



RALLIS INDIA LIMITED

May 23, 2023

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001
Scrip Code: 500355

National Stock Exchange of India Ltd.
Exchange Plaza
Bandra-Kurla Complex Bandra (E)
Mumbai – 400 051
Symbol: RALLIS

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

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

The BRSR is also available on the website of the Company at <https://www.rallis.com/investors/general-meeting>.

This is for your information and records.

Thanking you,

**Yours faithfully,
For Rallis India Limited**

**Srikant Nair
Company Secretary**

Encl: As above

Business Responsibility & Sustainability Report

Section A: General Disclosures

I DETAILS OF THE LISTED ENTITY

1. **Corporate Identity Number (CIN) of the Listed Entity** : L36992MH1948PLC014083
2. **Name of the Listed Entity** : Rallis India Limited
3. **Year of incorporation** : 1948
4. **Registered office address** : 23rd Floor, Vios Tower (Erstwhile Lodha Excelus), New Cuffe Parade, Off Eastern Freeway, Wadala, Mumbai - 400 037
5. **Corporate address** : -
6. **E-mail** : investor_relations@rallis.com
7. **Telephone** : +91 22 6232 7400
8. **Website** : www.rallis.com
9. **Financial year for which reporting is being done** : April 1, 2022 to March 31, 2023
10. **Name of the Stock Exchange(s) where shares are listed** : 1. BSE Limited (BSE)
2. National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital** : ₹ 19.45 crore
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** : Name: Mr. Amol Jadhav
Telephone: +91 22 6232 7400
E-mail ID: amoljadhav@rallis.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)** : The disclosures under this report are made on Standalone basis

II PRODUCTS / SERVICES

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

	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Crop Care and Seeds	Manufacturing, Distribution, Sales & Marketing of Crop Protection and Crop Nutrition Products and a variety of field crop and vegetable seeds	100

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

S. No.	Product/Service	NIC Code (National Industrial Classification Code)	% of total Turnover contributed
1	Agri-Inputs	3808	100



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	8	16	24
International	-	-	-

17. Markets served by the entity:

a. Number of locations	Number
National (No. of States)	26
International (No. of Countries)	35

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

33.01%

c. A brief on types of customers

The Company serves various customers including farmers, retailers, distributors through its domestic business and multinational agrochemical companies and other distributors through the export business. The Company's products are consumed within India as well as across the globe.

IV EMPLOYEES

18. Details as at the end of Financial Year:

a) Employees and Workers (including differently abled):

S. Particulars No.	Total (A)	Male		Female		
		No. (B)	% (B/A)	No. (C)	% (C/A)	
Employees						
1 Permanent (D)	1,669	1,605	96	64	4	
2 Other than Permanent (E)	-	-	-	-	-	
3 Total employees (D + E)	1,669	1,605	96	64	4	
Workers						
4 Permanent (F)	47	47	100	-	-	
5 Other than Permanent (G)	3,774	3,502	93	272	7	
6 Total workers (F + G)	3,821	3,549	93	272	7	

b) Differently abled Employees & Workers:

S. Particulars No.	Total (A)	Male		Female		
		No. (B)	% (B/A)	No. (C)	% (C/A)	
Differently abled employees						
1 Permanent (D)	3	3	100	-	-	
2 Other than Permanent (E)	-	-	-	-	-	
3 Total employees (D + E)	3	3	100	-	-	
Differently abled workers						
4 Permanent (F)	Nil	Nil	Nil	Nil	Nil	
5 Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil	
6 Total workers (F + G)	Nil	Nil	Nil	Nil	Nil	

19. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6*	2	33
Key Management Personnel	3*	1	33

* Includes MD & CEO

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

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	20%	22%	17%	8%	17%	14%	10%	13%
Permanent Workers	-	-	-	-	-	-	-	-	-

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.	Tata Chemicals Limited	Holding	50.06	Yes

VI CSR DETAILS

22. (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	₹ 2,967 crore
(iii)	Net worth (in ₹)	₹ 1,730 crore



VII TRANSPARENCY AND DISCLOSURE COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No) (If Yes, then provide web-link for Grievance Redressal Mechanism policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. A focussed group comprising the Senior Leadership/the CSR Head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members.	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	No	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes. https://scores.gov.in/scores/Welcome.html	1	Nil	-	2	Nil	-
Employees and Workers	Yes. http://www.rallis.com/TCOC.htm	6	Nil	-	2	Nil	-
Customers	Yes. Details including contact no., address and email id for lodging complaints have been specified on products. These complaints are addressed as per the process laid down.	63	Nil	-	59	Nil	-
Value Chain Partners	Yes. http://www.rallis.com/TCOC.htm	7	Nil	-	4	Nil	-
Other (Including contract workers, anonymous, trainees, etc.)	Yes. http://www.rallis.com/TCOC.htm	11	Nil	-	4	Nil	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health & Safety	R	It has direct impact on people and community and has potential to disrupt the operations	<ol style="list-style-type: none"> Continual improvement in responsible manufacturing and lead indicator tracking Felt leadership and stakeholder engagement to promote safety culture Digitalisation and data analytics Safety risk assessment and audit Implementation of Process Safety and Risk Management (PSRM) and Behaviour based Safety (BBS) 	Negative
2	Process and Product Innovation	O	Innovative product and process meet changing customers and other stakeholders needs and allows us to stay relevant and drive growth	<ol style="list-style-type: none"> R&D centre and Pilot plant facility Dedicated team for technology transfer Process & Product studies dominates in the early stages Development of new product process continues throughout the year 	Positive
3	Supply Chain	R	To account for unprecedented, fast-developing market disruptions	<ol style="list-style-type: none"> We invest in new capacities and maintain existing ones to manufacture quality products and build inbound/outbound logistics to ensure efficient supply chain Optimising outbound logistics and modes to enhance customer service and reduce freight cost 	Negative
4	Management of the Legal & Regulatory Environment	R	Non compliance may impact the brand image and customer trust and engagement	<ol style="list-style-type: none"> Regulatory Software LCM monthly tracking system Review of new requirements Periodical assurance to top management 	Negative
5	Climate Change Mitigation and Adaptation	O	Mitigates the effects of global climate change, improves energy efficiency, improves climate change impacts	<ol style="list-style-type: none"> Committed SBTi to reduce absolute carbon emission by 30% by 2030 Progressing towards Net Zero Carbon emission Climate adaptation study for organisation 	Positive



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.

Sr. No.	Disclosure Questions (Details of P1 to P9 are provided in Section C)	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	The Tata Code of Conduct: https://www.rallis.com/TCOC Environment, Health & Safety Policy: https://www.rallis.com/EHSPolicy CSR Policy: https://www.rallis.com/CSRPolicy Whistleblower Policy: https://www.rallis.com/WhistleblowerPolicy Affirmative Action Policy: https://www.rallis.com/AApolicy Quality Policy: https://www.rallis.com/QualityPolicy Climate Change Policy: https://www.rallis.com/climatechangepolicy Business and Human Rights Policy: https://www.rallis.com/BHRP								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.#	Y (1,2,3,4)	Y (1,2,3,4)	Y (1,2,3,4)	Y (1,4)	Y (1,3,4)	Y (1,2,4)	Y (1,2,3,4)	Y (1,4)	Y (1,2,3,4)
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Long-Term Sustainability Goals/Targets have been identified and the action plan for achieving the same is tracked on a year-on-year basis. Performance of such principles is also reviewed periodically by the Senior Management								

Responsible Care (1), ISO 14001 (2), OHSAS 18001 (3) and NABL (4)

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements:

Rallis India Limited ('Rallis' or 'the Company'), has been undertaking efforts to align and integrate its goals with the Environmental, Social and Governance (ESG) aspects of business and to build innovative business models. The Company endeavours to address a majority of the 17 Sustainable Development Goals (SDGs) aimed at building economic capital, ensuring environmental integrity, enabling economic development and building social capital. The Company has also undertaken an ambitious initiative '30 by 30', targeting 30% absolute reduction of carbon emission by the year 2030.

Further, as a part of its social focus area, the Company undertakes various CSR projects around its manufacturing units with specific focus on education, skill development and employability/entrepreneurship. The Company works with underprivileged, persons with disability and affirmative population to improve livelihood and overall development of the communities it serves. To deliver these commitments, the Company has a CSR Policy, Affirmative Action Policy, Diversity & Inclusion Policy and Business & Human Rights Policy in place.

The Company has also adopted the Tata Code of Conduct (TCoC) which guides its interactions with all key stakeholders including Employees, Customers, Value Chain Partners, Communities, Investors, Environment, Society, etc. and has well-defined governance practices in line with the TCoC. For more information about the targets and achievements on the ESG, please refer to the details on Natural and Social Capital at Page Nos. 32-35 and 38-40 of this Integrated Report.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):

Mr. Sanjiv Lal, Managing Director & CEO (DIN: 08376952) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.

9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details:

Yes, the Company has a Board-level Safety, Health, Environment and Sustainability Committee. This Committee provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all-new strategic initiatives, budgets, audit actions and improvement plans.

Members of SHES Committee	Designation	DIN
Dr. C. V. Natraj, Chairman	Non-Executive, Independent Director	07132764
Mr. R. Mukundan, Member	Non-Executive, Non-Independent Director	00778253
Mr. Sanjiv Lal, Member	Managing Director & CEO	08376952

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually / Half-yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, policies on Business Responsibility of the Company are reviewed periodically or on a need basis by the Senior Leadership Team including the MD & CEO. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are Implemented																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided Quarterly by the MD & CEO/CFO to the Board of Directors																	

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.

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, EY conducts assurance of sustainability and BRSR. Det Norske Veritas (DNV) conducts management certification (ISO 14001). Indian Chemical Council conducts Responsible Care Logo audits	Yes, EY conducts assurance of sustainability and BRSR. Det Norske Veritas (DNV) conducts management certification (ISO 14001). Indian Chemical Council conducts Responsible Care Logo audits	Yes, EY conducts assurance of sustainability and BRSR. Det Norske Veritas (DNV) conducts management certification (ISO 14001). Indian Chemical Council conducts Responsible Care Logo audits	Yes, EY conducts assurance of sustainability and BRSR. Det Norske Veritas (DNV) conducts management certification (ISO 14001). Indian Chemical Council conducts Responsible Care Logo audits	Yes, Indian Chemical Council conducts Responsible Care Logo audits	Yes, EY conducts assurance of sustainability and BRSR. Det Norske Veritas (DNV) conducts management certification (ISO 14001). Indian Chemical Council conducts Responsible Care Logo audits	Yes, EY conducts assurance of sustainability and BRSR. Det Norske Veritas (DNV) conducts management certification (ISO 14001). Indian Chemical Council conducts Responsible Care Logo audits	Yes, EY conducts assurance of sustainability and BRSR. Det Norske Veritas (DNV) conducts management certification (ISO 14001). Indian Chemical Council conducts Responsible Care Logo audits	Yes, Indian Chemical Council conducts Responsible Care Logo audits	Yes, EY conducts assurance of sustainability and BRSR. Det Norske Veritas (DNV) conducts management certification (ISO 14001). Indian Chemical Council conducts Responsible Care Logo audits

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

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

Section C: Principle-Wise Performance Disclosure

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	7	During the year, the Board of Directors of the Company invested their time on various updates pertaining to the business, regulations, environmental, social, governance matters, etc. These topics comprise insights on the said Principles.	100
Key Managerial Personnel (KMP)	3	1. Tata Code of Conduct 2. Anti Bribery Anti Corruption 3. Whistle Blower Policy 4. Prevention of Sexual Harassment at the Workplace	100
Employees other than BoD and KMPs	86	1. Tata Code of Conduct 2. Anti Bribery Anti Corruption 3. Whistle Blower Policy 4. Prevention of Sexual Harassment at the Workplace	70
Workers	3	1. Tata Code of Conduct 2. Prevention of Sexual Harassment at the Workplace	89

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

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



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

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

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

Yes, the Company has an Anti-Bribery and Anti-Corruption (ABAC) Policy in place. The policy has been developed in alignment with the Tata Code of Conduct (TCoC).

The ABAC policy covers gifts/entertainment and hospitality, procurement process, third party due diligence, training and awareness as well as the process of raising concerns. Various training and awareness sessions on the ABAC and related policies were conducted on a continuous basis through classroom as well as e-modules.

Employees, Customers, Suppliers and other Stakeholders of the Company are encouraged to raise concerns on becoming aware of any actual or potential violation of any TCoC policies or applicable laws/regulations.

One of the core principles being the commitment to operating businesses conforming to the highest moral and ethical standards. The Company does not tolerate bribery or corruption in any form. It is illegal and immoral to, directly or indirectly, offer or receive a bribe and this commitment underpins everything it does.

The Company, having adopted the TCoC, is therefore committed to acting professionally, fairly and with integrity in all its business dealings and relationships wherever it operates and to implement and enforce effective systems to counter bribery. This includes compliance with all laws, domestic and foreign, prohibiting improper payments, gifts or inducements of any kind to or from any person, including officials in the private or public sector, customers and suppliers. The Company is equally committed to the prevention, deterrence and detection of bribery and other corrupt business practices. The TCoC can be accessed at: <https://www.rallis.com/TCOC>

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

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

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
75	Awareness on Ethics and POSH	-

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

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes the shareholding.

Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein.

In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested.

For identifying and tracking conflict of interests involving the Directors/KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department for monitoring and tracking transaction(s) entered by the Company with such parties.

Additionally, the Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

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

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	4%	8%	A. Solvent recovery and recycling across all projects B. Formulation development (Ex. Water based, vegetable oil based, non-solvent based, etc. & Development of green and blue triangle pesticide category formulations) C. Development for sustainable crop nutrition products
Capex	5%	4%	A. Equipment purchase (Rota evaporator) to develop the technology for solvent recovery & recycling B. Sustainable formulation development

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

The Company has developed a process for selection of suppliers and third parties which includes various parameters such as sustainable procurement policy sourcing guidelines on Environment, Health & Safety Policy, Legal Compliance, Adherence to TCoC, ISO Certification, etc.

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

The Company plans to carry out a sustainability assessment of key suppliers from April 2023 onwards.



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)**

For damaged product packaging, the product is reclaimed at the depots and is returned to the respective factories for repacking. Further, the expired products are sent for incineration to an authorised agency in accordance with the Hazardous Waste Management Rules, 2016 ('the Rules').

(b) **E-waste**

A pan-India-based agency authorised by the Pollution Control Board is selected for ensuring safe disposal of e-waste with minimal environmental impact.

(c) **Hazardous waste**

Hazardous waste is categorised as per the Rules and is sent to the authorised end users for utilising the same and converting it into useful products. The remaining hazardous waste is sent for proper disposal at Pollution Control Board's authorised facilities.

(d) **Other waste**

Not Applicable

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 Agency? If not, provide steps taken to address the same.

Yes. Plastic waste generated from end products is disposed of under EPR with the help of an agency authorised by the Central Pollution Control Board (CPCB). They collect plastic waste under two categories, namely multi layer and non-multi layer. The multi layer waste is disposed of at CPCB approved cement industries as co-processing and non-multi layer waste disposal is done at a certified plastic recycler. The Company files annual returns for plastic waste disposal at CPCB.

Leadership Indicators

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

NIC Code (National Industrial Classification 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
3808	Hexaconazole	4	Gate to Gate	Yes	No
	Acetamiprid	1	Gate to Gate	Yes	No
	Kresoxim Methyl	2	Gate to Gate	Yes	No
	Trizole	-	Gate to Gate	Yes	No

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

Name of Product/Service	Description of the Risk/Concern	Action Taken
NA		

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	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Nil		

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	1,166.00	-	-	1,013.24	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	39.57	-	-	49.65
Other waste	-	-	-	-	-	-

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

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

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	1,605	1,605	100	1,605	100	NA	NA	-	-	-	-
Female	64	64	100	64	100	64	100	NA	NA	-	-
Total	1,669	1,669	100	1,669	100	64	-	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-



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	47	47	100	47	100	NA	NA	-	-	-	-
Female	-	-	-	-	-	NA	NA	NA	NA	NA	NA
Total	47	47	100	47	100	NA	NA	-	-	-	-
Other than Permanent Workers											
Male	3,502	3,502	100	Nil	Nil	NA	NA	Nil	Nil	Nil	Nil
Female	272	272	100	Nil	Nil	Nil	Nil	NA	NA	Nil	Nil
Total	3,774	3,774	100	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	2.50	-	Y	4.18	-	Y
Others – please specify	-	-	-	-	-	-

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.

Most of our working locations are accessible to differently abled persons. The Company is working towards further improvement on the same.

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

The Company is governed by the TCoC whereby all the employees and those eligible are provided with equal opportunities. The Company is committed by an inclusive work culture without any discrimination on the grounds of race, caste, religion, colour, marital status, gender, sex, age, nationality, ethnic origin, disability and such other grounds as prescribed and protected by the applicable laws.

The TCoC can be accessed at: <https://www.rallis.com/TCOC>

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

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

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

Permanent Workers	Yes-Employees/Other than Permanent Employees and Workers are encouraged to share their concerns with their reporting managers, the HR department and members of the Senior Leadership Team. Apart from this, an Ethics and POSH escalation mechanism is also available including a third party helpline.
Other than Permanent Workers	The Company, on a regular basis, sensitises its employees on the same as well. It is mandatory for new employees to read, understand and affirm to the TCoC document as part of the induction program.
Permanent Employees	Employees can raise their concerns to - i. ethics@rallis.com , posh@rallis.com
Other than Permanent Employees	ii. Independent Third Party Helpline - Integrity Matters at reportmyconcern@integritymatters.in iii. Ethics Counsellors, POSH Committee Members iv. The Whistleblower channel The concerns received, are investigated by the authorised persons by gathering, validating and analysing the data. The observations and findings/recommendations are shared with the PEO (Principal Ethics Officer). Periodically, these concerns are reviewed by the Audit Committee Members. The lessons learnt are also shared during the quarterly Employee Communication meetings.

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (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	1,669	-	-	1,745	-	-
Male	1,605	-	-	1,681	-	-
Female	64	-	-	64	-	-
Total Permanent Workers	47	47	100	51	51	100%
Male	47	47	100	51	51	100%
Female	-	-	-	-	-	-



8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,605	1,605	100	1,454	91	1,681	1,681	100	1,396	83
Female	64	64	100	53	83	64	64	100	53	83
Total	1,669	1,669	100	1,507	90	1,745	1,745	100	1,449	83
Workers										
Male	47	47	100	47	100	51	51	100	51	100
Female	-	-	-	-	-	-	-	-	-	-
Total	47	47	100	47	100	51	51	100	51	100

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,605	1,605	100	1,681	1,681	100
Female	64	64	100	64	64	100
Total	1,669	1,669	100	1,745	1,745	100
Workers						
Male	47	47	100	51	51	100
Female	-	-	NA	-	-	-
Total	47	47	100	51	51	100

10. Health and safety management system:

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

Yes. The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensures the protection of environment, health & safety of its employees, contractors, visitors and all other relevant stakeholders.

The Company has also adopted Environment, Health & Safety Policy which can be accessed on its website at: <https://www.rallis.com/EHSPolicy>

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

The Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational diseases, emergency preparedness and business continuity. There is a structured Risk Assessment & Management process which is regularly reviewed and mitigation plans are put in place to reduce the risk.

For all activities including routine or non-routine, hazards are identified by a trained cross-functional team and risk assessment is done through Hazard Identification and Risk Assessment (HIRA)/Job Safety Analysis (JSA)/Standard Operating Procedures (SOP) which is referred before starting any activity. Identified hazards and associated risks are addressed through operational control measures using a hierarchy of control approach. Techniques like Process Hazard Analysis (PHA), what-if-analysis, Failure Mode Effect Analysis (FMEA) are carried out on a case-to-case basis.

Storage and handling of toxic chemicals like Ammonia, Bromine, Solvents, flammable materials like fuel, etc. are identified as the major process hazards at the site for which the Company has carried out Quantitative Risk Assessment; HAZOP study & engineering control as appropriate.

Considering the level of process hazards, Ankleshwar and Dahej, Gujarat (manufacturing units of the Company) have been working on Process Safety and Risk Management (PSRM) for the last two years.

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

Yes. Work-related hazards are being identified and addressed through a daily plant round and cross-functional Behaviour Safety Observation rounds. Analysis of observations are being done through Master Data Online (MDO) safety e-portal and controls are identified during studies like HIRA, HAZOP, JSA etc.

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

Yes. All employees are covered under the Mediclaim Insurance Policy and Group Personal Accident Policy

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million - person hours worked)	Employees	0	0
	Workers	0.09	0.19
Total recordable work-related injuries	Employees	1	1
	Workers	2	4
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

At Rallis, a culture of safety is encouraged across hierarchies by promoting behaviour-based safety, process safety and road safety as key focus areas among its workforce, PSRM implementation started at the Dahej and Ankleshwar sites after a gap assessment with the help of an external competent agency. Rallis is taking various measures to further strengthen its process safety through enhancing automation in chemical processes and unit operations. Safety Audit conducted at all manufacturing sites by corporate safety to identify and rectify the gaps in workplace safety. TFS (Together for Sustainability) audit process was carried out to verify Rallis' sustainability performance against a defined set of audit criteria on environment, health & employee wellbeing. Both Ankleshwar and Dahej where the assessment was carried out, fared very well in TFS Audit with high scores. Tata Group safety standards are implemented at sites to align the site procedure with the group guidelines. MDO - the e-portal has also been implemented to record safety performance and take timely action on deviations. The Company also has a Board-level Safety, Health, Environment and Sustainability ('SHES') Committee, chaired by a Non-Executive Director. The Committee reviews and monitors the safety, health, environmental and sustainability practices, processes, standards and activities of the Company to ensure compliance with appropriate laws and legislation. This Committee also provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly and timely addressed. All the incidents are reported to the Committee and are investigated and analysed to avoid any recurrence.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety	Nil			Nil		

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	



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.

All safety-related accidents are being investigated and learnings from investigation reports are shared across organisation for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of corrective actions deployment being checked during safety audits. Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through hierarchy of risk controls.

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)

Yes. Rallis has a scheme in place to provide Financial Assistance to the legal dependents of the permanent employees/workers in case of death while in service.

In addition to this, the employees/workers are covered under the Group Personal Accident (GPA) Policy. The GPA Policy is also being extended to the contract employees working in manufacturing units and offices.

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

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Working Conditions	

(We identified 18 critical value chain partners and all are assessed for Health and Safety Practices and Working Conditions during the current year)

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.

The Company conducts EHS, system & regulatory audits of the third parties, their warehouses at regular intervals to ensure compliance of various processes. Regular follow-ups are being done to ensure implementation of suggested corrective/preventive actions.

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

Essential Indicators

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

The Company identifies and engages with various stakeholders with the intention of understanding and addressing their expectations and developing short, medium and long-term strategies of the Company. The internal and external groups of key stakeholders identified on the basis of their immediate impact on the operations and working of the Company include Employees, Shareholders, Customers, Communities, Suppliers, Government Authorities, Partners and Vendors.

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 & Marginalised 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
Shareholder	NO	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual report, quarterly results, media releases and Company/SE website	As per need meetings are conducted. Generally Annual meetings takes place.	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, climate change risks, cyber risks, growth prospects
Employee	NO	Senior leaders' communication/talk/forum, Employee Communication (CEO Online), goal setting and performance appraisal meetings/ review, arbitration/union meetings, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, quarterly publication and newsletters	Ongoing	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives
Customer	NO	Website, distributor/retailer/direct customer/MD, senior leader-customer meets/visits, customer plant visits, MD/COO club, Dealer's meet, focus group discussion, trade body membership, complaints management, helpdesk, conferences, customer surveys and NPS	Ongoing	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines/ manufacturing, climate change disclosures, safety awareness and safe use of agrochemicals
Suppliers/ Partners	NO	Prequalification/vetting, communication and partnership meets, plant visits, MoU and framework agreements, professional networks, contract management/review, on site presentations, satisfaction surveys	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ISO and OHSAS standards, collaboration and digitalisation opportunities
Government	NO	Advocacy meetings with local/state/national government and ministries, seminars, media releases, conferences, membership in local enterprise partnership and industry bodies	Ongoing	Strong ESG practices (climate change roadmap, frameworks for sustainability and beyond compliance and RC, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/local infrastructure, proactive engagement
Communities	YES	Focussed Group Discussions with Communities/ local authorities/location heads, community visits and projects, partnership with NGOs, volunteerism	Ongoing	Integrated water management, clean water, Natural Resource Management, community development, livelihood support, disaster relief, support of the UN SDGs, Education, Skill Development, Farmer Safety etc.

**Leadership Indicators**

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

The Company's management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees etc. The Company has a Safety, Health, Environment & Sustainability Committee and CSR Committee that updates the progress of actions to the Board and takes inputs on a quarterly basis.

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, through materiality assessment, we engage with our stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics. (For further details, please refer to the section on Stakeholder Engagement on Page 44 of the Integrated Report)

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

In the current year, Collector of Narmada invited Rallis to implement its Unnat gram (model Tribal Village) initiative in 5 villages from Narmada district (Aspirational district). Rallis CSR head, HR head and concerned team members along with District development officer have conducted 4 meetings to understand the needs and priorities of communities and how Rallis can support them for their development. Based on the meetings, 5-year strategy and plan for developing the identified villages as Model villages has been developed and implemented.

PRINCIPLE 5 - Businesses should respect and promote human rights**Essential Indicators**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,669	730	44	1,745	1,745	100
Other than permanent	-	-	-	-	-	-
Total Employees	1,669	730	44	1,745	1,745	100
Workers						
Permanent	47	47	100	51	51	100
Other than permanent	3,774	2,000	53	3,924	3,924	100
Total Workers	3,821	2,047	54	3,975	3,975	100

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,605	-	-	1,605	100	1,681	-	-	1,681	100
Female	64	-	-	64	100	64	-	-	64	100
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	47	-	-	47	100	51	-	-	51	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	3,502	-	-	3,502	100	3,560	-	-	3,560	100
Female	272	-	-	272	100	364	-	-	364	100

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ lakhs)	Number	Median remuneration/salary/wages of respective category (₹ lakhs)
Board of Directors (BoD)	4*	33.15#	2	42.70#
Key Managerial Personnel (KMP)	2*	183.45	1	192.80
Employees other than BoD and KMP	1,547	8.49	60	9.30
Workers	47	7.96	-	-

* includes MD & CEO

includes sitting fees

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. Business & Human Rights Policy has been adopted by the Company and driven by the Ethics team. The Audit Committee of the Board has an oversight on the progress.

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

The Company has a policy in place for Business & Human Rights. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and/or any other unsafe or disruptive conditions.

Accordingly, the Company has in place an ethics framework comprising a team of ethics counsellors for redressal of grievances related to ethics/human rights as well as a team of POSH committee members for redressal of such related issues. Additionally, a third party helpline is also in place.



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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment		Nil			Nil	
Discrimination at Workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human Rights-related Issues						

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

- i. An independent Internal Committee (IC) drawn from cross-functional/location employees, follows the process/guidelines as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- ii. The Whistleblower Policy ensures that no unfair treatment will be meted out to a Whistleblower by virtue of his/her having reported a Protected Disclosure under the policy. The Company, as a policy, condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers. Complete protection will, therefore, be given to Whistleblowers against any unfair practices like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like including any direct or indirect use of authority to obstruct the Whistleblower’s right to continue to perform his/her duties/functions including making further Protected Disclosure.

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

Yes, the Company has specific clauses as part of the TCoC included in the business agreements and contracts and purchase orders. Human rights form part of the TCoC.

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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	NA

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

Not Applicable

Leadership Indicators

- Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.**
Business and Human Rights Policy was adopted in FY 2021-22. So far there have been NIL grievances
- Details of the scope and coverage of any Human rights due-diligence conducted.**
None
- 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 working locations are accessible to differently abled persons.

- Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	
Discrimination at workplace	
Child labour	Nil
Forced/involuntary labour	
Wages	
Others human rights related issues – please specify	NA

- Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above**
Not Applicable

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

Essential Indicators

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	GJ	1,27,113	1,30,908
Total fuel consumption (B)	GJ	3,50,156	3,70,409
Energy consumption through other sources (C)	GJ	11,832	12,538
Total energy consumption (A+B+C)	GJ	4,89,101	5,13,855
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	GJ/Cr	164.84	197.33
Energy intensity (optional) – the relevant metric may be selected by the entity	GJ/MT	13.60	14.46

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, Ernst & Young, LLP has conducted an independent assurance.

- Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme ? (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



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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground water	-	-
(iii) Third Party water	3,35,322	3,14,259
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	3,35,322	3,14,259
Total volume of water consumption (in kilolitres)	2,83,834	2,41,845
Water intensity per rupee of turnover (water consumed / turnover) KL / Crore	95.66	92.87
Water intensity (optional) – the relevant metric may be selected by the entity - KL/MT of Production	7.98	6.80

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

Yes, Ernst & Young, LLP has conducted an independent assurance.

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

The Company is working towards making its all manufacturing units as Zero liquid discharge units. So far, Ankleshwar and Akola have developed the capability for 100% recycle of the treated water.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	KG	14,686	15,264
SOx	KG	16,787	18,497
Particulate matter (PM)	KG	25,313	26,361
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

Yes, Ernst & Young, LLP has conducted an independent assurance.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total scope 1 emissions (Break up of the GHG into CO ₂ , CH ₄ , HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	20,933	17,890
Total scope 2 emissions (Break up of the GHG into CO ₂ , CH ₄ , HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	25,070	29,818
Total scope 1 and 2 emissions per rupee of turnover	MT / Crore	15.50	18.32
Total scope 1 and 2 emissions intensity (optional) the relevant metric may be selected by the entity	Metric tonnes of CO ₂ / Metric tonnes of production	1.28	1.34

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, Ernst & Young, LLP has conducted an independent assurance.

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

Yes. Carbon abatement project done with Pricewaterhouse Coopers (PWC) in FY 2021-22 to identify and evaluate various CO₂ reduction projects to meet Company's overall objective of reducing 30% absolute carbon emission by 2030.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Plastic waste (A)	MT	1,166	1,013.24
E-waste (B)	MT	1.54	3.62
Bio-medical waste (C)	MT	0.0092	0.004155
Construction and demolition waste (D)	MT	-	-
Battery waste (E)	MT	-	-
Radioactive waste (F)	MT	-	-
Other Hazardous waste (G)	MT	34,867	30,911
Other non-hazardous waste generated (H) if any (Break-up by composition i.e. by materials relevant to the sector)	MT	2,956	2,281.38
Total (A+ B+C+D+E+F+G+H)	MT	38,991	34,209

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations

Category of waste	Unit	FY 2022-23	FY 2021-22
(i) Recycled	MT	18,308	17,850
(ii) Re-used	MT	-	-
(iii) Other recovery operations	MT	-	-
Total	MT	18,308	17,850

For each category of waste generated, total waste disposed by nature of disposal method

Category of waste	Unit	FY 2022-23	FY 2021-22
(i) Incineration	MT	14,342.24	10,427.49
(ii) Landfilling	MT	6,340	5,932
(iii) Other disposal operations	MT	-	-
Total	MT	20,682.24	16,359.49

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If yes, name the external agency -

Yes, Ernst & Young, LLP has conducted an independent assurance.

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.

Non-toxic waste water from process, canteen, amenities, cooling towers, boiler blow-down, etc. is treated in Effluent Treatment Plant (ETP). ETP is equipped with primary, secondary, tertiary treatment followed by an RO system. Tertiary treated effluent is either recycled through RO or discharged to the common effluent system.

The Aqueous effluent generated from processes having low Chemical Oxygen Demand (COD) and high Total Dissolved Solvents (TDS) is fed to the Multiple Effect Evaporator and condensate of the evaporator is sent for treatment in the Effluent treatment plant or recycled/reused.

The sludge generated from the evaporator/ETP is sent to an authorised secured landfill site. High calorific and high TDS value hazardous waste is sent for processing to authorised co-processors and further to cement industry.

Spent acids are sent for recycling to authorised end user to make useful products. Aqueous/Organic waste is sent to the authorised common incinerator system.

As per our policy, we have discontinued production of the highly toxic red triangle products as per the Insecticides Act.. Thus, the product portfolio and waste generated remains relatively less toxic.



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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
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NA

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

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

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:

S.No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the noncompliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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1

Yes. The Company is in compliance with applicable environment regulations.

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	Unit	FY 2022-23	FY 2021-22
From renewable sources			
Total electricity consumption (A)	GJ	11,832	12,537.8
Total fuel consumption (B)	GJ	1,32,826	1,18,691
Energy consumption through other sources (C)	GJ	-	-
Total energy consumption (A+B+C)	GJ	1,44,658	1,31,228.8
From non-renewable sources			
Total electricity consumption (D)	GJ	1,27,113	1,30,908.3
Total fuel consumption (E)	GJ	2,17,329.7	2,51,718
Energy consumption through other sources (F)	GJ	-	-
Total energy consumption (D+E+F)	GJ	3,44,442.7	3,82,626.3

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

Yes, Ernst & Young, LLP has conducted an independent assurance.

2. Provide the following details related to water discharged:

Parameter	Unit	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment			
(i) To Surface water			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
(ii) To Groundwater			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
(iii) To Seawater			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
(iv) Sent to third-parties			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	51,488	72,414
(v) Others			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
Total water discharged	KL	51,488	72,414

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If yes, name the external agency -

Yes, Ernst & Young, LLP has conducted an independent assurance.

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

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

- Name of the area - Maharashtra and Gujarat Industrial area
- Nature of operations - Agrochemicals Manufacturing
- Water withdrawal, consumption and discharge in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Withdrawal from			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	-	-
(iii) Third party water	KL	3,35,322	3,14,259
(iv) Seawater/desalinated water	KL	-	-
(v) Others	KL	-	-
Total volume of water withdrawal (i + ii + iii + iv + v)	KL	3,35,322	3,14,259
Total volume of water consumption	KL	2,83,834	2,41,845
Water intensity per rupee of turnover (Water consumed/turnover)	KL/Cr	96	93
Water intensity (optional) – the relevant metric may be selected by the entity	KL/MT	7.89	6.8
Water discharge by destination and level of treatment			
(i) To Surface water			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
(ii) To Groundwater			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
(iii) To Seawater			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
(iv) Sent to third-parties			
- No treatment	KL	-	-
- With treatment – please specify level of treatment*	KL	51,488	72,414
(v) Others			
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
Total water discharged	KL	51,488	72,414

* Level of treatment to meet state norms



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, Ernst & Young, LLP has conducted an independent assurance.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9,970	9,921
Total Scope 3 emissions per rupee of turnover	MT/Crore	3.36	3.81
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MT/MT of Prod.	0.28	0.27

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, Ernst & Young, LLP has conducted an independent assurance.

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:

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Integrated Waste Management	Converting Hazardous waste like Spent Sulphuric Acid, Sodium Sulphate into useful product with partnership with authorised end users Disposal of Hazardous waste to Cement industry for co-processing (as a alternate fuel / raw material)	Conservation of Natural resources

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

Yes. Business Continuity Plans (BCP) are designed to help the Company to recover from a disruption in production activity. Specifically, BCP provides guidance to ensure that the Manufacturing units can respond effectively to a disruption and restore production operations as quickly as possible.

The objectives of BCP for Manufacturing plants are to identify various threats that can disrupt the business operations. Identify advanced arrangements and procedures that will enable the team to respond quickly to an emergency event and ensure continuous operations of critical business functions. Reduce employee injury or loss of life and minimise damage and losses. Protect essential facilities, equipment, vital records, and other assets. Identify teams which would need to respond to a crisis and describe specific responsibilities. Facilitate effective decision-making to ensure that operations are restored in a timely manner. Identify alternative course of action to minimise and/or mitigate the effects of the crisis and shorten the response time. Quantify the impact of any kind of event in terms of money, time, business and workforce. Recover quickly from an emergency event and resume to full-scale manufacturing of products in a timely manner. Maintain the quality of manufactured goods and products, protect our customer base and brand during an emergency event.

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 such incident has occurred. We provide awareness and training to the farmers to ensure proper handling and uses of Agro chemical products.

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

Critical value chain partners identified 18 for manufacturing units. 100% covered awareness programmes

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. - 6
b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

S.No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Crop Life India (CLI)	National
2	Confederation of Indian Industry (CII)	
3	Bombay Chambers of Commerce and Industry (BCCI)	
4	Federation of Seeds Industries of India (FSII)	
5	IMC Chamber of Commerce and Industry	
6	Indian Chemical Council (ICC)	

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

Name of authority	Brief of the case	Corrective action taken
NA		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether Information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others - please specify)	Web Link, if available
1	Use of drone in agriculture	Through Industry bodies	-	-	-
2	Recycling of plastic containers	Through Industry bodies	Yes	-	-
3	Safe use of agrochemicals by farmers	Through Industry bodies	-	-	-

**PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

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

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in FY (In INR)
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NA

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

The 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, security, CSR, etc. is formed which receives the concerns (written/verbal) and works towards its redressal. A joint field visit/investigation is done and the concern is addressed appropriately in a timely manner. The concerns are recorded and tracked for closure.

In addition, the Company proactively engages with the community as a part of the development work. Throughout the year, a number of informal and formal sessions are conducted which help interactions with the community apart from programme-specific meetings to facilitate working together. There is a targeted approach for engaging with various sections viz. youth, women and community leaders. Senior leadership interacts with the community regularly.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	10.51%	12.80%
Sourced directly from within the district and neighbouring districts	18.54%	14.98%

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
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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	Gujarat	Narmada	67,45,000
2	Telangana	Warangal	90,00,000
3	Maharashtra	Osmanabad	25,50,000
4	Jharkhand	Ramgadh	25,00,000

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

No, Procurement is done based on competitiveness. However, as per the Affirmative Action Policy, we encourage marginalised/ vulnerable groups.

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

Scheduled Caste/Scheduled Tribe category, if available and competitive.

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

0.76%

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

S.No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
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NA

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

S.No.	Name of authority	Brief of the case	Corrective action taken
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NA

- 6 Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	RUBY - Educational initiative	8,381	47
2	TaRa - Skilling initiative	1,361	28
3	Rural development	36,413	31
4	Jal dhan - Water harvesting and conservation	2,68,797	27
5	Sampoorna poshan - Malnutrition and Anaemia initiative	700	44
6	C-Safe	1,786	10



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

Essential Indicators

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

We print the customer care contact number and email ID on each pack label to receive customer queries and complaints. The Marketing Team handles the customer care cell and responds to complaints received through the contact number and email ID. We also receive customer complaints from customers related to application, product and packaging quality through the sales team, which are registered in e-Sparsh (Digital App) and responded. Product quality and packaging related complaints escalated to Quality Assurance and for investigation and resolution. Quality assurance team investigates the complaint and shares the report with root cause analysis and corrective actions with the respective sales team.

2. 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	-
Safe and responsible usage	100
Recycling and/or safe disposal	-

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data Privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-Security						
Delivery of Essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls		

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

Yes. The Company has detailed framework on cyber security and risks related to data privacy.

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.

The cyber security for the Company has been outsourced and managed by a leading IT services company. The regular reviews are conducted, and corrective actions are taken to improve the cyber security posture.

Data privacy requirements are being evaluated with respect to proposed personal data privacy law. The actions will be taken as per data privacy law.

Leadership Indicators

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

Information relating to all products of the Company are available on the website at www.rallis.com. Additionally, it is also available on the 'Rallis Krishi Samadhan' - an App and various social media platforms such as Facebook, YouTube and Instagram.

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

The Company conducts meetings with the consumers including farmers on field days whereby they are educated about the correct dosage, time of application as well as correct methods to use the Company's products. Further, product leaflets are also provided in various languages with each package.

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

NA

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the Company specifies products information as per regulations and carries out a survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation.

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:

Not Applicable