0	0%	1538	100%	1626	0	0%	1626	100%
Male	1530	0	0%	1530	100%	1626	0	0%	1626	100%
Female	8	0	0%	8	100%	0	0	0%	0	NA

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in lakhs)	Number	Median remuneration/ salary/ wages of respective category (in lakhs)
Board of Directors (BoD)	2	716.19	0	-
Key Managerial Personnel	1	317.49	1	138.11
Employees other than BoD and KMP	3159	8.22	160	6.49
Workers	31	5.29	0	-

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, we have a Vigilance and Ethics Officer. The officer is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

Vigil mechanism: We have a strong mechanism in place. Should anyone want to report any compliance violations there is a 'vigil mechanism' published by the company on the company's website which any person may follow to file the complaint even if they want to file it anonymously.

The monthly meets of our regional, territory and zonal managers with HRBP provides a forum that promotes positive work environment and fosters trust and respect between employees and management.

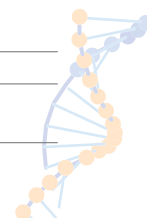
Also, there is a Grievances Management portal which tracks the status of grievances registered by employees. We plan to extend this portal to our other functions.

Link to the Policies and details of grievance mechanism: <https://www.piindustries.com/Media/Documents/Human%20Rights%20Commitment.pdf>

[https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy\(r\).pdf](https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy(r).pdf)

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

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	NIL	Complaints were dealt per the company's procedures and policies	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human Rights related issues	0	0	NA	0	0	NA



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

The Company has a process to receive and redress concerns/grievances received related to discrimination and harassment cases.

For the complaints received under the POSH Policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence.

For the complaints related to Whistleblower Policy, identity of the complainant is protected and emphasis is put on ensuring that no unfair treatment is imposed to a Whistle Blower by virtue of his/ her having reported a Protected Disclosure under this policy.

Additionally, Company's Code of Conduct, ad Human Rights Commitment policy put emphasis on treating each complaint in the most fair and reasonable manner. The Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

Company conducts regular training sessions on the Company's code of conduct to encourage best practices at the workplace as well. The employees are encouraged to speak with their line managers or HR representatives regarding issues concerning discrimination or harassment of any kind without fear of retaliation.

Company's policies aim towards full protection towards the complainant, and mandate that all such matters are to be dealt with strict confidence.

Policy for prevention of sexual harassment provides for the confidentiality of Complaints <https://www.piindustries.com/Media/Documents/PI%20POSH%20Policy.pdf>

[https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy\(r\).pdf](https://www.piindustries.com/Media/Documents/Whistle%20Blower%20Policy(r).pdf)

8. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)

Yes, we mandatorily evaluate all our vendors listed EHS Management systems and certain aspects of sustainability. All vendors are required to provide declarations on payment of wages, health & safety of employees, no discrimination on basis of gender, caste, creed, religion etc. and no use of child labour. The same has also become a part of agreements with institutionalized customers.

9. Assessments for the year:

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

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

There were no significant risks / concerns arising from the assessments.

Leadership Indicators

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints. We periodically review our processes and assess the need to change.

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

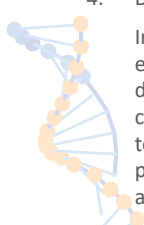
The Company is fully dedicated to upholding and safeguarding Human Rights, taking appropriate action to address any violations that may arise. For instance, this includes addressing concerns related to human trafficking, forced labor, child labor, freedom of association, the right to collective bargaining, equal pay, and discrimination. Our efforts aim to promote equal employment opportunities, ensuring fairness in distribution, procedures, and interactions. We strive to cultivate a safe and harassment-free work environment while upholding fundamental rights. As an equal opportunity employer, we strictly prohibit discrimination in any form or aspect. Refer to the Company's Human Rights Commitment Statement on our website at <https://www.piindustries.com/Media/Documents/Human%20Rights%20Commitment.pdf>

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, most of our premises are accessible to differently abled visitors. To make our workplaces more inclusive we have disabled friendly washrooms, handrails on the staircase, caution tape markings on the staircases, skid proof mats, sensor-based taps & wherever possible we have introduced DE&I in washrooms.

4. Details on assessment of value chain partners:

In accordance with Company's policy, it is imperative that all value chain partners demonstrate utmost respect and dignity towards all employees. They must strictly adhere to a zero-tolerance approach regarding unacceptable behaviors such as sexual harassment, workplace discrimination, and any involvement in child labor, forced labor, or involuntary labor. Moreover, it is expected that value chain partners create a safe and healthy working environment for their employees and contractors. To ensure compliance, business partners must adhere to local and national laws and regulations pertaining to occupational health and safety. They are also required to possess the necessary permits, licenses, and permissions authorized by relevant local and national authorities. The Company has received a declaration from almost 90% of its vendors regarding the given parameters in the Vendor Registration Form.



% of value chain partners (by value of business done with such partners) that were assessed

Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Others – please specify	-

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

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

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

Essential Indicators

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

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Total electricity consumption (A) (in giga joules)	5,44,240	4,92,981
Total fuel consumption (B) (in giga joules)	9,18,889	8,60,056
Energy consumption through other sources (C) (in giga joules)	0	0
Total energy consumption (A+B+C) (in giga joules)	14,63,129	13,53,036
Energy intensity per rupee of turnover (in gj / rupees) (Total energy consumption/ turnover in rupees)	0.000023*	0.000026*
Energy intensity (optional) - per Million rupees of turnover	23	26

* The number has been rounded off to nearest whole number for XBRL reporting

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, assurance is conducted externally by Ernst & Young Associates LLP ('EY')

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

Not applicable for the us as we do not fall in the category of industries mandated under PAT scheme.

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

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	19,119	0
(iii) Third party water	9,61,101	8,81,445
(iv) Seawater / desalinated water	0	0
(v) Others	2,536	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,82,756	8,81,445
Total volume of water consumption (in kilolitres)	9,27,114	8,81,445
Water intensity per rupee of turnover (in kl / rupees) (Water consumed / turnover)	0.000015*	0.000017*
Water intensity (optional) - per Million rupees of turnover	15	17

* The number has been rounded off to nearest whole number for XBRL reporting

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, assurance is conducted externally by Ernst & Young Associates LLP ('EY')

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

Two of the company's sites; R&D facility at Udaipur and Formulation facility at Panoli are Zero Liquid Discharge units. The company is implementing ZLD measures in a phased manner at other manufacturing facilities. At Jambusar site, the company is installing 650 KLD RO system to recycle treated wastewater in FY 2023-24.



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

Parameter	Please specify unit	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
NOx*	MT	46.6	80.8
SOx*	MT	51.3	114.7
Particulate matter (PM)	MT	49	77.1
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others – please specify	MT	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.

Yes, assurance is conducted externally by Ernst & Young Associates LLP ('EY')

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

Parameter	Unit	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂	65,695	59,247
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂	106,785	1,12,197
Total Scope 1 and Scope 2 emissions per rupee of Turnover (in MTCO ₂ / rupees)	tCO ₂ / rupees	0.0000026*	0.0000034*
Total Scope 1 and Scope 2 emission intensity (optional) – in MTCO ₂ /million rupees	tCO ₂ /million rupees	2.6	3.4

* The number has been rounded off to nearest whole number for XBRL reporting

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, assurance is conducted externally by Ernst & Young Associates LLP ('EY')

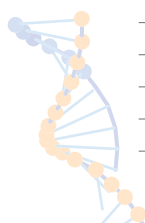
7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Each year PI Industries is investing on Green House Gas emission reduction initiatives. This year PI Industries introduced following projects:

- Captive solar power project of capacity 637 KWp at two sites
- Initiation of change of fuel from LDO to NG. This project will be commissioned in FY 2023-24
- Initiation of project to increase renewable energy contribution through open access purchase of hybrid power at its manufacturing facilities

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

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	287	290
E-waste (B)	5.0	5.3
Bio-medical waste (C)	0.03	0.06
Construction and demolition waste (D)	0.0	0.0
Battery waste (E)	16.9	5.0
Radioactive waste (F)	0.0	0.0
Other Hazardous waste. Please specify, if any. (G)	28,622	24,237
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,525	2,197
Total (A+B + C + D + E + F + G + H)	30,456	26,734
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	11,861	6,598
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	11,861	6,598



Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)*		
Category of waste		
(i) Incineration	1,136	3,291
(ii) Landfilling	6,959	4,257
(iii) Other disposal operations	8,922	11,057
Total	17,017	18,604

*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, assurance is conducted externally by Ernst & Young Associates LLP ('EY')

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.

At PI, we manage waste scientifically by segregation at source as per waste's characteristics. The waste management philosophy of PI Industries is to reduce the amount of waste generated and effectively manage the waste generated.

Low COD/Lows TDS wastewater is treated in Effluent Treatment Plant while High COD/High TDS wastewater is treated in in-house Multiple Effect Evaporator (MEE) first and then Common approved MEE facilities outside. Incinerable waste (solid and liquid) is sent for disposal to common incinerator facilities (TSDF) and to cement industries for co processing.

In line with principles of Responsible Care, use of hazardous and toxic chemicals in products is discouraged. At PI, we believe "what gets measured gets managed". A 'Product Lifecycle Approach' to assess impacts of products across all stages of development has been adopted. At R&D stage, waste generation-based E-factor calculation has been adopted.

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:

None of our offices/operations are in or around ecologically sensitive zones.

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

We were not required to undertake any environmental impact assessments as per applicable laws in the current financial year.

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, all our manufacturing sites are fully compliant as per Water, Air, Environment Act and rules thereunder.

Leadership Indicators

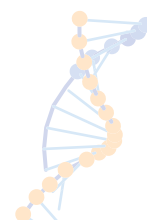
1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	26,280	21,497
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	26,280	21,497
From non-renewable sources		
Total electricity consumption (D)	5,17,959	4,71,484
Total fuel consumption (E)	9,18,889	8,60,056
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	14,36,848	13,31,539

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, assurance is conducted externally by Ernst & Young Associates LLP ('EY')

2. Provide the following details related to water discharged:



Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment (MEEable effluent)	1,18,415	1,34,444
- With treatment – please specify level of treatment (ETP having primary, secondary and tertiary)	2,60,995	2,61,747
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	3,79,410	3,96,191

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.

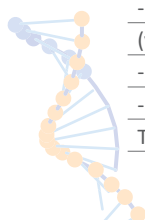
Yes, assurance is conducted externally by Ernst & Young Associates LLP ('EY')

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

- Name of the area – Udaipur
- Nature of operations – Research and Manufacturing facilities
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	19,119	0
(iii) Third party water	18,188	29,594
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	37,307	29,594
Total volume of water consumption (in kilolitres)	37,307	29,594
Water intensity per rupee of turnover in (kl / rupees) (Water consumed / turnover)	Refer Note	
Water intensity (optional) –the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0



Note: The Udaipur facility serves as a dedicated Research and Development center. As a result, no specific turnover is allocated to the facility, given its focus on research and development activities.

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, assurance is conducted externally by Ernst & Young Associates LLP ('EY')

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

Parameter	Unit	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Roof top solar project (capacity: 637 KWp) done in FY 22-23	We installed rooftop solar system having capacity of 500 KWp at our plant in May-2023 and 137 KWp capacity at our R&D facility in October 2023.	Contribution of renewable energy increased from 4.2% to 5%.
2	Installation of 650 KLD RO system	650 KLD RO system installation is underway to recycle treated effluent coming out from ETP.	Reduction of approx. 30% fresh-water consumption at site.
3	Fuel change from LDO to LNG	Fuel change from LDO to NG. Project is under execution and commissioning will take place in FY 2023-24.	Reduction in Scope-1 GHG emission in FY 2023-24

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

Yes, an emergency plan for all manufacturing sites is in place. Our Emergency Response plan clearly defines events into three categories (crisis, emergency, and incidents) In all cases, the basic protocol is to ensure the safety of the people present at the site through either evacuation or gathering at assembly points and medical support (first aid and emergency medical services). Our facilities are designed in a way that all MPPs and other departments have access to escape/evacuation routes and assembly points.

The plan also clearly defines who is responsible for each action item. The emergency escalation matrix defines the course of action in case of any uncontrollable event.

Besides this, there are frequent rehearsal drills and exercises, the outcomes of which are recorded and incorporated in the plan.

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

No incident of any significant adverse impact to the environment, arising from the value chain of the entity in last 2 years.

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

95% of our Raw Material/Packaging Material (RM/PM) suppliers have been assessed for sustainable sourcing including Environmental Impacts. The assessments are conducted at the time of on-boarding vendors.

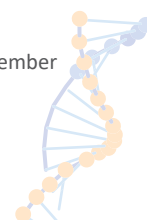
PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company is affiliated with 6 (six) trade and industry chambers / associations.

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



Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Udaipur Chamber of Commerce & Industry (UCCI)	State
3	Crop Care Federation of India	National
4	Confederation of Indian Industry (CII)	National
5	Indian Chemical Council	National
6	Institute of Directors	National
7	CropLife India	National

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

Name of authority	Brief of the case	Corrective action taken
	None	

Leadership Indicators

1. Details of public policy positions advocated by the entity:
Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
Not Applicable
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.

Our communities are integral to our growth and thus there are forums and mediums to receive their feedback. The Company promotes a transparent mechanism for resolving their grievances in a just, fair, and timely manner. Company has a process to receive and redress concerns/grievances received from the community. A site level committee consisting of members from various departments viz. administration, CSR, operations etc. is formed which receives the concerns (if any, and in written/verbal) and works towards its redressal. Detailed investigation is done and the concern is addressed appropriately in a timely manner. Additionally, the Company proactively engages with the community as a part of the development work. Summary of such interaction done with the various stake holders is as below.

Meeting with stake holder	Periodicity of communication	Type of interaction
Local Community & Local Gram Panchayat along with CBOs like SHGs and others	Monthly basis by Partner and Quarterly Basis by PI Foundation	General meeting with community & CBOs and one to one interaction with Sarpanch Gram Panchayat to seek the feedback and progress update
Non-Government Organizations (NGOs)	Quarterly Basis	General Meeting to seek the feedback and progress update
Government Authorities (Collector, District Development Officer and SDM), MLA, Opinion Leaders & other regulatory bodies Prant & District Level CSR Committees)	Monthly Basis	One to one interaction with Collector, District Development Officer and SDM) and participating in regulatory bodies of CSR- Prant & District Level CSR Committees as and when organized.

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

	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	12%	13%
Sourced directly from within the district and neighbouring districts	36%	35%



Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
No negative Social Impact identified in SIAs.	NA

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

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Punjab(Project Sahyog)	Moga(As per Report shared by Roots Foundation)	INR 2,46,573

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

No, we don't have a preferential procurement policy which gives preference to any supplier. Procurement is done solely based on parameters like cost, quality, sustainability, etc.

- (b) From which marginalized /vulnerable groups do you procure? Not Applicable

- (c) What percentage of total procurement (by value) does it constitute? Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

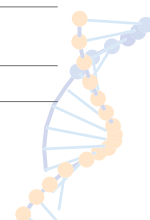
Not Applicable

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project (FY22-23)	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Project Bandhan	10,235	80%
2	Integrated Pest Management of Black Thrips in Chilli (Operation Nalla Tamara Purgu)	2,000	80%
3	Project Sahyog(Awareness about use of agrochemicals)	6,600	80%
4	Vocational Training Program on Chemical Plant Operators and QA & QC at DDU, Nadiad	108	100%
5	Employability cum Skill Training Centre at Jambusar	556	100%
6	Improvement in School for 81 villages in 125 schools of Jambusar	15,466	100%
7	Imparting quality education & vocational training for the rehabilitation of differently-abled children	242	100%
8	Project Digital Shala	NA	100%
9	Prime Minister's Fellowship Scheme for Doctoral Research for Agricultural Chemistry	2	50%
10	Project Vriddhi for Child & Adolescent Nutrition	13,286	100%
11	Mobile Health Unit "Arogya Sanjivini"	91,741	100%
12	Annual Maintenance of 5 Oxygen Plant	50,000	100%
13	Project Asmita	2,911	100%
14	Improved Agriculture & Inclusive Dairy Value Project	3,444	100%
15	Utkarsh Kiran Pahel: Support to establish Agriculture Demonstration Project through Innovative Farming Practices	2,992	100%
16	Tree Plantation & Developing Green Cover	5,000	60%
17	Adoption of Primary Schools (Distribution of Notebooks & writing material to 6000 children in 24 schools)	5,897	100%
18	Saving Little Hearts- Aishwarya Trust	73	100%



S. No.	CSR Project (FY22-23)	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
19	Supporting Integrated Drinking Water Project at Plant Locations - Jambusar (In the Villages under the Swajal Dhara programme)	8,500	100%
20	Upkeeping & Maintenance of School Toilets constructed under the Swachh Bharat Abhiyan Program (in 12 Schools)	3,500	100%
21	Development of Rural Roads in Jambusar	10,000	60%
22	Strengthening of Community Centre at Sarod Vanta	2,000	100%
23	Development of children's park at Vedach	864	100%

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

Essential Indicators

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

We have channels through which customers can reach out to us and raise queries/complaints. We aim to escalate and resolve complaints in a time-bound period depending on the nature of the complaint. Customers can reach out to us through:

- Phone: We can be reached out on our toll-free number during business hours. Ticket is raised based on the customer query/complaint and assigned to the concerned function which resolves it within the specified time frame. In case the complaint requires escalation, the escalation matrix is also defined in the system.
- Company Website: Through 'Contact us' page on PI's website one can reach out to us. One can submit their queries/complaints on this page using their mobile number and e-mail ID. The concerned team then reviews the submission and shares it with the respective functional team to resolve those queries/complaints.
- Product Labelling: The appropriate e-mail id and telephone number is provided on the product label for consumers to contact the Company.

Following is the link where all channels of communication are given: <https://www.piindustries.com/ContactUs.aspx>

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

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

- Number of consumer complaints in respect of the following:

Category	FY 22-23 Current Financial Year		Remarks	FY 21-22 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NONE	NONE		NONE	NONE	
Advertising	NONE	NONE		NONE	NONE	
Cyber-security	NONE	NONE		NONE	NONE	
Delivery of essential services	NONE	NONE		NONE	NONE	
Restrictive Trade Practices	NONE	NONE		NONE	NONE	
Unfair Trade Practices	NONE	NONE		NONE	NONE	
Other	6	21	Pending at Consumer Forums across India since last 5 years	5	19	Pending at Consumer Forums across India since last 5 years

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	None	
Forced recalls	None	



PI Industries Limited

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.

PI Industries has a policy on cyber security and risks related to data privacy. Additionally, PI is an ISO 27001:2018 (Information Security Management System) certified company and has rolled out corporate policies and initiatives to ensure necessary compliance at internal as well as external stakeholders' end.

The risk management policy of the organization identifies cybersecurity and IT risk as a primary risk and defines the mechanism to identify and monitor the implications of the risk. The data privacy policy educates our consumers on the data we collect and retain. The relevant policies can be found at-

<https://www.piindustries.com/Privacy-Policy>

<https://www.piindustries.com/Media/Documents/Risk%20Management%20Policy.pdf>

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

No such incident.

Leadership Indicators

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

We continue to display information on our products and services on multiple platforms such as:

1. PI's website- <https://www.piindustries.com>
2. Social Media Handles:
 - a. LinkedIn - <https://www.linkedin.com/company/pi-industries-ltd/>
 - b. Instagram Handle - <https://www.instagram.com/piindltd/>
 - c. Facebook ID - <https://www.facebook.com/PiindustriesLtd>
 - d. Twitter - <https://twitter.com/PIINDLTD>
3. Other handles where PI products and services are published
 - a. <https://www.facebook.com/PIMitra>
 - b. <https://www.youtube.com/@piindustries1603>
 - c. <https://www.youtube.com/@PIMitra>

At PI Industries, we have different websites/ platforms through which we provide information on the products and services to our stakeholders.

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

Company's brochures, and large demonstration sessions are utilized to educate consumers about safe and responsible usage, at frequent basis, along with clear product labelling and packaging

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

The Company remains in constant touch with its business partners and informs them of such risks through emails and phone calls.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Yes, we comply with all the local requirements to register and sell products. We also continue to provide detailed Material Safety Data Sheet (MSDS) along with the products which has details about chemical components used, its requirements, hazardous/non-hazardous data, logistics requirement, safe storing conditions. These MSDS are also available in local languages for farmers, distributors, retailers, and sellers.

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

Yes

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact: NIL
- b. Percentage of data breaches involving personally identifiable information of customers: NIL

