

7<sup>th</sup> August, 2023

**The Corporate Relationship Department  
BSE Limited  
Phiroze Jeejeebhoy Towers  
1<sup>st</sup> Floor, New Trading Ring  
Rotunda, Dalal Street,  
Mumbai - 400 001  
(BSE Scrip Code: 500187)**

**The Secretary,  
National Stock Exchange of India Limited  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C/1, G-Block  
Bandra-Kurla Complex,  
Bandra (E), Mumbai - 400 051  
(NSE Symbol: AGI)**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year 2022-23 under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2022-23 which forms part of the Annual Report for FY 2022-23.

The BRSR is also available on the website of the Company i.e. [www.agigreenpac.com](http://www.agigreenpac.com).

You are requested to take this information on records.

**For AGI Greenpac Limited (Formerly known as HSIL Limited)**

(Pulkit Bhasin)

**Company Secretary**

**Name: Pulkit Bhasin**

**Address: 301-302, Park Centra, Sector-30, Gurugram-122001**

**Membership No.: 27686**

**AGI Greenpac Ltd (formerly known as HSIL Ltd.)**

**Corporate Office:** 301-302, 3<sup>rd</sup> Floor, Park Centra, Sector-30, NH 8, Gurugram, Haryana-122 001, India. T. +91 124 477 9200

**Registered Office:** 2, Red Cross Place, Kolkata-700001, West Bengal, India. T. +91 33-22487407/5668 hsilinvestors@hsilgroup.com | [www.agigreenpac.com](http://www.agigreenpac.com)

| CIN: L51433WB1960PLC024539

**AGI glaspac Office:** Glass Factory Road, Off Motinagar, Borabanda, Hyderabad-500018, India. T: + (91) 40-2383 1771(5lines), M: [agi@agi-glaspac.com](mailto:agi@agi-glaspac.com)

**AGI Plastek Office:** AGI glaspac Premises, Glass Factory Road, Off Motinagar, Borabanda, Hyderabad-500018, India. T: +91 40-2383 1771(5lines),

M: [sales@gpoly.in](mailto:sales@gpoly.in)

**AGI CloZures Office:** Sy.No.208 to 218, Sitarampur, Isnapur, Patancheru, Telangana- 502307, India. T: +91-8455-225511, M: [info@agiclozures.com](mailto:info@agiclozures.com)

# Business Responsibility and Sustainability Report

## BRSR Overview

**Section A:** General Disclosures

**Section B:** Management and Process Disclosures

**Section C:** Principle-wise Performance Disclosure

<b>Principle 1</b>	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
<b>Principle 2</b>	Businesses should provide goods and services in a manner that is sustainable and safe
<b>Principle 3</b>	Businesses should respect and promote the well-being of all employees, including those in their value chains
<b>Principle 4</b>	Businesses should respect the interests of and be responsive to all their stakeholders
<b>Principle 5</b>	Businesses should respect and promote human rights
<b>Principle 6</b>	Businesses should respect and make efforts to protect and restore the environment
<b>Principle 7</b>	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
<b>Principle 8</b>	Businesses should promote inclusive growth and equitable development
<b>Principle 9</b>	Businesses should engage with and provide value to their consumers in a responsible manner

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

<b>1. Corporate Identity Number (CIN) of the Company</b>	L51433WB1960PLC024539
<b>2. Name of the Company</b>	AGI Greenpac Limited (the Company)
<b>3. Year of Incorporation</b>	1960
<b>4. Registered office address</b>	2, Red Cross Place, Kolkata 700001, West Bengal
<b>5. Corporate office address</b>	301- 302, III Floor, Park Centra, Sector 30, N.H. 8, Gurugram, Haryana 122001
<b>6. E-mail</b>	hsilinvestors@hsilgroup.com
<b>7. Telephone</b>	+91 33 2248 7407/5668
<b>8. Website</b>	<a href="http://www.agigreenpac.com">www.agigreenpac.com</a>
<b>9. Financial year for which reporting is being done</b>	FY 2022-23
<b>10. Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited, National Stock Exchange of India Limited
<b>11. Paid-up Capital</b>	₹ 1,293.99 lakhs
<b>12. Name and contact details (telephone, email address) of the person for BRSR Reporting</b>	Mr. Sandip Somany, Chairman and Managing Director, +91 33 22487407
<b>13. Reporting boundary</b>	Standalone

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Packaging Products	Container Glass bottles, PET bottles and Security Caps and Closures	97%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Glass Containers	23103	87%
2.	Pet bottles and Caps and Closures	22203	10%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	2	9
International	Nil	Nil	Nil

#### 17. Markets served by the entity

##### a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	30

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

3.34%

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

Over the last 50 years, the Company has grown in technical knowledge and experience to cater to various industry needs across glass containers, specialty glass, pet bottles, caps, and closures. Today, AGI Greenpac's customers are household names across sectors ranging from alcoholic beverages, pharmaceuticals, food, soft drinks, cosmetics, and perfumes.

### IV. Employees

#### 18. Details as of the end of the Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1,159	1,148	99.05%	11	0.95%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
<b>3.</b>	<b>Total employees (D + E)</b>	<b>1,159</b>	<b>1,148</b>	<b>99.05%</b>	<b>11</b>	<b>0.95%</b>
<b>WORKERS</b>						
4.	Permanent (F)	201	201	100%	Nil	Nil
5.	Other than Permanent (G)	2,913	2,456	84.31%	457	15.69%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>3,114</b>	<b>2,657</b>	<b>85.32%</b>	<b>457</b>	<b>14.68%</b>

##### b. Differently abled Employees and workers:

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

**19. Participation/Inclusion/Representation of women**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	3	Nil	Nil

**20. Turnover rate for permanent employees and workers**

Particulars	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.96%	28.57%	<b>21.04%</b>	19.45%	66.67%	<b>19.93%</b>	9.90%	14.29%	<b>9.95%</b>
Permanent Workers	12.79%	Nil	<b>12.79%</b>	24.47%	Nil	<b>24.47%</b>	18.02%	Nil	<b>18.02%</b>

**V. Holding, Subsidiary, and Associate Companies (including joint ventures)****21. (a) Names of holding/subsidiary/associate Companies/joint ventures**

S. No.	Name of the holding/ Subsidiary/associate Companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Somany Impresa Limited	Holding Company	50.84	No

**VI. CSR Details****22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:(Yes/No) - Yes****(ii) Turnover (in ₹):** 2,281.48 Crores**(iii) Net worth (in ₹):** 1,607 Crores**VII. Transparency and Disclosures Compliances****23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Our Vigil Mechanism/ Whistle blower Policy serves as grievance redressal where Employees, Directors of the Company and any external stakeholder such as suppliers or any other person associated with the Company can report concerns. Weblink provided <a href="#">here</a> .	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)		Nil			Nil		
Shareholders		6			10		
Employees and workers		Nil			Nil		
Customers		Nil			Nil		
Value Chain Partners		Nil			Nil		
Others (please specify)		Nil			Nil		

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Carbon Positive	Opportunity	Cost optimisation from the use of lower-emission sources of energy such as renewables, energy-efficient technology.	NA	<b>Positive:</b> Cost Optimisation <b>Negative:</b> Investment in energy-efficient technology
2.	Zero Waste to Landfill	Opportunity	Reusing the waste generated and using the recycled glass cullet for manufacturing the glass products creates resource efficiency, which is an opportunity to improve process efficiency while minimising environmental damage.	NA	<b>Positive:</b> Cost optimisation through reuse and recycling
3.	Water Stewardship	Risk	Water is a scarce resource, and its supply directly impacts the business operations of the Company.	We recycle and reuse the water through STP and RO systems and conserve the rainwater through water harvesting.	<b>Positive:</b> Water conservation leads to cost optimisation
4.	Health and Safety of Workforce	Risk	Any mishap or loss of life can put a halt to activities.	Employees working at our plants receive EHS training to ensure their security and full compliance with employee health and safety regulations	<b>Positive:</b> Ensures uninterrupted business activity. <b>Negative:</b> Incidents have a detrimental effect on business by affecting staff morale and the Company's overall image.
5.	Human Capital Development	Opportunity	Experienced and adept workforce members are a resource to the Company.  Skilled workers and employees complete their tasks faster, more accurately, and with less risk of damage.	Not Applicable	<b>Positive:</b> Consistent initiatives would result in positive implications due to enhanced productivity and decreased in defects and damages, etc.
6.	Product Safety and Quality	Opportunity	Satisfied customers lead to growth in revenue and profits and value to the shareholders.	Not Applicable	<b>Positive:</b> Enhanced revenue and profits
7.	Community Engagement	Opportunity	Enhancing value creation in the community in which we operate, through our initiatives to promote sustained growth.	Not Applicable	<b>Positive:</b> Enhances the Company's relationship with local communities, thereby mitigating the risk of business discontinuity due to local disruptions.
8.	Corporate Governance and Business Ethics	Opportunity and Risk	<b>Opportunity:</b> Pivotal in enhancing the integrity and efficiency of a company and building trust among the stakeholders  <b>Risk:</b> Bad Corporate Governance and poor ethics can lead to financial, legal, and reputational loss.	The Company is compliant with all the mandatory regulatory requirements on Corporate Governance.  The Company has a whistle blower and Code of Conduct policy for its employees, Directors, and other business partners to raise concerns about unethical issues or violations.	<b>Positive:</b> Compliances negate the possible violations that can lead to litigations, regulatory fines, or penalties

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

At AGI Greenpac, we have a robust management framework that enables us to align with the National Guidelines on Responsible Business Conduct (NGRBC) Principles concerning structure and policies to ensure we continue to deliver our best ethically and responsibly. This encompasses transparent and principled business practices that hold us accountable and protect our stakeholder' interests, including customers and employees.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://agigreenpac.com/investor-relations-2/">https://agigreenpac.com/investor-relations-2/</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	DMF – Quality Assurance for supply to US pharmaceutical market ISO 15378:2011 and 2017 – Quality Management System to provide primary packaging material for medicinal products FSSC 22000 – Food Safety System ISO 9001:2008 and 2015 – Quality Management System ISO 14001:2015 – Environment Management System ISO 45001: 2018 – Occupational Health and Safety Management System								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any	The entity has committed to Net Zero Target by 2050. It is the process of finalizing other ESG goals and targets.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	AGI Greenpac has taken number of initiatives towards its Net Zero Commitment. The other goals are in the process of being finalized and hence the performance will be disclosed in the subsequent years.								

### Governance, leadership, and oversight

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

Packaging today is pervasive. It is part of every product sold in many shapes and materials. This is why at AGI Greenpac -a leader in packaging – ESG has always been integral to its operations.

Our goal and vision both include sustainability as part of our Company identity.

AGI Greenpac has always held the conviction that sustainability and growth go hand in hand and that a Company's long-term performance is greatly influenced by the proactiveness with which it addresses its environmental, social, and governance components. This is why this year, we took a focused and strategic approach to revisit our ESG Strategy and look beyond compliance to help align our clients, shareholders, employees, and local community to realise their ESG aspirations and expectations with AGI Greenpac's ESG Strategy.

As a result, AGI Greenpac's ESG Vision is defined across three pillars.

1. Insulating the Environment: We are committed to conducting our operations in a manner that will reduce our carbon footprint and promote conscious efforts towards resource efficiency and waste minimisation;
2. Breaking the Glass Ceiling, Raising the Bar: We are committed to a safe and rewarding environment for our employees and community; the development of high-quality products for our customers; and
3. Reflecting Transparency: We are committed to practising transparency and accountability in all aspects of our business conduct.

We are also committed to actively supporting India's growth through sustainable development. AGI Greenpac's Pillars are aligned with United Nations Sustainable Development Goals (UN SDG):

- |  |  |
|--|--|
| Goal 3: Good Health and Wellbeing                | Goal 12: Responsible Consumption and Production    |
| Goal 5: Gender Equality                          | Goal 13: Climate Action                            |
| Goal 6: Clean Water and Sanitation               | Goal 14: Life Below Water                          |
| Goal 8: Decent Work and Economic Growth          | Goal 16: Peace Justice and Strong Institutions and |
| Goal 9: Prosperity Innovation and Infrastructure | Goal 17: Partnerships for the Goals                |
| Goal 10: Reduced Inequalities                    |  |

In the next financial year, the Company will continue to build on the strategy, establish targets and develop a roadmap to meet its ESG ambitions.

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

DIN: 00053597

Name: Mr. Sandip Somany

Designation: Chairman and Managing Director

**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.**

The Risk Management Committee at AGI Greenpac, comprising of Directors and Officials, oversees matters related to sustainability. The Company has established a robust risk management process that helps the Company identify, treat, and mitigate the risks impacting the business internally and externally across our operations. The Company's top management, through the risk management framework, regularly monitors top risks and this has helped AGI Greenpac to stay ahead of the curve.

In addition to this, the Company undertakes and validates its risk appetite periodically and any new or emerging risks are integrated into the risk management structure, enabling effective decision-making.

**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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, the policies of the Company are reviewed periodically or on a need basis. During this assessment, the efficacy of the policies are reviewed and necessary changes to policies and procedures are implemented								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with the existing regulations as applicable and a detailed Compliance Report is prepared along with other Statutory Compliance Certificates on applicable laws. It is provided by the Managing Director and Chief Executive Officer/Chief Financial Officer/Company Secretary to the Board of Directors.  A Consolidated report is prepared for the Board Members based on a detailed Management Information System (MIS) that captures all the compliances. The Board periodically reviews compliance reports of all laws applicable to the Company. The Company undertakes steps to rectify instances of non-compliance, if any.  A corporate governance compliance certificate forms part of the Annual Report of the Company.								
Subject for Review	Frequency (Annually/Half yearly/Quarterly/any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Periodically								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Regularly								

**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
N	N	N	N	N	N	N	N	N

**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)						Nil			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## 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

The Company has earned the recognition and trust of its customers through its responsible corporate governance, compliance, outstanding products and customer service. The aim is to maintain the Company's commitment and the high esteem it has earned in the future. Regarding employee behavioral norms, AGI Greenpac's Code of Conduct guides when proper behavior and compliance questions arise. Its business partners are also encouraged to follow the Code.

#### Essential Indicators

##### 1. Percentage coverage by training and awareness programs 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 the awareness programmes
Board of Directors	1	Health and Safety, Sustainability	78
Key Managerial Personnel	1	Health and Safety, Sustainability	100
Employees other than BoD and KMPs	22	Health and Safety	100
Workers	61	Health and Safety	100

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

Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/ Fine			Nil		
Settlement					
Compounding fee					
<b>Non-Monetary</b>					
Imprisonment			Nil		
Punishment					

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

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



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

Yes, Anti-bribery and Anti-Corruption at AGI Greenpac are covered under the Ethics, Transparency and Accountability Policy and the Code of Conduct. These policies apply to all employees and workers of AGI Greenpac, and its business partners are encouraged to follow the Company's Code of Conduct.

Furthermore, AGI Greenpac has a Vigil Mechanism/Whistle blower Policy, which offers a formal mechanism to Company Directors, Employees, and other external stakeholders to raise their voices on unethical behaviour, actual or suspected fraud or flag any violations of the Company's Code of Conduct. The Vigil Mechanism/Whistle blower Policy ensures that the Whistle blower's identity is kept confidential to safeguard them from any unfair treatment, discrimination, harassment or victimisation. More information on AGI Greenpac's Vigil Mechanism/Whistle blower Policy can be accessed [here](#).

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

Segment	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

The Company intends to make a difference by offering its customers outstanding products and services that support environmental friendly packaging – as its name denotes. AGI manufactures Container Glass bottles, PET bottles and Security Caps and Closures to ensure that its contents remain safe and product quality is not affected for its intended end consumers across the alcoholic-beverages, pharmaceuticals, food, soft drinks, cosmetics and perfumes industries; it caters to.

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

Particulars	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
Research and Development	100%	100%	<ul style="list-style-type: none"> <li>The name AGI Greenpac resonates with the Company's customers and reflects the product portfolio. The logo ties the brand closer to its identity as a sustainable packaging company. The word 'Green' reflects the Company's commitment to offering sustainable packaging solutions that have a positive impact on the environment.</li> <li>AGI Greenpac has one Research and Development (R&amp;D) Centre based in its Hyderabad unit. This R&amp;D Centre is focused on green technologies; aimed at sustainable packaging products by improving yield, fuel efficiency, human health, and sustainable sourcing.</li> <li>The Centre deploys advanced concepts for more sustainable packaging products and works on technologies to revolutionise the forming processes during production. The R&amp;D centre will continue to aid AGI Greenpac in innovating and revolutionising glass melting and forming. The Company is continuously strengthening its operations and introducing newer products.</li> <li>AGI Greenpac also invests in strategic partnerships with technology partners to help accelerate the biodegradation of its products in recyclable and sustainable packaging materials, such as paper and board, recycled PET (rPET), glass, and bioplastics, as well as a decrease in secondary packaging.</li> </ul>
Capex	88%	50%	<ul style="list-style-type: none"> <li>The Company is aware of its responsibility to contribute to India's transition to a low-carbon future. It has been embedding ESG principles into everyday functions and investing in the right technology to ensure minimal impact on the environment.</li> <li>AGI Greenpac has undertaken projects for sustainable sourcing of raw materials, circular economy, material research and human health. Capex is focused on eco-friendly initiatives like reducing the use of energy across its plants and reducing waste to landfill by increasing recycling, continually conserving resources and minimising its impact on the environment through innovation.</li> <li>The Company has invested in Capex to be self-reliant for material characterisations such as chemicals, stone defects, fractures and glass delamination.</li> <li>Across 4 sites, in FY 2022-23, the Company has an installed capacity of 16.76 MW of rooftop and ground-mounted Solar Power.</li> <li>During the year, the Company has tied up for procurement of environmentally friendly natural gas in its production process as a substitute for petroleum-based inputs. The Company conducted energy audits by CII and others, to increase energy efficiency and implemented the proposed initiatives. Energy-efficient LED lights, star-rated other equipment like ACs, motors etc., had been used in the plant.</li> </ul>

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

Through its R&D Centre and given the Company's commitment to ESG, sustainable sourcing is an ongoing effort at AGI Greenpac. The Company is in the process of developing a companywide policy on sustainable sourcing, which aims to ensure that all goods and services procured, manufactured, and delivered uphold the principles of labour practices, human rights, ethics, occupational health, safety, and environment as defined in AGI Greenpac's policies. Business partners of AGI Greenpac are encouraged to follow the Company's Code of Conduct.

The Company is committed to sourcing significant raw materials, products, and services in a balanced way between social and economic and environmental impacts is balanced. Two such examples of this in practice at AGI Greenpac are below:

1. The Company has developed mines and crushing plants near its manufacturing plants for input materials. These mines and plants provide livelihood opportunities to the local community, ensuring that the quality of the raw materials is maintained and lowering transport-related costs and carbon footprint.
2. Bulk Soda Ash has been procured from Kenya through Concur, which aids in reducing frequent vehicle movement and carbon footprint.

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

Through focused effort at AGI Greenpac today, 60% of the raw materials are sourced locally and from small-scale businesses to promote better and equitable development of communities in and around the plants.

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

The most significant waste in a glass manufacturing plant is a glass cullet – a crushed or waste glass produced from breakage and rejection during manufacturing. Glass cullets are collected at our plant and from waste aggregators. It is washed and cleaned thoroughly and sent for size reduction.

The cullet is then re-used as input material in the production process across the plants. 45% of input materials at AGI Greenpac's plants are Glass Culletts.

The Company commissioned a cullet sorting machine at its Bhongir plant to improve cullet quality and availability to increase cullet usage in the furnace.

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

Yes, the Extended Producer Responsibility applies to AGI Greenpac. The Company is registering for the EPR and processes are being set per EPR guidelines.

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

The Company recognises without a doubt that helping its employees achieve their full potential is fundamental to the Company's continued success. The Company is committed to providing equal, i.e., merit-based opportunities both at the time of recruitment and during employment irrespective of caste, creed, gender, race, religion, disability etc.

The Company is committed to provide a safe environment and hygienic conditions. Training during induction and periodic training on the using protective equipment and identifying and eliminating unsafe working conditions is a top priority. Prevention of accidents is at the heart of what the Company does. The Company has a policy for health and safety. The Company continuously focuses on and ensures the skill development of employees through its structured training and competency development programs. The Company also conducts various programs concerning the well-being of employees and strives to employ and empower women employees and fosters a friendly environment through its policy for the prevention of sexual harassment and related grievance redressal mechanisms.

### Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
<b>Permanent Employees</b>											
Male	1,148	1,148	100%	1,148	100%	Not Applicable	Not Applicable	Nil	0%	Nil	Nil
Female	11	11	100%	11	100%	11	100%	Not Applicable	Not Applicable	10	90.91%
<b>Total</b>	<b>1,159</b>	<b>1,159</b>	<b>100%</b>	<b>1,159</b>	<b>100%</b>	<b>11</b>	<b>0.95%</b>	<b>Nil</b>	<b>0%</b>	<b>10</b>	<b>0.86%</b>
<b>Other than Permanent Employees</b>											
Male											
Female						Nil					
<b>Total</b>											

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

Category	Total (A)	% Of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
<b>Permanent Workers</b>											
Male	201	201	100%	201	100%	Not Applicable		Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Not Applicable		Nil	Nil
<b>Total</b>	<b>201</b>	<b>201</b>	<b>100%</b>	<b>201</b>	<b>100%</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than permanent workers</b>											
Male	2,456	2,456	100%	2,456	100%	Not Applicable		Nil	Nil	Nil	Nil
Female	457	457	100%	457	100%	275	60.18%	Not Applicable		70	15.32%
<b>Total</b>	<b>2,913</b>	<b>2,913</b>	<b>100%</b>	<b>2,913</b>	<b>100%</b>	<b>275</b>	<b>9.44%</b>	<b>Nil</b>	<b>Nil</b>	<b>70</b>	<b>2.40%</b>

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

Category	FY 2023 (Current Financial Year)			FY 2022 (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
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	33.42%	100%	Yes	32.89%	100%	Yes

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

Yes, all the premises and offices of the plants are wheelchair friendly. For example, AGI Greenpac provides access to wheelchairs and the premises have wheelchair-friendly ramps and support through handles.

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

Yes, The Company believes diversity and inclusion enhance our creativity, increase our innovational power and are important to business success. We welcome all kinds of people to our teams around the globe and offer equal opportunities in a diverse working environment. We foster a culture that celebrates differences and promotes individuality, regardless of caste, creed, gender, race, religion or disability. More information on this can be found [here](#).

## 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	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

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

Particulars	Yes/No
Permanent Employees	Yes
Other than Permanent Employees	Not Applicable
Permanent Workers	Yes
Other than Permanent Workers	Yes

### The redressal mechanism at the Company is as follows:

Yes, as per Company certified standing order, it provides a mechanism to receive and redress grievances. At the Plant, it has deployed suggestion boxes which is easily accessible to its Employees. All complaints are maintained on an online grievance system. On receiving a complaint, the grievance redressal committee is responsible for the investigation and closure in a manner such that a fair and impartial process for all parties involved. AGI Greenpac's Vigil Mechanism/Whistle blower policy also provides an anonymous grievance mechanism for all internal or external stakeholders for compliance-related or human rights breaches.

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

Category	FY 2023 (Current Financial Year)			FY 2022 (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)
<b>Employees</b>						
Male	1,148	172	14.98%	843	123	14.59%
Female	11	Nil	0%	7	1	14.29%
<b>Total Permanent Employees</b>	<b>1,159</b>	<b>172</b>	<b>14.84%</b>	<b>850</b>	<b>124</b>	<b>14.59%</b>
<b>Workers</b>						
Male	201	50	24.88%	208	65	31.25%
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Permanent Workers</b>	<b>201</b>	<b>50</b>	<b>24.88%</b>	<b>208</b>	<b>65</b>	<b>31.25%</b>

**8. Details of training given to employees and workers:**

Category	FY 2023 (Current Financial Year)					FY 2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1,148	1,148	100%	895	77.96%	843	843	100%	654	77.58%
Female	11	11	100%	3	27.27%	7	7	100%	5	71.43%
<b>Total</b>	<b>1,159</b>	<b>1,159</b>	<b>100%</b>	<b>898</b>	<b>74.48%</b>	<b>850</b>	<b>850</b>	<b>100%</b>	<b>659</b>	<b>77.53%</b>
<b>Workers</b>										
Male	2,657	2,657	100%	1,090	41.02%	2,026	2,026	100%	596	29.42%
Female	457	457	100%	250	54.70%	359	359	100%	142	39.55%
<b>Total</b>	<b>3,114</b>	<b>3,114</b>	<b>100%</b>	<b>1,340</b>	<b>43.03%</b>	<b>2,385</b>	<b>2,385</b>	<b>100%</b>	<b>738</b>	<b>30.94%</b>

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1,148	1,148	100%	843	843	100%
Female	11	11	100%	7	7	100%
<b>Total</b>	<b>1,159</b>	<b>1,159</b>	<b>100%</b>	<b>850</b>	<b>850</b>	<b>100%</b>
<b>Workers</b>						
Male	201	201	100%	208	208	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>201</b>	<b>201</b>	<b>100%</b>	<b>208</b>	<b>208</b>	<b>100%</b>

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

Yes, Health and Safety is of utmost importance to AGI Greenpac. The Company is certified with ISO – 45001:2018 version. This standard enables organisation to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its Occupational Health and Safety performance.

Employees working at the plants are trained on environment, health and safety best practices regularly and in accordance with the Company policy and local and statutory regulations.

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

The Company, as part of its Environment, health and safety management process implements Hazard Identification and Risk Assessment (HIRA) across all its activities - routine and non-routine. This process is aligned to the ISO 45001 standard and helps AGI Greenpac in estimating the magnitude of potential risks and deciding whether risks identified are manageable or not.

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

Yes, AGI Greenpac values the benefits of promptly reporting work-related hazards. As this can help the Company identify problem areas quickly and reduce avoidable risks for employees in the future in a timely manner.

Hence, all AGI Greenpac employees from their first day at work are trained on the Company's safety protocols, procedures and policies including the incident reporting process. AGI Greenpac provides formalised channels for Employees to report any unsafe conditions or behaviour via suggestion boxes, internal safety groups, WhatsApp, Mail communication etc. Employees can also raise their concerns at formal gathering e.g., Safety Committee Meetings or Daily Operational Review Meetings. All concerns and observations brought to AGI Greenpac's attention are recorded, tracked and reviewed each month.

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

Yes, all employees are covered under the Health Insurance Scheme provided by AGI Greenpac or the Employees State Insurance (ESI) scheme.

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

Safety Incident/Number	Category	FY 2023	FY 2022
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	1	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Employee wellbeing is a priority for AGI Greenpac from its plant floor to its board room. The Company continually builds on its policies, practices and governance to ensure that employees are safe, healthy and have a work life balance.

Regular plant safety inspections, third-party safety audits and mock drills are conducted. On-Site emergency mock drills, safety work permit system and lockout-tagout procedures have also been established across Plants and offices. Employees and workers have access to Personal Protective Equipment, regular trainings. All facilities are also equipped with safety sign boards on display.

The Company also has a dedicated Safety Committee to oversee compliance to policies and process, address grievances and ensure health and safety compliance.

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

Particulars	FY 2023 (Current Financial Year)			FY 2022 (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	292	Nil	-	325	Nil	-
Health and Safety	55	Nil	-	82	Nil	-

**14. Assessments for the year:**

Particulars	% 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 and safety practices and working conditions.**

No significant risks/concerns were raised by statutory authorities. AGI Greenpac also has an internal system to ensure continuous safety improvements at the workplace. Some examples of these are below:

1. Installed automatic fire suppression systems for critical electrical panels across plants;
2. Two high-risk, above the ground, LPG bullets were replaced with a single mount LPG bullet of lower capacity to mitigate safety risks.



**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.**

Regular and consistent communication with its stakeholders allows AGI Greenpac to find balanced solutions. The stakeholder communication and engagement approach has been established and refined for several years now, all relevant target groups are well-defined at the Company.

AGI Greenpac has identified its key stakeholders as below:

Internal Stakeholders: Comprise of AGI Greenpac's Employees and Plant workers and Board Members.

External Stakeholders: Comprise of Shareholders, Investors, Customers, Suppliers, Local Community, Regulators, Auditors, Financial Institutions and Industry Associations which it is a member of.

Each stakeholder group is important, provide unique insights and feedback.

**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 and 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
Employees and Plant Workers	No	Email, notice board, intranet	Regularly and on need basis	Employee engagement activities, training, awareness and welfare programs
Community	Yes	Community meetings, pamphlets	Regularly and on need basis	Need assessment, Development program
Suppliers	No	Email, website	Regularly and on need basis	Query and Grievance redressal
Investors	No	Email, SMS, advertisements, website, newspaper	Regularly and on need basis	Business updates, Queries, Business Performance - Financial and Non-financial, Events and Activations (campaigns and announcement)
Board	No	Meetings, emails, and others	Quarterly and on need basis	Business enhancements, Governance, Fair business practices
Shareholders	No	Email, ads, website, newspaper	Quarterly and on need basis	Annual General Meetings, Dividend updates, Business Performance, Sustainability announcements
Regulators	No	Email, correspondence, meetings	On need basis	Discussions on regulations and its amendments, inspections, and regulatory approvals
Bankers	No	Email, meetings	On need basis	Discussion on Company finance
Auditors	No	Email, meetings	Quarterly and on a need basis	Discussion on Company's financials, processes, and systems
Industrial Association	No	Email, website, seminars, conferences	On need basis	Industry concerns related to health, environment, safety, inter-company product transfer etc.  Collaboration for commercialisation of Technologies/Products or Joint Research, providing product/ technology components, Complaints and grievance redressal

### Principle 5: Businesses should respect and promote human rights

AGI Greenpac ensures it acts in accordance with human rights regulations. The Company strongly believes in fostering human dignity, equality, mutual respect, trust, tolerance and fairness. Our efforts are focused on creating a climate between our employees and our business partners that is characterised by mutual respect, trust, tolerance and fairness. Upholding human rights is our social responsibility through compliance with the laws and regulations.

#### Essential Indicators

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1,159	1,159	100%	850	850	100%
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
<b>Total Employees</b>	<b>1,159</b>	<b>1,159</b>	<b>100%</b>	<b>850</b>	<b>850</b>	<b>100%</b>
<b>Workers</b>						
Permanent	201	201	100%	208	208	100%
Other than permanent	2,913	2,913	100%	2,177	2,177	100%
<b>Total Workers</b>	<b>3,114</b>	<b>3,114</b>	<b>100%</b>	<b>2,385</b>	<b>2,385</b>	<b>100%</b>

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

Category	FY 2023 (Current Financial Year)					FY 2022 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wages		More than Minimum Wages		Total (D)	Equal to Minimum Wages		More than Minimum Wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	1,148	Nil	Nil	1,148	100%	843	Nil	Nil	843	100%
Female	11	Nil	Nil	11	100%	7	Nil	Nil	7	100%
<b>Other than Permanent</b>										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>WORKERS</b>										
<b>Permanent</b>										
Male	201	Nil	Nil	201	100%	208	Nil	Nil	208	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Other than Permanent</b>										
Male	2,456	720	29.31%	1,736	70.69%	1,818	478	26.30%	1,340	73.70%
Female	457	215	47.05%	242	52.95%	359	139	38.72%	220	61.28%

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

Particulars	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (in ₹)	Number	Median remuneration/salary/ wages of respective category (in ₹)
Board of Directors (BoD)	6	28,92,233	2	27,79,732
Key Managerial Personnel	3	1,92,40,674	Nil	Nil
Employees other than BoD and KMP	1,148	54,925	11	45,485
Workers	201	15,371	Nil	Nil

**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, at AGI Greenpac, upholding Human Rights is a key responsibility to conduct its business in a manner that respects the rights and dignity of people across its offices and plants, value chain and the communities where it operates.

To ensure good governance and oversight, the Prevention of Sexual Harassment Act (POSH) Committee and the Grievance Redressal Committee can address any Human Rights related violations reported or suspected at AGI Greenpac.

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

Complaints on human rights reported are flagged to the POSH Committee/Grievance Redressal Committee. Any employee can raise a grievance and the committee will assess the grievance and resolve the issue within the stipulated time.

Further, the Vigil Mechanism/Whistle blower Policy of AGI Greenpac provides a mechanism for reporting human rights-related grievances. The Company has appointed Tip-offs Anonymous Service Provider – an independent Whistle blower Hotline Provider, to receive complaints directly from the Whistle blowers. The complaints are investigated by the Compliance Committee or Chairperson of the Company's Audit Committee either by himself/herself or through Investigator(s) as deemed necessary by the Chairperson of the Audit Committee or Compliance Committee. The Vigil Mechanism/Whistle blower Policy lays down the detailed process, procedures and timelines for resolving the grievance.

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

Particulars	FY 2023 (Current Financial Year)			FY 2022 (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						
Discrimination at workplace						
Child labour						
Forced labour/Involuntary labour						
Wages						
Other human rights related issues						

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

The Company uses mechanisms such as the grievance redressal process and the POSH Act to address adverse consequences to the complainants.

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

Yes, the Company's Policy on Human Rights applies to its business associates and other entities which are directly dealing with the Company in its business operations.

**9. Assessments for the year**

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

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

Not Applicable

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

The Company operates responsibly as a business and manufacturer of products by constantly striving to comply with legal requirements and internal standards on a global scale. In the context of environmental management, compliance is a core issue. Due to various local requirements, legal developments are pursued and evaluated and – where necessary – measures are implemented at all locations.

#### Essential Indicators<sup>1</sup>

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

Parameter (in GJ)	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total electricity consumption (A)	8,68,910	6,94,485
Total fuel consumption (B)	16,88,97,906	1,05,23,20,006
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	16,97,66,816	1,05,30,14,492
Energy intensity per rupee of turnover (Total energy consumption/turnover in million rupees)	7,441.08	73,652.83

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

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency.

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

No, the entity does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	37,100	17,580
(ii) Groundwater	1,43,349	1,23,470
(iii) Third party water	1,29,490	1,08,060
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)</b>	<b>3,09,939</b>	<b>2,49,110</b>
<b>Total volume of water consumption (In kiloliters)</b>	<b>3,09,939</b>	<b>2,49,110</b>
Water intensity per rupee of turnover (Water consumed/turnover in million ₹)	13.58	17.42

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

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency.

<sup>1</sup> The data is captured for all the 7 plants but excludes the 2 offices.

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

Yes, the Company has installed Zero Liquid Discharge (ZLD) system in its plant (complete effluent water collection, treatment and Recycling). All effluents generated in the plant are collected in a common collection tank and treated in the Effluent Treatment Plant (ETP) followed by ultra-filtration and Reverse Osmoses (R.O.) process system.

Treated water is free of all chemicals, minerals and metals. This water is used for cooling towers and across process applications e.g. shear cooling, hot cullet cooling purpose and cullet washing. The rejected R.O. water is further used in raw material batch preparation process.

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

Parameter	Please specify unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
NOx	kg/year	6,11,882.93	5,20,100.49
SOx	kg/year	1,169,167.08	9,93,792.02
Particulate matter (PM)	kg/year	51,774.71	44,008.50
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others - please specify	-		
Not Applicable			

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

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency.

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

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, FCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2e</sub>	2,66,091	2,03,016.77
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, FCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2e</sub>	1,29,037	1,30,136
Total Scope 1 and Scope 2 emissions per rupee of Turnover (in million ₹)	tCO <sub>2e</sub> /million ₹	17.32	23.30

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

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency.

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

Yes, through solar plant installation the Company has generated 26.2 million units of electricity annually.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	299	215
E-waste (B)	3	3
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	3,319	Nil
Battery waste (E)	Nil	1.2
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	1. Hand Gloves, Cotton Waste and Cullet dust: 114.62 2. ETP Sludge: 102.62 3. Fly Ash/ Coal Ash: 0 4. Coal Tar: 0	1. Hand Gloves, Cotton Waste and Cullet dust: 71.3 2. ETP Sludge: 55.82 3. Fly Ash/Coal Ash: 2,250.12 4. Coal Tar: 163.12
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1. Carton Waste: 217 2. Mundies: 3,016	1. Carton Waste: 237 2. Mundies: 2,651
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>7,071.24</b>	<b>5,647.56</b>

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

<b>Category of waste</b>		
(i) Recycled	1. Carton Waste: 217 2. Mundies Waste: 3,016	1. Carton Waste: 237 2. Mundies Waste: 2,651
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>3,233</b>	<b>2,888</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

<b>Category of waste</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	1. Cullet Dust: 114.62 2. ETP Sludge: 102.62	1. Cullet dust: 71.30 2. ETP Sludge: 55.82
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>217.24</b>	<b>127.12</b>

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

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency.

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

The Company has adopted a strong waste management system that supports the operations of the Company to properly segregate the waste at source and adopt recycling. Compared to the last financial year, AGI Greenpac waste recycling increased by 12% in the current financial year. The Company adopted zero waste to landfill practice. The Company takes care that most of the waste is sent through authorised recyclers.

The Company adopted zero liquid discharge practice for as part of water waste management.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If not, the reasons there of and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

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

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

### Leadership Indicators

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>From renewable sources (in GJ)</b>		
Total electricity consumption (A)	2,14,645	1,01,469
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>2,14,645</b>	<b>1,01,469</b>
<b>From non-renewable sources (in GJ)</b>		
Total electricity consumption (D)	6,54,265	5,93,016
Total fuel consumption (E)	16,88,97,906	1,05,23,20,006
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>16,95,52,171</b>	<b>1,05,29,13,022</b>

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

No, there has not been any independent assessment/evaluation/assurance carried out by an external agency.

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

The Company ensures that utmost care is considered when engaging in government affairs and public policy advocacy. The Company has internal teams that coordinate these efforts. Strategic decisions on advocacy are involved by employees from top management and only approved personnel participate in this process. The Company may engage in policy discussions that matter to the Company's business and its customers, in areas including privacy, intellectual property and sustainability. The Company strives to help policy makers at every level of government understand our products, our innovations and our business.

### Essential Indicators

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

AGI Greenpac is affiliated to 6 trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Chamber of Commerce and Industry	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	Water Management and Plumbing Skill Council (Formerly known as Indian Plumbing Skills Council)	National
4.	Indian Council of Sanitaryware Manufactures	National
5.	The All-India Glass Manufactures' Federation	National
6.	Merchant Chamber of Commerce and Industry, Kolkata	State

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

Name of the entity	Brief of the case	Corrective action taken
Not applicable, as there were no adverse orders from regulatory authorities.		



### Principle 8: Businesses should promote inclusive growth and equitable development

As a responsible corporate citizen, the Company engages in social responsibility and community development activities. This year the activities were conducted through internal engagement of employees and resources, driving activities which would help the needy sections of the society as per the Company's CSR policy with specific focus towards areas surrounding the Company's plant locations.

#### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not applicable as there were no projects undertaken that required an SIA in the current financial year.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not applicable as there were no projects requiring an R&R.						

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

The Company recognises its impact on the communities in which it operates. The Company is committed to engaging with stakeholders in those communities to ensure that it is listening to, learning from and taking into account their views as it conducts its business.

The Company's Policy on Inclusive Growth and Equitable Development promotes Company's efforts to complement and support the development priorities at local and national levels and assure appropriate resettlement and rehabilitation of communities who have been displaced owing to its business operations. The Company believes in the principle that the interests of all stakeholders must be protected and at the same time, the Company must be responsive towards them, especially those who are disadvantaged, vulnerable and marginalised.

The Company is guided by its desire to contribute to communities, especially around the vicinity of its manufacturing plants. The Company undertakes need-based initiatives and works with the local stakeholders to address the challenges they face in accessing quality education, healthcare and economic opportunities that ensure a better future for them. The Company proactively engages with the Community to understand and redress their concerns through Plant Heads.

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

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directly sourced from MSMEs/small producers	60%	62%
Sourced directly from within the district and neighboring districts	55%	53%

## Leadership Indicators

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1.	Telangana	Government Schools Infrastructure Development, Yadadri Bhongir District	52,47,147
2.	Telangana	Development of Sports and Games facility at Junior College, Yadadri Bhongir District	91,01,146
3.	Telangana	Primary Health care facility, Swastha Sampad Primary Health Care Facility	16,87,133
4.	Telangana	300 farmers benefitted from fruit tree plantation in villages near Plant, Bhongir	81,10,836
5.	Telangana	Mothighanpur Village, Mehaboob Nagar District	3,80,000
6.	Telangana	Panduranga Nagar, Babbuguda, Hyderabad	6,90,000

### 2. 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.	Infrastructure Development of Government Schools	2,500 students across 5 Government Primary School and Zilla Parishad High Schools in villages near Plant	100%
2.	Development of Sports and Games facility at Jr. College, Bhongir	5,000 students from Junior College and High School, and local community at large	100%
3.	Swastha Sampad, Primary Health Care facility	5,800 beneficiaries from local community	100%
4.	Horticulture Development fruit tree plantation for farmers	300 farmers	100%
5.	Built Reverse Osmosis Plant	600 villagers	100%
6.	Installation of CCTV Cameras	1,600 civilians	100%

### Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

AGI Greenpac is a consumer centric company and the foundation of the Company is based on the trust, satisfaction and loyalty of our consumers across the world. The Company is dedicated to delivering products that attracts customers and meet their need gaps. The Company's products are the result of understanding consumers' needs, through innovative technology by combining generations of practical experience with a continuous flow of new knowledge.

The Company has earned the recognition and trust of its customers through its responsible corporate governance, compliance and outstanding products and services. The aim is to maintain the Company's commitment and the high esteem it has earned in the future as well. The Company considers customers as partners or marketplace team members – essential to the growth and success of the Company.

## Essential Indicators

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

Since, the Company operates on business-to-business (B2B) model, selling its products directly to companies, e-mails are the most preferred mode of communication to receive customer complaints or feedback, if any.

The Company has also made 'Customer Concern Portal' available on its website and can be accessed [here](#). The Company works closely with its customers to develop new products and designs aligned to their needs. With regular feedback from institutional customers, it seeks to continually broaden the product offerings by adding new product ranges, providing a diverse spectrum of customer requirements.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

	FY 2023 (Current Financial Year)			FY 2022 (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	Nil			Nil		
Advertising						
Cyber security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

**4. Details of instances of product recalls on accounts of safety issues**

There are no product recalls on account of safety issues.

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes, AGI Greenpac has a robust cybersecurity policy to address the rise of cyber threats and crimes organisations face today. This policy helps in protecting the Company from cyber threats, safeguarding sensitive data such as designs, patents and customer and employee information. The web link to the policy can be accessed from [here](#).

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

Nil

**Leadership Indicators**

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

The Company discloses all information as per applicable laws, through labelling and other means, including the risks to the individual and to the society from the use of the products, so that the customers can exercise their freedom to consume in a responsible manner.

Website: <https://www.agi-glaspac.com/product-solutions/>.

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

The Company has maintained its position as a trusted partner in the value chain due to its focus on quality delivery of customer services as prime positioning. The Company organises roadshows to educate consumers about safe and responsible usage of products and service.