



RALLIS INDIA LIMITED

May 29, 2024

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 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2023-24 along with the Reasonable Assurance Report provided by KPMG Assurance and Consulting Services LLP, which forms part of the Integrated Annual Report FY 2023-24, submitted to the Exchanges vide letter dated May 29, 2024.

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 & Compliance Officer**

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	: 23 rd Floor, Vios Tower, 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, 2023 to March 31, 2024
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. Details of the person who may be contacted in case of any queries on the BRSR report

S. No.	Name	Telephone	Email
1	Mr. Amol Jadhav	+91 22 6232 7400	amol.jadhav@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 made under this report are on a standalone basis. The Business Responsibility and Sustainability Report (BRSR) is in conformance with The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. The reporting boundary for the current year has been revised as compared to previous year. The reporting boundary for previous year did not include one innovation centre (RICH), GP Pally, Agri-Biotech centre (Seeds R&D) and 10 zonal and regional offices.

There are certain restatements due to change in reporting boundary and re-computation of certain attributes in this report. The effects and reasons have been included under the following sections and principles of the BRSR report - Section A (Q.no. 22), Principle 6 (Essential Indicator: 1, 7 and 9). These restatements would enable completeness and comparability of information for the current year and previous year.

14. Name of assurance provider

KPMG Assurance and Consulting Services LLP

15. Type of assurance obtained

BRSR Core parameters – Reasonable Assurance

Select BRSR Indicators (which are not part BRSR Core) – Limited Assurance



II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Crop Care and Seeds	Manufacturing, Distribution, Sales & Marketing of Crop protection and crop nutrition products and a variety of field crop and vegetable seeds	99.5

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Crop Care	202	83.8
2	Seeds	016	15.7

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	13	20
International	0	0	0

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	26
International (No. of Countries)	39

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

24.1%

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

20. 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)	1,620	1,558	96	62	4
2	Other than permanent (E)	2,192	1,962	90	230	10
3	Total Employees (D+E)	3,812	3,520	92	292	8
Workers						
4	Permanent (F)	37	37	100	0	0
5	Other than permanent (G)	1,249	1,173	94	76	6
6	Total Workers (F+G)	1,286	1,210	94	76	6



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)	3	3	100	0	0
2	Other than permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	3	3	100	0	0
Differently Abled Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of Women

S. No.	Particulars	Total (A)	No. and percentage of Females	
			No. (B)	% (B/A)
1	Board of Directors	6*	1	17
2	Key Management Personnel	3*	1	33

*Includes MD & CEO

22. Turnover rate for permanent Employees and Workers (Disclose trends for the past 3 years)

Particulars	FY 24 (Turnover rate in current FY)			FY 23* (Turnover rate in previous FY)			FY 22* (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.94%	25.40%	22.07%	18.75%	20.31%	18.80%	17.90%	8.55%	17.58%
Permanent Workers	23.81%	0%	23.81%	8.16%	0%	8.16%	7.55%	0%	7.55%

*In the previous year ended March 31, 2023 and March 31, 2022, the Company did not consider the number of employees leaving the Company due to dismissal, termination, retirement or death in service for computation of this ratio. The Company has now recomputed and included all the said categories required to be disclosed. Further, the denominator for calculation has also been recomputed to take into consideration the average of employees/workers at the beginning and end of the reporting period. Accordingly, values have been restated for FY 23 and FY 22.

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint ventures	% 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	55.04	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) Turnover (in ₹ Crore)

2,648

(iii) Net worth (in ₹ Crore)

1,829



VII. Transparency and Disclosures Compliances

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

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 24 Current Financial Year			FY 23 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. A focussed group comprising of the Senior Leadership/ the CSR Head interact 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.	0	0		0	0	
Investors (other than shareholders)	No	0	0		0	0	
Shareholders	Yes. https://scores.sebi.gov.in/	6	1	Subsequently resolved	1	0	
Employees and workers	Yes. http://www.rallis.com/TCOC.html	6	0		6	0	
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.	72	0		63	0	
Value chain partners	Yes. http://www.rallis.com/TCOC.html	2	0		7	0	
Other including contract workers, anonymous, trainees, etc.		8	0		11	0	



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

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

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle*	(1,2,3,4)	(1,2,3,4)	(1,2,3,4)	(1,4)	(1,3,4)	(1,2,4)	(1,2,3,4)	(1,4)	(1,2,3,4)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6. Performance of the entity against 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 plans for achieving the same are tracked on a year-on-year basis. Performance of such principles is also reviewed periodically by the Senior Management								

* 1. Responsible care

2. ISO 14001

3. ISO 45001

4. ISO 9001

5. NABL



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Rallis India Limited ('Rallis' / '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 (UN SDG's) aimed at building economic capital, ensuring environmental integrity, enabling economic development and building social capital. The Company has also undertaken an ambitious initiative of 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.</p> <p>The Company works with the 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 and 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. For more information about the targets and achievements on the ESG, please refer to the details on Natural and Social Capital at page nos.: 40-43 of this Integrated Report.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>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.</p> <p>Note: Mr. Sanjiv Lal ceased to be Managing Director & CEO on March 31, 2024. Dr. Gyanendra Shukla (DIN: 02922133) was appointed as Managing Director & CEO with effect from April 1, 2024.</p>								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	<p>Yes, The Company has a board-level Safety, Health, Environment and Sustainability (SHES) 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.</p> <p>Members of the SHES Committee are as under:</p> <ol style="list-style-type: none"> 1. Dr. C. V. Natraj - Chairman Non-Executive - Independent Director (DIN: 07132764) 2. Mr. R. Mukundan - Member Non-Executive - Non-Independent Director (DIN: 00778253) 3. Mr. Sanjiv Lal - Managing Director & CEO - (DIN: 08376952) <p>Note: Mr. Sanjiv Lal ceased to be a Member of the Committee on March 31, 2024. Dr. Gyanendra Shukla was appointed as a Member with effect from April 1, 2024.</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually/Half Yearly/Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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 and General Counsel to the Board of Directors	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

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

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 a Policy								

**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	% of persons in respective category covered by awareness programmes
Board of Directors	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	3	1. Tata Code of Conduct 2. Anti Bribery Anti-Corruption 3. Whistle Blower Policy 4. Prevention of Sexual Harassment at the Workplace 5. Business & Human Rights	100
Employees other than BoD and KMPs	78		70
Workers	3		90

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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	Additional Commissioner of Central Tax, Secunderabad Commissionerate, Hyderabad	0	The Company has received Demand order dated December 28, 2023 for the period 2017-18 to 2021-22 aggregating to ₹ 5,64,48,207/- plus interest and penalty under the CGST Act, 2017 and IGST Act, 2017, alleging irregular availment of ITC, Non-payment of GST under RCM and short-payment of GST due to wrong adoption of rate of tax. Currently, the penalty amount has not been specified. The Company has filed an appeal with the Commissioner (Appeals) – GST, Hyderabad.	Yes



Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Principle 1	Joint Commissioner of Sales Tax, Mumbai	2,881	The Company has received additional demand order dated December 29, 2023 of ₹ 1,12,715/- (including interest of ₹ 81,020/- and penalty of ₹ 2,881/-) for the period 2009-10, denying VAT set off, against the appeals filed by the Company previously under the MVAT Act, 2002. The Company has not paid any penalty amount and has filed an appeal with the Maharashtra Sales Tax Tribunal, Mumbai.	Yes
	Principle 1	Joint Commissioner of Sales Tax, Mumbai	1,24,177	The Company received has additional demand order dated December 29, 2023 of ₹ 41,01,663/- (including interest of ₹ 27,35,718/- and penalty of 1,24,177/-) for the period 2013-14, denying VAT set off and excess retention of VAT set off, against the appeals filed by the Company previously under the MVAT Act, 2022. The Company has not paid any penalty amount and has filed an appeal with the Maharashtra Sales Tax Tribunal, Mumbai.	Yes
Settlement	NIL	NIL	0	NA	No
Compounding fee	NIL	NIL	0	NA	No
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NIL	NIL	NA	No	
Punishment	NIL	NIL	NA	No	

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

S. No.	Case Details	Name of the regulatory/enforcement agencies/judicial institutions
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Refer responses at Question 2 above



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

Policy available (Yes/No): Yes, the Policy can be accessed at <https://www.rallis.com/ABAC>

Details: 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 training 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.

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

Designation	FY 24 Current Financial Year		FY 23 Previous Financial Year	
	Number	Remarks	Number	Remarks
Directors	Nil		Nil	
KMPs				
Employees				
Workers				

6. Details of complaints with regard to conflict of interest

	FY 24 Current Financial Year		FY 23 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable

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

Designation	FY 24 Current Financial Year		FY 23 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of days of accounts payables	139		110	



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

Parameter	Metrics	FY 24	FY 23
		Current Financial Year	Previous Financial Year
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	10%	14%
	b. Number of trading houses where purchases are made from	98	155
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	68%	56%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	78%	67%
	b. Number of dealers/distributors to whom sales are made	7,281	7,329
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	7%	8%
Share of RPTs in	a. Purchases (purchases with related parties/Total Purchases)	0.8%	1.7%
	b. Sales (Sales to related parties/Total Sales)	0.0%	0.6%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

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
78	Awareness on Ethics and POSH	0

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of 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

- 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.

	FY 24 Current Financial Year	FY 23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	4%	4%	A. Solvent recovery and recycling continued for all projects
Capex	10%	5%	B. Development of Water based, vegetable oil based, non-solvent based formulations C. Development of green and blue triangle pesticide category) D. Development for sustainable crop nutrition products

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

Entity has procedures (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, ISO Certification, Adherence to TCoC, etc.

Percentage of inputs: 100%.

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

	Process Description
(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 Boards authorised facilities
(d) Other waste	Not Applicable

- 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.

Extended Producer Responsibility (EPR) applicable (Yes/No): Yes

Describe: 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 off 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

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If results communicated in public domain, provide the web-link
202	Hexaconazole	6	Gate to Gate	Yes	No	NA
202	Acetamidrid	1	Gate to Gate	Yes	No	NA
202	Kresoxim Methyl	4	Gate to Gate	Yes	No	NA
202	Triazole	0	Gate to Gate	Yes	No	NA



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	NA	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 24 Current Financial Year	FY 23 Previous Financial Year
NA	0	0

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 24 Current Financial Year			FY 23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	1,380.95	0	0	1,166	0
E-waste	0	0	0	0	0	0
Hazardous Waste	0	0	42.75	0	0	39.57
Other Waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	0

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	1,908	1,908	100	1,908	100	0	0	0	0	0	0
Female	81	81	100	81	100	81	100	0	0	18	22
Total	1,989	1,989	100	1,989	100	81	4	0	0	18	1
Other Than Permanent employees											
Male	1,962	1,962	100	1,962	100	0	0	0	0	0	0
Female	230	230	100	230	100	230	100	0	0	0	0
Total	2,192	2,192	100	2,192	100	230	10	0	0	0	0

*Includes employees left during the year.



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	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	47	47	100	47	100	0	0	0	0	0	0
Other Than Permanent workers											
Male	1,173	1,173	100	1,173	100	0	0	0	0	0	0
Female	76	76	100	76	100	76	100	0	0	0	0
Total	1,249	1,249	100	1,249	100	76	6	0	0	0	0

*Includes workers left during the year.

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

Designation	FY 24 Current Financial Year	FY 23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.22%	0.17%

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

Benefits	FY 24 Current Financial Year			FY 23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
ESI	3.07	-	Yes	2.50	-	Yes
Gratuity	100	100	Yes	100	100	Yes
Others	-	-	-	-	-	-

Accessibility of workplaces

3. Are the premises/offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard

Entity accessible to differently abled employees and workers (Yes/No): Yes

Any steps are being taken: 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 (Yes/No). If so, provide a web-link to the policy.

Entity has an equal opportunity policy (Yes/No): Yes

Web-Link: <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 workers? If yes, give details of the mechanism in brief

	Yes/No (If Yes, then 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. 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. Employees can raise their concerns to - i. ethics@rallis.com , posh@rallis.com ii. Independent Third Party Helpline - Integrity Matters at reportmyconcern@integritymatters.in iii. Ethics Counsellors, POSH Committee Members iv. The Whistleblower channel
Other than Permanent Workers	
Permanent Employees	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.
Other than Permanent Employees	



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

Category	FY 24 Current Financial Year*			FY 23 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	1,989	0	0	2,085	0	0
- Male	1,908	0	0	2,005	0	0
- Female	81	0	0	80	0	0
Total permanent Workers	47	47	100	51	51	100
- Male	47	47	100	51	51	100
- Female	0	0	0	0	0	0

*Includes employees and workers left during the year.

8. Details of training given to employees and workers:

Category	Total (A)	FY 24 Current Financial Year*				Total (D)	FY 23 Previous Financial Year*			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	1,908	1,908	100	1,011	53	2,005	2,005	100	1,454	73
Female	81	81	100	55	68	80	80	100	53	66
Total	1,989	1,989	100	1,066	54	2,085	2,085	100	1,507	72
Workers										
Male	47	47	100	37	79	51	51	100	47	92
Female	0	0	0	0	0	0	0	0	0	0
Total	47	47	100	37	79	51	51	100	47	92

*Includes employees and workers left during the year.

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

Category	FY 24 Current Financial Year*			FY 23 Previous Financial Year*		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,558	1,558	100	1,605	1,605	100
Female	62	62	100	64	64	100
Total	1,620	1,620	100	1,669	1,669	100
Workers						
Male	37	37	100	47	47	100
Female	0	0	0	0	0	0
Total	37	37	100	47	47	100

*Employees and workers as at the end of the financial year.



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

Health and safety management system implemented by the entity (Yes/No): Yes

Coverage system : 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 three 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. All employees have access to online safety portal for reporting unsafe condition, incidents, and behavioural observation. The observation and its closure area are reviewed and tracked on daily basis.

Adequate controls are also identified during risk assessment process by cross-functional team with participation from all work levels.

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

Yes. All employees are covered under the Medclaim Insurance Policy and Group Personal Accident Policy. Workers have access to medical benefits through Company provided group insurance policies and statutory benefits under the Employees' State Insurance Act.

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

Safety Incident/Number	Category	FY 24	FY 23
		Current Financial Year*	Previous Financial Year*
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.09
Total recordable work-related injuries	Employees	0	1
	Workers	2	2
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

*Including in the contract workforce



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

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.

Rallis continues to undertake efforts for creating a safe working environment and a strong safety culture by:

- Adoption of voluntary standards such as Process Safety and Risk Management (PSRM), ISO 45001 and Responsible Care guidelines.
- Internal benchmarking of safety practices to identifying best practices within the organisation. And external benchmarking of safety KPIs against industry leaders.
- Conducting Safety Felt leadership program for employees & business partners.
- Monthly MD review to address the top five risks and corresponding action plans.
- Tailored medical check-ups to assess employee health based on their work environment’s risk profile and providing adequate medical facilities.
- Tracking lead indicators under the Progressive Safety Index (PSI) to proactively measure safety progress.
- Training to Employees to identify and address potential hazards.
- Digital interventions like e learning module, Data analysis portal and Online portal to facilitate reporting near misses, unsafe conditions, behavioural observations, injuries, and incident investigations.
- Cross-site safety audits to promote knowledge sharing and identify areas for improvement.
- Redefined “Golden Rule of Safety” to clearly communicate safety expectations for all stakeholders.

Rallis continuously identifies and implement solutions to strengthen our safety culture, aligning with our goal of “target zero harm”.

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

Assessment Type	FY 24 Current Financial Year			FY 23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

Assesment Type	% 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.

All safety-related accidents are being investigated and learnings from investigation reports are shared across the 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

Employees and 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 24 Current Financial Year	FY 23 Previous Financial Year	FY 24 Current Financial Year	FY 23 Previous Financial Year
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	100

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 movements, dividends, profitability and financial stability, robust ESG practices, climate change risks, cyber risks, growth prospects
Employee	No	Senior leader's communication/talks/forum, Employee Communication (town hall), 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, Dealers 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



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
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 periodically.

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.

Used (Yes/No) : Yes

Details: 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 no. 26 of the Integrated Report).

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

Regular meetings and interactions are planned to understand the concern and accordingly actions are plan. Rallis’ CSR head visits the marginalised stakeholders along with CSR partners and concerned team members every quarter to understand the needs and priorities and accordingly make necessary changes to the implementation plan.



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 24 Current Financial Year*			FY 23 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	1,620	614	38	1,669	730	44
Other than permanent	2,192	955	44	2,520	1,336	53
Total Employees	3,812	1,569	41	4,189	2,066	49
Workers						
Permanent	37	37	100	47	47	100
Other than permanent	1,249	460	37	1,254	664	53
Total Workers	1,286	497	39	1,301	711	55

*Employees and Workers as at the end of the financial year.

Note: We have re-looked into the categorisation of other than permanent employees and workers. Accordingly, values for FY 2022-23 have been restated.

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

Category	FY 24 Current Financial Year*					FY 23 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										
Male	1,908	0	0	1,908	100	2,005	0	0	2,005	100
Female	81	0	0	81	100	80	0	0	80	100
Other than Permanent										
Male	1,962	0	0	1,962	100	2,258	0	0	2,258	100
Female	230	0	0	230	100	262	0	0	262	100
Workers										
Permanent										
Male	47	0	0	47	100	51	0	0	51	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	1,173	0	0	1,173	100	1,244	0	0	1,244	100
Female	76	0	0	76	100	10	0	0	10	100

*Includes employees and workers left during the year.

Note: We have re-looked into the categorisation of other than permanent employees and workers. Accordingly, values for FY 2022-23 have been restated.



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

a. Median remuneration/wages:

	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)	5*	23.26**	2	42.87**
Key Managerial Personnel	2*	194.35	1	227.24
Employees other than BoD and KMP	1,906	7.70	80	6.53
Workers	47	7.47	0	0

* Includes MD & CEO

** Includes sitting fees

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

Safety Incident/Number	FY 24	FY 23
	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	5%	5%

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 and 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 and Human Rights. The Company is committed to maintaining 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:

Complaint Type	FY 24 Current Financial Year			FY 23 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	0	0	-	0	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human Rights related issues	0	0	-	0	0	-



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

	FY 24 Current Financial Year	FY 23 Previous Financial Year
Total Complaints reported under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

- 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 Whistleblowers right to continue to perform his/her duties/functions including making further Protected Disclosure.

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

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

10. Assessments for the year:

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

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

Not Applicable

Leadership Indicators

1. 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

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

None

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 working locations are accessible to differently abled persons



4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at Workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others - please specify	0

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 24 Current Financial Year	FY 23* Previous Financial Year
From renewable sources (in Gigajoules)		
Total electricity consumption (A)	14,844	11,832
Total fuel consumption (B)	1,73,513	1,47,204
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	1,88,357	1,59,036
From non-renewable sources (in Gigajoules)		
Total electricity consumption (D)	1,37,053	1,30,824
Total fuel consumption (E)	2,45,887	2,55,083
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	3,82,940	3,85,907
Total energy consumed (A+B+C+D+E+F)	5,71,297	5,44,943
Energy intensity per rupee of turnover (Total energy consumed (GJ) / Revenue from operations)	0.000022	0.000018
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP)**	0.00049	0.00042
Energy intensity in terms of physical output (GJ/MT of production)	16.40	15.15
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–

*The reporting boundary has been expanded to cover 100% of the owned operations and accordingly the values for FY 23 have been restated to enable comparability of information with FY 24. The restatement has led to 11% increase in total energy consumption in the previous year.

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88

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

Assurance has been carried out (Yes/No) : Yes

Name of external agency: KPMG Assurance and Consulting Services LLP



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.

Have sites? (Yes/No) : No

Targets achieved? (Yes/No) : No

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 24	FY 23
	Current Financial Year	Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	3,25,334	3,35,322
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,25,334	3,35,322
Total volume of water consumption (in kilolitres)	2,75,661	2,83,834
Water intensity per rupee of turnover (Total Water consumption/Revenue from operations)KL/Turnover	0.00001041	0.000009566
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total water consumption/Revenue from operations adjusted for PPP)	0.0002381	0.0002189
Water intensity in terms of physical output (KL/MT of production)	7.91	7.89
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

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

Has been carried out by an external agency (Yes/No): Yes

Name of external agency: KPMG Assurance and Consulting Services LLP

4. Provide the following details related to water discharged:

Parameter	FY 24	FY 23
	Current Financial Year	Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	49,673.27	51,488
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	49,673.27	51,488

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.

Assurance has been carried out by an external agency (Yes/No) : Yes

Name of external agency: KPMG Assurance and Consulting Services LLP



5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Mechanism implemented?(Yes/No): Yes

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

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

Parameter	Please specify unit	FY 24	FY 23
		Current Financial Year	Previous Financial Year
NOx	MT	23.92	14.68
SOx	MT	29.94	16.78
Particulate matter (PM)	MT	27.09	25.31
Persistent organic pollutants matter (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		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.

Assurance has been carried out by an external agency(Yes/No) : Yes

Name of external agency: KPMG Assurance and Consulting Services LLP

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

Parameter	Unit	FY24	FY23*
		Current Financial Year	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)	Metric tonnes of CO ₂ equivalent	29,022	27,358
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	27,258	26,019
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO ₂ equivalent / Turnover (₹)	0.0000021	0.0000018
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent / rupee turnover adjusted for PPP	0.000049	0.000041
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/ MT of production	1.61	1.48
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		–	–

*The reporting boundary has been expanded to cover 100% of the owned operations and accordingly the values for FY 23 have been restated to enable comparability of information with FY 24. The restatement has led to 16% increase in Scope 1 and Scope 2 emissions in the previous year.

For estimation of Scope 1 GHG emissions, we have referred 2006 IPCC Guidelines for National Greenhouse Gas Inventories and IPCC Fifth Assessment Report for GWP values.

For estimation of scope 2 GHG emissions, the emission factors prescribed as per CO₂ Baseline Database for the Indian Power Sector, published by Central Electricity Authority (CEA), Ministry of Power, Government of India, has been considered.

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

Assurance has been carried out by an external agency (Yes/No): Yes

Name of external agency: KPMG Assurance and Consulting Services LLP



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

Have project? (Yes/No): Yes

Details: 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.

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

Parameter	FY 24 Current Financial Year	FY 23* Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	381.95	1,165.75
E-waste (B)	0.00	1.54
Bio-medical Waste (C)	0.011	0.0092
Construction and Demolition Waste (D)	0.00	00
Battery Waste (E)	5.35	0
Radioactive Waste (F)	0.00	0
Other Hazardous Waste. Please specify, if any. (G)	35,665	34,867.32
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,241	2,956.05
Total (A + B + C + D + E + F + G + H)	38,293	38,991
Waste intensity per rupee of turnover (Total Waste generated/Revenue from operations) MT/(₹) Turnover	0.000001446	0.000001314
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated/Revenue from operations adjusted for PPP)	0.00003309	0.00003007
Waste intensity in terms of physical output waste (MT/ MT of Production)	1.10	1.08
Waste intensity (optional)-the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	13,525	13,278
(ii) Re-Used	0.00	0.00
(iii) Other recovery operations	2,825	2,075
Total	16,350	15,353*
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	14,895	14,342
(ii) Landfilling	4,813	6,340
(iii) Other disposal operations	2,235	2,956*
Total	21,943	23,638

*In the previous reporting period, 16% of waste recovered through recycling, re-using, or other recovery options has been recomputed and re-categorised under 'Other disposal operations. Accordingly, the values for FY 23 have been restated.

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.

Assurance has been carried out by an external agency(Yes/No): Yes

Name of external agency: KPMG Assurance and Consulting Services LLP



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

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 a 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.

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

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

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

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

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

S. No.	Specify the law/regulation/guidelines which was not complied	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	The Company is in compliance with applicable environment regulations	NA	NA	NA

Leadership Indicators

1. 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:

- (i) **Name of the area:** Maharashtra and Gujarat Industrial Area
- (ii) **Nature of operations:** Agrochemicals manufacturing

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

Parameter	Treatment	FY 24	FY 23
		Current Financial Year	Previous Financial Year
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	-	-
(iii) Third party water	KL	2,82,636	3,35,322
(iv) Seawater / desalinated water	KL	-	-
(v) Others	KL	-	-
Total volume of water withdrawal (in kilolitres)	KL	2,82,636	3,35,322
Total volume of water consumption (in kilolitres)	KL	2,36,453	2,83,834
Water intensity per rupee of turnover (water consumed / revenue from operations)	KL/INR Turnover	0.0000089	0.0000096
Water intensity (optional) – the relevant metric may be selected by the entit	KL/MT of production	7.87	7.89
Water discharge by destination and level of treatment (in kilolitres)			
(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	46,183	51,488
(v) Others		-	-
- No treatment	KL	-	-
- With treatment – please specify level of treatment	KL	-	-
Total Discharge in KL	KL	46,183	51,488

Note: Using WBCSD's India Water Tool (IWT), we did a thorough water risk re-assessment of all our plants in India. Except Lote, all our operational units is located under water-stress areas

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

Has been carried out by an external agency (Yes/No): Yes

Name of external agency: KPMG Assurance and Consulting Services LLP

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

Parameter	Unit	FY 24	FY 23
		Current Financial Year	Previous Financial Year
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	10,441	9,970
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/(₹) Turnover	0.00000039	0.00000034
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/MT of production	0.30	0.28

Note: 1. India GHG program 2016 was referred for emission factors.



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

Has been carried out by an external agency(Yes/No): Yes

Name of external agency: KPMG Assurance and Consulting Services LLP

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

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	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 an alternate fuel/raw material)	Conservation of Natural resources

5. 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, the objectives of BCP for Manufacturing plants are to identify various threats that can disrupt 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 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.

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

No such incident has occurred. We provide awareness and training to the farmers to ensure proper handling and uses of Agro chemical products.

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

18 critical value chain partners were identified for the manufacturing units. 100% were assessed for environmental impact.



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)	National
3	Bombay Chambers of Commerce and Industry (BCCI)	National
4	Federation of Seeds Industries of India (FSII)	National
5	IMC Chamber of Commerce and Industry	National
6	Indian Chemical Council (ICC)	National

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	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.

Project Name	SIA Notification	Date Notification	Conducted by Independent	Result Communicated	Web link
NA	NA	NA	NA	NA	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:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in FY (₹)
1	NA	NA	NA	0	0	0



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 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 24	FY 23
	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/small producers	15.91%	10.51%
Directly from within India	71.21%	70.45%

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

Location	FY 24	FY 23
	Current Financial Year	Previous Financial Year
Rural	–	–
Semi-urban	35.3%	26.6%
Urban	39.4%	37.6%
Metropolitan	25.4%	35.8%

(Place to be categorised as per RBI Classification System - rural/semi-urban/urban/Metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Negative Social Impact	Corrective Action
NA	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 (₹)
1	Maharashtra	Dharashiv (Osmanabad)	68,92,555
2	Gujarat	Narmada	51,17,403

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 policy, we encourage marginalised/vulnerable groups.

(b) From which marginalized /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?

0.61%

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:

Intellectual Property	Owned Acquired	Benefit Shared	Calculate Benefit Share
NA	NA	NA	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.

Authority Name	Brief Case	Corrective Action
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	C-Safe	2,482	11
2	Jal dhan - Water Harvesting and Conservation	1,74,761	25
3	Unnat Gram - Model Tribal Village	4,484	100
4	RUBY - Educational initiative	18,102	78
5	Rural Development, Health and Sanitation	16,041	50
6	TaRa - Skilling Initiative and Women Empowerment	2,200	32

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:

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

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

Complaint Type	FY 24 Current Financial Year			FY 23 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	–	0	0	–
Advertising	0	0	–	0	0	–
Cyber Security	0	0	–	0	0	–
Delivery of Essential Services	0	0	–	0	0	–
Restrictive Trade Practices	0	0	–	0	0	–
Unfair Trade Practices	0	0	–	0	0	–
Others	0	0	–	0	0	–



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

	Number	Reasons for recall
Voluntary Recall	0	NA
Forced Recall	0	NA

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

Policy available (Yes/No): Yes, The Company has detailed framework on cyber security and risks related to data privacy.

Web Link: <https://www.rallis.com/privacy-policy>

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.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: 0
- b. Percentage of data breaches involving personally identifiable information of customers: Not applicable
- c. Impact, if any, of data breaches: NA

Leadership Indicators

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

Yes. 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.

Not Applicable

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)

Product Information Over and Above (Yes/No/Not Applicable) : Yes

Details: The Company specifies product 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.

Survey carried out (Yes/No): Yes



Independent Practitioners' Reasonable Assurance Report

To the Directors of Rallis India Limited

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format¹ (called 'Identified Sustainability Information' (ISI) of Rallis India Limited (the 'Company') for the period from 1 April 2023 to 31 March 2024. The ISI is included in the Business Responsibility and Sustainability Reporting of the Company for the period from 1 April 2023 to 31 March 2024.

Opinion

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core Format (refer to Annexure 1) for the period from 1 April 2023 to 31 March 2024 has been prepared in accordance with the reporting criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Page number in the Annual Report	Reporting criteria
BRSR Core (refer Annexure 1)	From 1 April 2023 to 31 March 2024	116-151	<ul style="list-style-type: none"> - Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) - Guidance notes for BRSR format issued by SEBI - World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standards)

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers, and environmental and social professionals.

In our opinion, the company's Identified Sustainability Information on pages 116 to 151 of the Integrated Annual Report for the period 1 April 2023 to 31 March 2024, subject to reasonable assurance is prepared, in all material respects, in accordance with the Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) and basis of preparation set out in page 116 Section A: General Disclosures 13 of the Integrated Annual Report.

We do not express an assurance opinion on information in respect of any other information included in the Integrated Annual Report 2024 or linked from the Sustainability Information or from the Integrated Annual Report 2023, including any images, audio files or embedded videos.

Basis for opinion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to

¹ Notified by SEBI vide circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023



design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Management and the Board of Directors are responsible for the other information. The other information comprises the information included in the Company's Integrated Annual Report (but does not include the BRSR Core attributes and assurance report thereon). Additionally, we have performed a limited assurance engagement on select BRSR and GRI indicators and issued an independent assurance report on 28 May 2024.

Our report thereon is included with the other information.

Our reasonable assurance opinion on the ISI does not extend to other information that accompanies or contains the 'ISI and our assurance report' (hereafter referred to as "other information"). We have read the other information, but we have not performed any procedures with respect to the other information.

Other matter

Select BRSR Core attributes of the Company for the year ended 31 March 2023 were assured by the previous assurance practitioner who had expressed an unmodified opinion on 19 May 2023.

Our opinion is not modified in respect of this matter.

Intended use or purpose

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR Core attributes, the reporting criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

Responsibilities for the identified Sustainability Information (ISI)

The management of the Company acknowledge and understand their responsibility for:

- designing, implementing and maintaining internal controls relevant to the preparation of the ISI that is free from material misstatement, whether due to fraud or error;
- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the reporting criteria;
- disclosure of the applicable criteria used for preparation of the ISI in the relevant report/statement;
- preparing/properly calculating the ISI in accordance with the reporting criteria; and
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- responsible for providing the details of the management personnel who takes ownership of the ISI disclosed in the report;
- ensuring compliance with law, regulation, or applicable contracts;
- making judgments and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information subject to assurance in accordance with the reporting criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.



Inherent limitations in preparing the ISI

The preparation of the company's BRSR information requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

Our responsibilities

We are responsible for:

- Planning and performing the engagement to obtain reasonable assurance on the sustainability disclosures in the BRSR Core are free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to the Directors of Rallis India Limited.

Exclusions

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy, compliance with applicable legislation for the project, and accordingly, we will express no opinion thereon. We will also not be required to verify any of the judgements and commercial risks associated with the project, nor comment upon the possibility of the financial projections being achieved.
- Operations of the Company other than those mentioned in the "Scope of Assurance".
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., from 1 April 2023 to 31 March 2024.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

The nature, timing, and extent of the procedures selected depended on our judgment, including an assessment of the risks of material misstatement of the information subject to reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the Information subject to reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal control relevant to the information subject to reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the company in preparing the reasonable assurance information;
- evaluated the appropriateness of reporting policies, quantification methods and models used in the preparation of the information subject to reasonable assurance and the reasonableness of estimates made by the company; and
- evaluated the overall presentation of the information subject to reasonable assurance.

Shivananda Shetty

Partner

KPMG Assurance and Consulting Services LLP

Date: 28 May 2024

Place: Mumbai



Annexure – 1
BRSR Core attributes

BRSR Indicator	Type of Assurance
P6 E1 - Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1 - Details of total energy intensity	Reasonable
P6 E3 - Provide details of water withdrawal by source	Reasonable
P6 E4 - Provide details of water discharged	Reasonable
P6 E3 - Provide details of water consumption	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9 - Provide details related to waste generated by category of waste	Reasonable
P6 E9 - Provide details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9 - Provide details related to waste disposed by nature of disposal method	Reasonable
P3 E11 - Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
P9 E7 - Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable
P5 E7 - Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable
P1 E9 - Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Reasonable
P1 E8 - Number of days of accounts payable	Reasonable
P8 E5 - Job creation in smaller towns	Reasonable
P3 E1c - Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
P5 E3b - Gross wages paid to females as % of wages paid	Reasonable
P8 E4 - Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Reasonable