

## Century Plyboards (India) Limited

### Century House,

P 15/1, Taratala Road, Kolkata - 700088

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Cin No : L20101WB1982PLC034435



Date: 30<sup>th</sup> August, 2024

BSE Ltd. Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400 001 <b>Scrip Code: 532548</b>	National Stock Exchange of India Ltd. Exchange Plaza, Bandra Kurla Complex, Bandra (E) Mumbai- 400 051 <b>Scrip Name- Centuryply</b>
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Dear Sir(s)/ Madam(s)

### **Subject: Submission of Business Responsibility and Sustainability Report**

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith a copy of Business Responsibility and Sustainability Report of the Company for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

This is for your information and record.

Thanking you,

Yours faithfully,

**For Century Plyboards (India) Ltd.**

**Company Secretary**

Encl: As above

 **CENTURYLAMINATES**  **CENTURYPLY**  **CENTURYMDF**

PRELAM BOARD | VENEERS | PARTICLEBOARD  
EXTERIOR LAMINATES | DOOR |  | PVC BOARD | CFS





## Business Responsibility & Sustainability Reporting

### SECTION A: GENERAL DISCLOSURES

#### I. DETAILS OF THE LISTED ENTITY

S. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L20101WB1982PLC034435
2.	Name of the Listed Entity	Century Plyboards (India) Ltd. [CPIL]
3.	Year of incorporation	1982
4.	Registered office address	P-15/1, Taratala Road, Kolkata- 700 088
5.	Corporate address	CENTURY HOUSE, P-15/1, Taratala Road, Kolkata - 700 088
6.	Email	investors@centuryply.com
7.	Telephone	+91 33 3940 3950
8.	Website	www.centuryply.com
9.	Financial year reported	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. (NSE) and BSE Ltd.
11.	Paid-up capital	₹22,21,72,990 (Excluding forfeited capital of ₹3,54,250)
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR	Sri Sundeeep Jhunjunwala Designation – Company Secretary & Compliance Officer Phone - 033-3940 3950 Email - investors@centuryply.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis*
14.	Name of assurance provider	BDO India LLP
15.	Type of assurance obtained	Limited Assurance

\*Data for FY 2022-23 includes CFS division. The same is excluded in the data for FY 2023-24.

#### II. PRODUCTS/SERVICES

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

Sr No.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1.	Manufacturing and Trading	Plywood & Block board	56.67%
2.		Medium Density Fibre Board	19.59%
3.		Laminates	17.65%
4.		Pre-Laminated Particle Boards	3.29%

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

Sr No.	Product/Service	NIC Code	Percentage of total Turnover contributed
1.	Plywood & Block board	1621	56.67%
2.	Medium Density Fibre Board	1621	19.59%
3.	Laminates	1709	17.65%
4.	Pre-Laminated Particle Boards	1621	3.29%

### 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	14 <sup>^*</sup>	27 <sup>**</sup>	41
International	3 <sup>*</sup>	2 <sup>#</sup>	5

<sup>^</sup> Location and product-wise

<sup>\*</sup> CPIL has 14 manufacturing/ service facilities in India (including one under its Subsidiary at Roorkee, two under its Subsidiary at Andhra Pradesh and two Container Freight Stations facilities under its Subsidiary at Kolkata). The Company has three manufacturing facilities under its subsidiaries in 3 international locations.

<sup>\*\*</sup> Includes registered office in Kolkata and 26 marketing offices across the country supported by 43 warehouses/stock point.

<sup>#</sup> Includes one office under its Subsidiary

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	28 States and 7 Union Territories and 596 districts (through dealers and e-commerce selling)
International (No. of Countries)	CPIL exports its products to 16 countries including Indonesia, Singapore, Mexico, Bangkok, USA, Venezuela, Bangladesh, Israel, Vietnam, and Puerto Rico.

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

4.72%

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

CPIL is an industry leader in manufacturing of products including plywood, decorative laminates and other associated products. We serve a variety of customers including builders, architects, contractors, interior designers, furniture manufacturers and end consumers. CPIL's customer base is spread across India as well as across the globe and it serves both the retail and institutional segments. The retail segment includes individual customers, small retailers, dealers and sub-dealers, and distributors while the institutional segment is comprised of corporate clients, government agencies, and other large-scale buyers. We have a trade network of approximately 22,000 dealers and retailers. Additionally, CPIL has a strong presence in the export market and delivers to customers across Asia, Europe, Africa, and the Middle East.

### IV. EMPLOYEES

#### 20. Details as at the end of Financial Year:

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1	Permanent (D)	3,610	3,508	97%	102	3%
2	Other than Permanent (E)	202	200	99%	2	1%
3	Total employees (D + E)	3,812	3,708	97%	104	3%
<b>Workers</b>						
4	Permanent (F)	3,545	3,295	93%	250	7%
5	Other than Permanent (G)	5,081	4,835	95%	246	5%
6	Total workers (F + G)	8,626	8,130	94%	496	6%

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently abled Employees</b>						
1	Permanent (D)	2	2	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	2	2	100%	0	0%
<b>Differently abled Workers</b>						
4	Permanent (F)	12	12	100%	0	0%
5	Other than Permanent (G)	2	2	100%	0	0%
6	Total workers (F + G)	14	14	100%	0	0%

**21. Participation/ Inclusion/ Representation of women:**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	16	2	12.5%
Key Management Personnel	10	1	10%

**22. Turnover rate for permanent employees and workers:**

	Turnover rate of current FY 2023-24			Turnover rate of previous FY 2022-23			Turnover rate of the year prior to the previous FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.05%	18.09%	14.16%	29%	21%	29%	22%	16%	22%
Permanent Workers	19.31%	11.04%	18.73%	18%	12%	18%	18%	6%	17%

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**
**23. a. Names of holding/ subsidiary/ associate companies/ joint ventures**

Sr. No.	Name of the Holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	Percentage 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.	Auro Sundram Ply & Door Pvt. Ltd.	Subsidiary	51%	No
2.	Ara Suppliers Pvt. Ltd.	Subsidiary	80%	No
3.	Arham Sales Pvt. Ltd.	Subsidiary	80%	No
4.	Adonis Vyaper Pvt. Ltd.	Subsidiary	80%	No
5.	Apnapan Viniyog Pvt. Ltd.	Subsidiary	80%	No
6.	Century Ports Limited	Subsidiary	100%	No
7.	Century MDF Ltd.	Subsidiary	100%	No
8.	Century Infotech Ltd	Subsidiary	99.99%	No
9.	Pacific Plywoods Pvt. Ltd.	Subsidiary	100%	No
10.	Century Ply (Singapore) Pte Ltd.	Subsidiary	90.68%	No
11.	Century Ply Laos Co. Ltd.	Step Down Subsidiary	90%	No
12.	Century Huesoulin Plywood Lao Co., Ltd	Step down Subsidiary	51%	No
13.	Centuryply Gabon SUARL	Subsidiary	100%	No
14.	Century Infra Ltd.	Subsidiary	100%	No
15.	Century Panels Ltd	Subsidiary	100%	No
16.	Asis Plywood Ltd.	Step Down Subsidiary	100%	No
17.	Century Adhesives & Chemicals Ltd.	Step Down Subsidiary	100%	No

## VI. CSR DETAILS

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. Turnover (in ₹): 3,758.57 Crore (FY 2023-24)

iii. Net worth (in ₹): 2,168.21 Crore (FY 2023-24)

## 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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide weblink for grievance redress policy)	FY 2023-24			FY 2022-23		
		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	0	0	None	-	0	None
Investors (Other than shareholders)	Yes, Weblink: <a href="https://www.centuryply.com/investors">https:// www.centuryply.com/ investors</a>	0	0		-	0	
Shareholders	Yes, Weblink: <a href="https:// www.centuryply.com/investors">https:// www.centuryply.com/ investors</a>	3	0		-	0	
Employees and workers	Yes	266	0		115	0	
Customers	Yes, <a href="https://www.centuryply.com/contact-us">https://www.centuryply.com/ contact-us</a>	2,914	0		3,002	61	
Value Chain Partners	Yes, <a href="https://www.centuryply.com/contact-us">https://www.centuryply.com/ contact-us</a>	0	0		0	0	
Others (Contract Employees & workers)	Yes, <a href="https://www.centuryply.com/contact-us">https://www.centuryply.com/ contact-us</a>	0	0		0	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

Sr. 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	Chemical Management	Risk	Failure to properly manage chemicals such as formaldehyde poses threats like health risks for employees and cause environmental damage	1. Use of turbo air ventilators to maintain fresh air circulation inside plant sheds, installation of exhaust fans near chemical working areas 2. Decrease in chemicals consumed per kg of product produced	Negative
2.	Sustainable forest / Plantation Management	Opportunity	Sourcing timber from sustainable plantations presents a significant opportunity to conserve forests and natural resources while meeting the increasing demand for wood. This approach also helps mitigate climate change and supports sustainable livelihoods.	Not Applicable	Positive

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Climate Change Energy and GHG Emissions	Risk	Climate change and rising global temperatures present significant physical risks, such as floods, droughts, and forest fires, which can impact the availability of raw materials for the industry. Additionally, increasingly stringent regulations regarding the adoption of renewable energy, along with volatile energy costs, may pose financial and operational risks to CPIL. Higher costs and stricter rules in the realm of renewable energy can affect CPIL's operations and profitability.	<ol style="list-style-type: none"> <li>1. Installation of renewable energy captive power plants (Solar) in all facilities.</li> <li>2. Use of biomass feed in Thermic Fluid Heaters (TFH).</li> <li>3. Integration of technology for reduction of energy intensity in the production process.</li> <li>4. Auto controlled streetlights and timed switches.</li> </ol>	Negative
4.	Product Stewardship	Opportunity	Opportunity to approach the new market that caters to impactful, innovative products	Not Applicable	Positive
5.	Resource Efficiency	Opportunity	Cost efficiency in addition to reducing GHG emissions and increasing process efficiency	Not Applicable	Positive
6.	Responsible Supply Chain	Risk	The risk of sourcing from suppliers or vendors with unethical business misconduct like child labour, forced labour, inadequate environmental compliances etc. will impact the values and brand image of the Company	<ol style="list-style-type: none"> <li>1. CPIL procures multiple raw material types for its production activities including timber, core veneer, chemicals, paper etc. Out of this core veneer and timber constitute nearly 70% of the total procurement. For such major raw materials, CPIL is already undertaking efforts for backward integration to ensure traceability and accountability in across the supply chain and prevent unethical business practices by suppliers. Further, during the supplier on-boarding process, CPIL assess all potential suppliers on their compliance related to multiple parameters including ESG</li> </ol>	Negative
7.	Waste Management and Circular Economy	Opportunity	Opportunity to achieve cost savings and reduce impact on the environment by reusing waste materials as raw materials and as energy carriers.	Not Applicable	Positive
8.	Water and Effluent Management	Risk	India's being designated as a water risk region poses potential future challenges. Water costs may rise over time, and water availability may become a problem that may negatively affect business operations.	<ol style="list-style-type: none"> <li>1. Installation of rainwater harvesting stations.</li> <li>2. ETPs and STPs ensure the complete reuse of water from the operations.</li> </ol>	Negative
9.	Community Welfare	Opportunity	Opportunity to give back to the communities located around the operations and ensure their welfare and livelihood development.	Not Applicable	Positive

<b>Sr. No</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk / opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
10.	Human Rights	Opportunity	Opportunity for the Company to embrace and promote human rights principles, build trust and enhance company reputation, gain a competitive edge, attract socially conscious consumers, and contribute to a more equitable and sustainable world.	Not Applicable	Positive
11.	Employee Management	Opportunity	Opportunity to create a positive impact in employees' work-life balance, health & wellbeing and meet overall expectations of their growth in the company. Efforts to recruit, nurture and retain talent, provide equal opportunity and build a safe working environment are ways to effective employee management.	Not Applicable	Positive
12.	Occupational Health & Safety (OHS)	Risk	Risk of fatalities and adverse effects on employee health and well-being, with both permanent and temporary consequences.	1. Frequent OHS training drills. 2. Maintenance and provision of necessary health and safety measures in the operations.	Negative
13.	Corporate Governance	Opportunity	Strong corporate governance offers an opportunity for the company to thrive. It provides a framework of rules, controls, and policies that guide sound decision-making, manage risks effectively, and ensure compliance. This ensures a positive relationship between stakeholders and management.	Not Applicable	Positive
14.	Customer Centricity	Opportunity	Opportunity to enable better business and better relationships with the customers by focusing on customer requirements and expectations.	Not Applicable	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 Section	P1	P2	P3	P4	P5	P6	P7	P8	P9
<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)	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	<a href="https://www.centuryply.com/codes-and-policies/BRS-Policy_CenturyPly.pdf">https://www.centuryply.com/codes-and-policies/BRS-Policy_CenturyPly.pdf</a>								
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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	-	Indian Standards (IS 5509), American Society for Testing Material (ASTM E84)	ISO 45001:2018 Indian Green Building Council (IGBC)	-	-	ISO 14001:2015	-	ISO 9001-2015 Carb-certified MDF EO-certified MDF	Greengard FSC, British Standard. (BS476 Part 7)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<ol style="list-style-type: none"> <li>CPIL wishes to accomplish conducting its business in an environmentally responsible manner.</li> <li>CPIL is committed towards the safeguarding of human rights throughout the entire value chain.</li> <li>Committed to operate with ethical practices with a transparent governance and business.</li> <li>Commitment to the betterment of the lives of marginalized and susceptible communities through its CSR practices and initiatives.</li> </ol>								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<ol style="list-style-type: none"> <li>Demonstrating its commitment to responsible business practices, CPIL prioritizes environmental sustainability. Since wood is their main material, they constantly strive to reduce resource consumption and its environmental impact. One key approach is sustainable procurement, with nearly 98% of their timber sourced through agroforestry practices. Additionally, the Company's facilities actively promote resource optimization through waste reuse and recycling. Wood waste is recycled in-house to create particle boards and MDF, while non-recyclable waste is used as fuel in the boilers, thereby minimizing reliance on non-renewable fossil fuel. SAP inventory management ensures that chemical waste is managed and minimized. The Company's ongoing energy efficiency and emission reduction initiatives involve installing energy-efficient equipment, such as replacing several Thermic Fluid Heaters with a single high-capacity advanced unit, replacement of old kiln chambers to new automatic energy-efficient chambers in the board and door frame sections, and substituting outdated air-conditioners and diesel generators with newer, more efficient versions. Additionally, the Company has introduced electric forklift trucks and other electric vehicles.  These initiatives have significantly lowered CPIL's energy and emission footprint</li> <li>The Company has integrated pertinent Human Rights guidelines into its BRSR policy, setting clear expectations for stakeholders, including business channel partners, investors, and contractors, to uphold human rights values. The company actively promotes human rights awareness throughout its value chain. For the reporting period FY 2023-24, zero cases of human rights violation were identified and reported to the management and the Board.</li> </ol>								



Disclosure Section	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 (listed entity has flexibility regarding the placement of this disclosure)

Dear Stakeholders,

CPIL is a leading company that deals with wood products and constantly analyses the market trends to stay at par with its industry peers. We align our production with the evolving consumer expectations and demand. While doing so, CPIL also acknowledges the need for sustainable alternatives and has focused on producing eco-friendly products that meet the global benchmarks and industry best practices. As of present, the Company sources about ~98% of its timber requirements through plantation activities by equipping the local farmers around its manufacturing facilities with subsidized saplings of plant varieties like eucalyptus and other trees around their field. Committed to environmental responsibility, CPIL actively seeks alternative materials, reduces non-renewable energy consumption, and optimizes its supply chain for sustainable distribution and transportation. As the pioneers in Borer Proof Plywood and Boiling Water Resistant (BWR) Decorative Veneers and Laminates in India, we have successfully created a niche in the highly competitive lifestyle segment. Prioritizing customer satisfaction and industry leadership, we foster strong partnerships through exceptional service, continuous innovation, and embracing industry trends. Through this report, we will ensure to provide our stakeholders with a better insight into the Company's commitment to developing long-term value for its shareholders and incorporating ESG into every facet of CPIL's overall business approach. The organization's environmental and sustainable responsibilities include the eco-conscious usage of natural resources like fossil fuels, efficient wastewater treatment, responsible waste management practices and other measures to tackle the effects of climate change. Demonstrating social responsibility, CPIL prioritizes investments in employees, vendors, and communities, fosters communication through their 'Centurion' intranet portal and 'Centurion Helpdesk' WhatsApp group, all while addressing industry challenges like rising costs and competition with a focus on continuous improvement in environmental and social impact. CPIL is deeply committed to becoming a sustainability leader. This is evident by the efforts to source 100% of the timber through partnerships with the local farmers who make use of the sustainable agroforestry practices. This achievement is attributed to their switch to biomass fuel. CPIL is also committed to welfare of the communities and there are several projects undertaken including social welfare initiative like "Education for all" seeks to educate children of our factory workers as well as adjacent areas, free of cost. Furthermore, CPIL is continuously investing in renewable energy sources, implementing energy-efficient practices across operations, and allocating resources towards R&D for innovative solutions to industry challenges. We express its deepest appreciation to all stakeholders for their unwavering support and looks forward to continued collaboration in the future.

Kind regards,

Sri Sanjay Agarwal

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

Particulars	Details
DIN Number	00246132
Name	Sri Sanjay Agarwal
Designation	CEO & Managing Director
Telephone Number	033-39403950
E-mail ID	investors@centuryply.com

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

Yes, the Board level Risk Management Committee is responsible for decision-making on sustainability-related issues and overseeing Business Responsibility policy(ies). The following are the members of the Risk Management Committee of the Board:

- Sri Sanjay Agarwal, (Executive, Non-Independent Director, DIN 00246132)
- Sri Keshav Bhajanka (Executive, Non-Independent Director, DIN 03109701)
- Sri Debanjan Mandal (Non executive, Independent Director, DIN 00469622)
- Sri Arun Kumar Julasaria (Chief Financial Officer)

**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, the Board reviews the policy to ensure its effectiveness and alignment with the Company's objectives									Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, CPIL ensures compliance with all statutory requirements of relevance to the principles									Periodically								

**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.**

CPIL periodically conducts internal reviews of its policies to identify and address any gaps in their implementation. These reviews help ensure that the Company's policies are effectively executed.

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

Not Applicable

**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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	All BRSR principles	100%
Key Managerial Personnel	1	All BRSR principles	100%
Employees other than BoD and KMPs	16	OHS Employee wellbeing Training on IT & Software	OHS – 6.26 Employee wellbeing – 6.73 Training on IT & Software – 5.99
Workers	14	OHS Employee wellbeing	OHS – 32.64 Employee wellbeing – 4.08

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:**

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

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

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:**

<b>Case Details</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>
	Not applicable

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

Yes, CPIL has an anti-corruption and anti-bribery policy. The policy is applicable to senior managers, officers, directors, employees (including regular, fixed term or temporary), consultants, contractors, trainees, seconded staff, home-workers, casual workers and agency staff, volunteers, interns, agents, or any other person associated with us, or any of the Company's subsidiaries or their employees, wherever located.

The policy highlights on the Company's objective to ensure fairness and integrity in all its business dealings and relationships. The Policy provides guidance on how to deal with bribery and corruption issues and to establish clear rules to ensure compliance with all applicable Anti-Bribery and Anti-Corruption laws and to implement and enforce effective systems to counter bribery.

Link to the policy: ([https://www.centuryply.com/codes-policies/Anti-Bribery\\_and\\_AntiCorruption\\_Policy.pdf](https://www.centuryply.com/codes-policies/Anti-Bribery_and_AntiCorruption_Policy.pdf)).

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees other than BoD and KMPs	Nil	Nil
Workers	Nil	Nil

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

	<b>FY 2023-24</b>		<b>FY 2022-23</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	

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

Not applicable

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Number of days of accounts payables	47	51

**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:

<b>Parameter</b>	<b>Metrics</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Concentration of Purchases	a. Purchases from trading houses as % of total purchases.	40% (approx..)	40% (approx..)
	b. Number of trading houses where purchases are made from	*	*
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	*	*
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	95.37%	95.72%
	b. Number of dealers / distributors to whom sales are made	5,378	4,824
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	6.73%	6.26%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	6.82%	9.31%
	b. Sales (Sales to related parties / Total Sales)	0.11%	0.03%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.41%	97.75%
	d. Investments (Investments in related parties / Total Investments made)	98.73%	99.94%

\* The Company is the process of setting up a mechanism to quantify procurement from such diverse supplier

**Leadership Indicators:**

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

<b>Total number of awareness programmes held</b>	<b>Topics / principles covered under the training</b>	<b>Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes</b>
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No Awareness programmes were conducted, but the company ensures communicating its values and ethical practices to values chain partners

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

Yes, CPIL has implemented a policy on the Materiality of and dealing with Related Party Transactions and a Code of Conduct formulated and approved by the board. The policy aims to monitor and manage potential conflicts of interest by the directors, Key Management Personnel, shareholders and other designated persons of the Company. In an event of a conflict of interest involving members of the board, the Audit Committee investigates, evaluates all options available to the Company, and recommends an appropriate action.

Link to the policy: (<https://www.centuryply.com/investors-new/codes-and-policies>).

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

**Essential Indicators:**

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	₹155.76 Lac	₹167.97 Lac	Improvement in product quality and production process leading to increased customer satisfaction and reduced impact on the environment.
Capex	Nil	Nil	

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

Yes, CPIL has procedures in place as the central procurement team has been integrating sustainable sourcing in its operations. Procurement of raw materials is based on the forecasted production and sales for the upcoming periods, this is being achieved through effective communication amongst our different departments. Before onboarding new vendors, the central procurement team evaluates the vendors on parameters like emissions generated, human rights violation, health and safety, etc and verifies them through ISO certifications and statutory compliances to ensure whether the vendors are aligned with CPIL's processes.

To minimize and further prevent any negative environmental impacts from the sourcing of our raw materials, we practice agroforestry and plantation of timber. We distribute samplings to farmers around the manufacturing locations to encourage extensive plantations of fast-growing, short-rotation plant species and promote agroforestry. To meet our face veneer requirements, we have set up a veneer processing unit in Gabon. Moreover, to minimize transportation costs and streamline delivery time for our dealers, we have strategically expanded our distribution network. This initiative has led to improved warehouse and inventory management capabilities. To reduce freight costs, the Company uses an ERP (Enterprise Resource Planning) system to manage its distribution strategy. These measures help CPIL to save money and time on transportation while also conserving the environment through reduced fuel consumption and lower carbon emissions. To lessen its dependency on fossil fuels, the Company deploys higher tonnage capacity trucks/ containers for transportation.

As part of our commitment to building a sustainable supply chain, we primarily sources machinery, spare parts, consumables, and packaging materials from medium and small-scale manufacturers and suppliers located near our manufacturing facilities. We also procure raw materials from various self-help organizations and conducts awareness sessions for the suppliers on social and environmental issues. We also offer managerial and technical support to these suppliers to enhance their productivity, output quality, delivery times, and cost-efficiency. Furthermore, a significant portion of our production-line workforce is recruited from the communities surrounding its factories.

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

~98% of input is sourced through agroforestry across all divisions.

**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 products manufactured at our facilities are mostly not packed using plastic materials as paper is being used for packaging of the products, which further minimizes the need for reclamation. Since we as a company do not directly serve to the end-consumers and deal in B2B business with dealers, sub-dealers, architects, etc, therefore the sensitization of safe reclamation of products is handled by our empanelled dealers and architects.

<b>Plastics including packaging</b>	Plastic waste generated is disposed as per the regulations and norms through authorized vendors. Plastic waste generated from packaging is very minimum since only a fraction of the products are being packed using plastic which is disposed of as per the regulations.
<b>E-waste</b>	The e-waste generated through use of electronics for office and facility operation is duly monitored and get disposed through authorized vendors and dealers.
<b>Hazardous Waste</b>	The Company segregates the waste as per the different categories and ensures its safe disposal through Authorized vendors certified by the Pollution Control Board as TSDF (Treatment, Storage, Disposal Facility).
<b>Other Non-Hazardous Waste</b>	The majority of wood-based wastes are utilized as raw material for producing particleboard. Any remaining volume that cannot be used as raw material is used as fuel in boilers to generate heat.

**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.**

CPIL produces minimal plastic waste since only a small portion of its products (specifically pre-laminates) utilize polythene for packaging. The company prioritizes using paper packaging for most of its product range, thereby reducing plastic consumption. For exported products, Centuryply employs pellet packing. Going forward, In the future, the Company plans to register under the Extended Producer Responsibility (EPR) regulations in accordance with the Plastic Waste Management Rules (PWMR) 2016. Additionally, any electronic waste generated in the company's offices or facilities is responsibly disposed of through authorized recyclers.

**Leadership Indicators:**

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

Particulars	
NIC code	We have not conducted Life Cycle Perspective/Assessments (LCA) for any of its product or services.
Name of the product	
% of total Turnover contributed	
Boundary for which the Life Cycle Perspective / Assessment was conducted	
Whether conducted by independent external agency (Yes/No)	
Results communicated in public domain (Yes/No)	
If yes, provide the web-link.	

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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).**

CPIIL prioritizes sustainable practices by continuously optimizing waste management. This includes recycling products and minimizing waste during production. Our goal is to reduce reliance on virgin materials and minimize overall waste generation. While some waste is inevitable during the log-to-plywood conversion process, we actively implement process technology and operational controls to minimize it. Additionally, we utilize cutting-edge technology to join leftover wood veneers, transforming them into usable raw materials. Furthermore, most wood waste is either reintegrated into our production process or responsibly recycled through authorized vendors

Indicate input material	Recycled or re-used input material to total material	
	2023-24	2022-23
The firewood waste generated during the production process, is either recycled into new products like particleboards and MDF or incinerated in the boilers for use as fuel for heat generation.		

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 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA*	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous Waste	NA	NA	NA	NA	NA	NA
Other Waste	NA	NA	NA	NA	NA	NA

NA- Not Applicable

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
Product reclamation is not applicable. Since we primarily sell to businesses (dealers, sub-dealers, architects, etc.) who create final products for consumers, we do not directly handle product or packaging returns after their lifespan.	

**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	Percentage 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)
<b>Permanent Employees</b>											
Male	3,508	2,398	68%	1,461	42%	NA	NA	2,048	58%	0	0%
Female	102	78	77%	24	24%	84	82%	NA	NA	7	7%
<b>Total</b>	<b>3,610</b>	<b>2,476</b>	<b>69%</b>	<b>1,485</b>	<b>41%</b>	<b>84</b>	<b>2%</b>	<b>2,048</b>	<b>57%</b>	<b>7</b>	<b>0.2%</b>
<b>Other Than Permanent Employees</b>											
Male	200	14	7%	157	79%	NA	NA	0	0%	0	0%
Female	2	0	0%	2	100%	0	0%	NA	NA	0	0%
<b>Total</b>	<b>202</b>	<b>14</b>	<b>7%</b>	<b>159</b>	<b>77%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	Percentage 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)
<b>Permanent Workers</b>											
Male	3,295	2,588	79%	3,131	95%	NA	NA	0	0%	0	0%
Female	250	50	20%	200	80%	15	6%	NA	NA	0	0%
<b>Total</b>	<b>3,545</b>	<b>2,638</b>	<b>74%</b>	<b>3,331</b>	<b>94%</b>	<b>15</b>	<b>0.42%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other Than Permanent Workers</b>											
Male	4,835	952	20%	1,919	40%	NA	NA	0	0%	0	0%
Female	246	20	8%	34	14%	0	0%	NA	NA	0	0%
<b>Total</b>	<b>5,081</b>	<b>972</b>	<b>19%</b>	<b>1,953</b>	<b>39%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Cost incurred on well-being measures as a % of total revenue of the Company	0.19%	0.13%

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

Benefits	FY 2023-24			FY 2022-23		
	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	82%	83%	Yes	100%	89%	Yes
Gratuity	83%	44%	Yes	100%	84%	Yes
ESI	51%	94%	Yes	31%	69%	Yes
Others (Mediclaime / WC Policy and WF)	80%	60%	Yes	NA	NA	NA

**3. Accessibility of workplaces:**

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

Yes, CPIL's facilities are accessible to differently abled employees and workers, and the company is actively working to enhance this infrastructure. The corporate office, a LEED-certified building, features accessible infrastructure such as ramps, elevators, accessible restrooms, and designated parking spaces, among other amenities designed to accommodate the needs of differently-abled individuals.

**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.**

CPIL has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 embedded within its BRSR policy and is committed to provide equal opportunity to all. The Company actively promote an inclusive workplace culture without discrimination and believes in diversity at the workplace, throughout the organization. Recruiting new talent from diverse age groups, genders, castes, domains, cultural backgrounds etc. is also encouraged. CPIL attracts talents by providing them with learning opportunities and leadership roles in a secure and conducive workplace. The Company promotes a work culture that has zero tolerance for discrimination and harassment. Various initiatives and measures like 'Centurion Buddy', WhatsApp group for employee serves as a platform for addressing employee concerns and grievances in a timely manner. The employees can also raise their concerns to the HR team for prompt solutions. Further, the Company provides due recognition and reward to its best talents. Rewards and recognitions could be special celebration to accord due recognition to the retiring employee, long-service award to recognize the loyalty and commitment of employees, talent hunt initiatives in the form of 'Centurion Idol', performance recognition through initiatives like 'Sarvada Sarvottam Ambassadors' and 'Centurion Star'. The Company promotes overall growth of its employees by providing career development opportunities through training programmes offered by Udemy and the Indian School of Business.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

Category	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a robust process in place for handling permanent and non-permanent employees' grievances to promote transparency and fairness. Employees report their concerns directly to the Human Resources (HR) department of respective facilities or the head office HR, as the case may be, either in-writing or verbally. Each case is then thoroughly investigated by the HR department to provide a timely resolution for it.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	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>Total Permanent Employees</b>						
Male	3,508	0	0%	3,082	0	0%
Female	102	0	0%	87	0	0%
<b>Total Permanent Workers</b>						
Male	3,295	2,278	69%	3,545	2,609	74%
Female	250	165	66%	252	183	73%



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

Category	FY 2023-24					FY 2022-23				
	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 (permanent and other than permanent)</b>										
<b>Male</b>	3,708	1,031	28%	543	15%	3,082	2,480	80%	1,757	57%
<b>Female</b>	104	15	14%	5	5%	87	79	91%	61	70%
<b>Total</b>	3,812	1,046	27%	548	14%	3,169	2,559	81%	1818	57%
<b>Workers (permanent and other than permanent)</b>										
<b>Male</b>	8,130	4,443	55%	2,825	35%	8,170	4,342	53%	320	4%
<b>Female</b>	496	223	45%	155	31%	430	295	69%	1	Negligible
<b>Total</b>	8,626	4,666	54%	2,980	35%	8,600	4,637	54%	321	4%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees (permanent)</b>						
<b>Male</b>	3,508	2,782	79%	3,082	2,909	94%
<b>Female</b>	102	94	92%	87	80	92%
<b>Total</b>	3,610	2,876	80%	3,169	2,989	94%
<b>Workers (permanent)</b>						
<b>Male</b>	3,295	80	2%	3,545	NA	NA
<b>Female</b>	250	0	-	252	NA	NA
<b>Total</b>	3,545	80	2%	3,797	NA	NA

**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 such system?**

CPII's policy level guidelines on Occupational Health and Safety are incorporated within its BRSR Policy. The Company's flagship Kolkata facility complies with ISO 45001:2018 (Occupational Health and Safety Management Systems) certification. Additionally, the Company is in the process of obtaining IMS certification. The Company recognizes that promoting a safe and healthy work environment is essential for the success of the organization and commits to maintaining the highest standards of health and safety measures across all its operations.

As part of the Company's commitment to safeguard employee and worker health and provide a safe working environment, all operations are conducted in a controlled environment, with support of trained medical practitioners available at all the manufacturing facilities. CPII's occupational health and safety management system involves the following features:

- Staff Training
- Hazards Awareness Programme
- Work permit Management system in Place
- Risk Assessment and Emergency Planning
- Communication of safety management systems
- Response to Emergency Situation
- Monitoring and Continual Improvement.

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

CPII uses HIRA and Why-Why Analysis and has accident and near-miss reports in place. Apart from these measures, the Company has a job safety analysis (JSA) and work permit system along with proper site monitoring. Safety officers are appointed inside each manufacturing facility to conduct periodic safety trainings with employees and workers and review the work-related hazards and prevailing standards.

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

Yes, CPIL has systems and processes in place for workers to report work-related hazards and to remove themselves from such risk through the following mechanism:

- Workers participation through WCM meeting
- Communication systems and Planning
- Work permit system and Safety work process
- Risk assessment and Planning
- Provided personal protective Equipment

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

CPIL has In-house medical unit which provides health related services during on job activities. Additionally, ESIC facilities provided to the workers. The Company also drive efforts towards creating a holistic health environment by promoting health and wellness. The OHC centre inside the plant is accessible to all the employees and workers round the clock. Ambulance is also available for emergency need. Additionally, Medical insurance coverage is being provided to all employees and workers.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)*</b>	Employees	3.17	1.71
	Workers	5.12	5.47
<b>Total recordable work-related injuries</b>	Employees	29	13
	Workers	106	113
<b>No. of fatalities</b>	Employees	0	0
	Workers	2	2
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees	6	1
	Workers	2	2

\*LTIFR excludes fatalities data.

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

CPIL prioritises employee health, safety and well-being through taking proactive measures that include:

- Regular safety drills are conducted and health related talks are held by reputed Doctors.
- Strict work permit system is followed to ensure safe working environment.
- Personal Protective kit is issued to employees and workers.
- Occupational Health Centre inside the facility ensures readily available first aid.
- There is adequate training provided to ensure a safe and healthy workplace.
- ISO 45001: 2018 certification.
- First-aid training and periodic health check-ups for the well-being of employees and workers.
- Installation of exhaust fans near chemical working areas.
- Periodic employee health treatment in ESIC hospitals extending to eye and health checks.
- 24X7 availability of medical assistance and ambulance inside each manufacturing facility.
- Appointment of Environmental Officer for environment related activities.
- Provision of the canteen to provide hygienic food etc. (Joka unit is FSSAI certified).
- Appointment of Safety Officers inside each manufacturing facility.
- Periodic safety meetings to review prevailing standards.
- Emergency lighting at critical points within the factory area and assembly points.
- Various fire-fighting tools in each unit.
- "Toolbox talk" shift to promote safety awareness among employees.
- Medical and group insurance coverage to all employees in the event of illness or injury.
- Regular fitness and financial wellness sessions.
- Sanitization arrangements at the workplace, distribution of preventive medicines.

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

	FY 2023-24			FY 2022-23		
	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	94	0	All the complaints received were resolved in the safety meeting.	12	0	None
Health and Safety	34	0		5	0	None

**14. Assessments for the year:**

	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	50%
Working Conditions	50%

**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.**

CPIL has implemented a “Welfare Section” along with a dedicated register for employees to drop any concerns they may have regarding their working conditions and safety. Once a complaint is registered, each plant authorities take prompt action and resolve the issue within 48 hours. This ensures that employees feel heard, and their grievances are effectively addressed. In the event of an incident or accident, within 24 hours, a preliminary report is prepared to provide an initial assessment of the situation along with a detailed report, showcasing details of the incident and outlining a comprehensive corrective action plan, followed by closely monitoring of the implementation of these corrective actions to ensure effective resolution and prevention of similar incidents in the future.

Corrective measures like additional mechanical barrier, sensor followed by process modification are conducted, as per the need reflected in the accident root cause analysis record. Findings of the safety committee & Safety Audits ensures that all the corrective actions were taken.

**Leadership Indicators:**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of:**

	(Y/N)
Employees	Yes
Workers	Yes

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

All statutory dues have been deducted and deposited by the value chain partners in a timely manner. This is ensured by periodic monitoring of the dues.

**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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	6	0	0	0
Workers	4	1	0	0

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

Yes. Currently, CPIL offers transition assistance programs only at its Kandla plant. However, CPIL is actively exploring additional opportunities in this area and aims to develop and expand its transition assistance programs in the near future.

**5. Details on assessment of value chain partners:**

	<b>Percentage of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Health and safety practices</b>	To guarantee the well-being of its value chain partners, CPIL incorporates health and safety assessments into its supplier screening and on-boarding process. These assessments verify the suppliers' compliance with the Factory Act, specifically focusing on their safety practices and overall working conditions. While a formal mechanism for evaluating other value chain partners isn't yet established, the company encourages all stakeholders to proactively ensure the health and safety of their employees and create a safe work environment.
<b>Working Conditions</b>	

**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:**

Not Applicable

**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.**

Building strong relationships with all stakeholders and maintain trust amongst customers is a priority for CPIL. When identifying key groups, the company considers factors like urgency, dependence, responsibility, vulnerability, and influence. CPIL utilizes both formal and informal channels to engage with stakeholders, understand their needs and expectations, and incorporate their feedback into critical business decisions.

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

<b>Stakeholder group</b>	<b>Whether identified as Vulnerable and Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of Engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Investors and Shareholders	No	- General meetings - Annual report and Investor meet	Annually and as and when required	The main purpose is to understand stakeholders' feedback on the Company's products and services. CPIL values the support of its stakeholders and respects their expectations and concerns. CPIL endeavours to identify, prioritize and address the needs and concerns of its stakeholders in a continuous, systematic and transparent manner through effective dialogues and exchanges
Employees	No	- Meetings - Newsletters - Intranet portal - Employee satisfaction survey and trainings	Regularly	
Suppliers and Dealers	No	- Site visits -Personal/ telephonic interactions - Video conferencing	Need-basis	
Retailers and Customers	No	- Customer meets - Customer satisfaction survey - Web-based interactive portals	Annually and as and when required	
Government and Regulatory Authorities	No	- Industry bodies/ forums	Annually and as and when required	
Trade Unions	No	- Union meetings	Need-Basis	
Media	No	- Press releases - Media events & announcements	Regularly	
Local Communities	Yes	- Personal Visits	Need Basis	

### 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.**

CPIL prioritizes stakeholder feedback throughout its operations, incorporating it into policy development, strategies, and key business decisions. Regular stakeholder engagement allows them to address concerns and expectations related to environmental, social, and governance (ESG) issues. This feedback is communicated to the Board and directly influences the company's strategy and decision-making process. Furthermore, the Board's CSR Committee guides CSR practices, reviewing and monitoring planned initiatives. Additionally, CPIL fosters transparency by discussing economic aspects with investors and shareholders through various meetings. These ongoing engagements strengthen CPIL's commitment to transparency and collaboration with stakeholders, ensuring long-term business sustainability.

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

Yes, CPIL constantly engages with both internal and external stakeholders to ensure that their needs and challenges are understood across all the business areas pertaining to environmental, social and governance. The feedback is assessed and incorporated into the decision-making process by the company. For instance, CPIL readily engages with internal and external stakeholders to discuss the material topics substantial for the company. These material issues become the areas of focus during the process of ESG policy development, formulation of roadmap and strategies that will be considered by CPIL.

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

CPIL tries to actively improve the lives of vulnerable communities near its manufacturing facilities. Through its Corporate Social Responsibility initiatives, we prioritize community development projects focused on health, education, job skills, sanitation, and livelihood opportunities. For example, vocational training center offers carpentry training to empower local youth towards being self-sufficient. Additionally, CPIL fosters sustainable livelihoods and capacity building by directly engaging with small and marginal suppliers, prioritizing procurement from local MSMEs.

### 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 2023-24			FY 2022-23		
	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)	Total (C)	No. of Employees/ Workers covered (C)	% (C/A)
<b>Employees</b>						
<b>Permanent</b>	3,610	3,610	100%	3,169	3,169	100%
<b>Other than Permanent</b>	202	202	100%	0	0	0%
<b>Total</b>	3,812	3,812	100%	3,169	3,169	100%
<b>Workers</b>						
<b>Permanent</b>	3,545	3,545	100%	3,797	3,797	100%
<b>Other than Permanent</b>	5,081	5,081	100%	4,803	4,803	100%
<b>Total</b>	8,626	8,626	100%	8,600	8,600	100%

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

Category	FY 2023-24					FY 2022-23				
	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)
<b>Permanent Employees</b>										
Male	3,508	-	-	3,508	100%	3,082	-	-	3,082	100%
Female	102	-	-	102	100%	87	-	-	87	100%
<b>Other than Permanent Employees</b>										
Male	200	-	-	200	100%	-	-	-	-	-
Female	2	-	-	2	100%	-	-	-	-	-
<b>Permanent Workers</b>										
Male	3,295	375	11%	2,920	89%	3,545	94	3%	3,451	97%
Female	250	36	14%	214	86%	252	-	-	252	100%
<b>Other than Permanent Workers</b>										
Male	4,835	2,876	59%	1,959	41%	4,625	3,431	74%	1,194	26%
Female	246	208	85%	38	15%	178	160	90%	18	10%

\* All the workers are on third-party contractual basis and hence CPIL has no direct control over their compensation.

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

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	7	7,00,000	1	6,50,000
Key Managerial Personnel	9	2,89,00,000	1	2,89,00,000
Employees other than BoD and KMP	3,499	5,11,224	101	5,79,996
Workers	3,295	2,39,543	250	4,70,076

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5%	4%

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, the Human Resource department (HR) at CPIL facilities are responsible for addressing human rights impacts or issues caused or contributed to by the business. Employees have the right to file any grievances regarding human rights violations which are received by the HR team and thorough investigations are conducted to resolve them effectively. Cases requiring further action are escalated to top management for timely resolution.

Additionally, CPIL has established an Internal Complaints Committee (ICC) to address and resolve complaints regarding sexual harassment confidentially. We are dedicated to upholding human rights and promoting an inclusive workplace environment for all employees.

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

CPIL's Human Rights Policy, integrated into the BRSR Policy, provides a framework for guiding actions and setting behavioural expectations within the organization. In an event of a reported human rights grievance, a structured process is followed. The Human Resource department (HR) of the relevant facility undertakes a thorough investigation to ensure effective resolution. For more serious matters requiring further escalation, the issue is reported to senior management for their intervention and expedited closure.

Furthermore, CPIL maintains a dedicated policy focused on Prevention of Sexual Harassment (POSH). An Internal Complaints Committee (ICC) has been established to address and redress complaints regarding sexual harassment. The ICC functions

with a commitment to impartiality and efficiency, conducting investigations into sexual harassment complaints within a strict seven-day timeframe. The parties involved are given an equal opportunity to present their cases, and all relevant evidence is meticulously examined. Following the investigation, the ICC determines the validity of the complaint. If found unsubstantiated, appropriate action is taken against the complainant. However, in instances where sexual harassment is substantiated, CPIL takes immediate and stringent measures to safeguard the wellbeing and safety of the complainant. These measures may include, but are not limited to, disciplinary actions against the perpetrator

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Forced Labour/Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	138	Nil	None	98	Nil	None
Other human rights related issues	Nil	Nil	None	Nil	Nil	None

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

CPIL adheres to a comprehensive Human Rights Policy, which is part of the Company's BRSR Policy, and a Prevention of Sexual Harassment (POSH) Policy. These policies provide guidelines to ensure equal treatment and dignity for all employees. Additionally, the Company has established an Internal Complaints Committee (ICC) responsible for addressing sexual harassment complaints while other human rights issues are reported to the HR team. The ICC maintains confidentiality for all parties involved and safeguards the well-being and safety of the complainant.

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

Yes, human rights requirements are a part of the general terms and conditions in all business contracts and agreements.

**10. Assessments for the year:**

	Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	CPIL is yet to conduct the third-party assessments. However, internal assessments are conducted periodically and on need basis to monitor child labour, forced labour, sexual harassment and discrimination at all facilities across all divisions.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

**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.**

No human rights related grievances were reported during the period under review.

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

No, CPIL has not conducted any human rights due diligence during the reporting period.

**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?**

CPIL provides accessible infrastructure for employees, workers and even visitors to its facilities. The Company offers disabled-friendly amenities such as ramps, elevators, accessible restrooms, designated parking spaces, wheelchairs, and other facilities to meet the needs of differently abled individuals.

**4. Details on assessment of value chain partners:**

	Percentage of value chain partners (by value of business done with such partners) that were assessed
<b>Sexual harassment</b>	CPIL has a comprehensive vendor assessment form to assess suppliers on the parameters (forced labour, child labour, wages, discrimination at workplace, etc.). We have not conducted any third-party assessments for our value chain partners.
<b>Discrimination at workplace</b>	
<b>Child Labour</b>	
<b>Forced/involuntary labour</b>	
<b>Wages</b>	
<b>Others – please specify</b>	

**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 2023-24 (GJ)	FY 2022-23 (GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	61,370.27	48,878.89
Total fuel consumption (B)	9,01,172.11	6,89,772.12
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumption from renewable sources (A+B+C)</b>	<b>9,62,542.38*</b>	<b>7,38,651.01</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	3,72,508.19	3,06,873.51
Total fuel consumption (E)	3,23,577.16	3,44,105.02
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>6,96,085.35</b>	<b>6,50,978.53</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>16,58,627.73*</b>	<b>13,89,629.54</b>
Energy intensity per rupee of Turnover (Total energy consumption/turnover in rupees)	4.41 GJ/₹ Lac	3.83 GJ/₹ Lac
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	98.84 GJ/\$ Lac	86.62 GJ/\$ Lac
Energy intensity in terms of physical output (Total energy consumed / Total production output in MT)	3.52 GJ/MT	3.37 GJ/MT

\* Increase in number as compared to last FY due to expansion of operations and increase in production.

**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



**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.**

This question is not applicable to us since as per the PAT scheme of the Government of India, none of the sites/facilities of CPIL have been identified as designated consumers (DCs).

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

<b>Parameter</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	7,65,140.32	6,76,903.23
(iii) Third party water	41,463.80	36,509.50
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>8,06,604.12*</b>	<b>7,13,412.73</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>8,06,604.12*</b>	<b>7,13,412.73</b>
Water intensity per rupee of turnover	2.14 KL/₹ Lac	1.97 KL/₹ Lac
(Total water consumption/Revenue from operations)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	48.07 KL/\$ Lac	44.47 KL/\$ Lac
(Total water consumption/ Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output (Total water consumption / Total production output in MT)	1.71 KL /MT	1.73 KL /MT

*\*Increase in number as compared to last FY due to expansion of operations and increase in production.*

**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

**4. Provide the following details related to water discharged:**

<b>Parameter</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Not Applicable. The Company has successfully implemented Zero Liquid Discharge across all its facilities in India. It essentially means, the wastewater generated during the operational processes undergoes treatment in in-house Effluent Treatment Plants (ETPs) present at each facility. This treated wastewater is then recycled and reintroduced back into the system for a variety of purposes including filling ponds to store logs, irrigation for gardening purposes, flushing toilets, fire water storage, facility cleaning etc.	
- 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		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</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

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

We undertake various initiatives for natural resource conservation like water conservation and wastewater recycling. We have implemented Zero Liquid Discharge (ZLD) across all our facilities in India. To minimize liquid effluent discharge from the operations, we utilize resin manufacturing technology, thereby eliminating the need for vacuum distillation in the final stage of production. The generated wastewater gets treated and is reused for multiple uses including filling ponds for storing logs, gardening, flushing toilets, fire water storage, and facility cleaning.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	MT	157.68*	147.08
SOx	MT	139.46*	121.34
Particulate Matter (PM10)	MT	139.48*	120.33
Particulate Matter (PM2.5)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)		Not Applicable	
Hazardous air pollutants (HAP)			
Others – please specify			

\* Increase in number as compared to last FY due to expansion of operations and increase in production.

**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

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

Parameter	Unit	FY 2023-24	FY 2022-23
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, SF6, NF3, if available)*	tCO <sub>2</sub> e	35,039.76	34,480.08
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available)	tCO <sub>2</sub> e	74,154.40	61,033.73
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/ ₹ Lac	0.29	0.26
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)	tCO <sub>2</sub> e / \$ Lac	6.50	5.95
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions / Total production output in MT)	tCO <sub>2</sub> e / MT	0.23	0.23

\*Excluding fugitive emissions/\*\* Increase in emission numbers as compared to last FY due to expansion of operations and increase in production.

**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

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

We as a company are committed to and is working dedicatedly towards climate change for making a positive impact on the environment and communities in region where we operate. To enhance our performance in this regard, we have implemented various sustainable measures. These include increasing the use of renewable energy in its operations, adopting energy-efficient technologies, and minimizing and reusing production waste. These efforts have significantly contributed to reducing greenhouse gas emissions from our operations.

Few of the initiatives undertaken by us to upgrade our facilities to enhance energy efficiency, decrease non-renewable energy consumption, and optimize energy costs are listed below.

**Technological Interventions:**

- Installation of rail lines and assembly conveyor lines to decrease fuel consumption related to forklift operations.
- Implementation of closed-loop pipelines to minimize chemical wastage during transportation.
- Installation of chippers at the energy plant to enhance fuel efficiency.
- Introduction of a High-Capacity Veneer Dryer and Variable Frequency Drive (VFD) to replace manual glue spreaders, which reduces heat loss in the process and improves energy efficiency.
- Installed energy-saving fans on dryers, which consume less energy compared to conventional fans.
- Implemented AC drives on boilers to regulate motor speed according to the boiler's load, resulting in reduced energy consumption.
- Optimized power consumption by integrating capacitors, achieving higher power factors.

- Replaced screw compressed starters with VFD compressors to improve energy efficiency.
- Replaced multiple Thermic Fluid Heaters (TFH) with a single high-capacity modern and energy-efficient TFH.
- Installed DG synchronization panels to automate DG set operations, thereby reducing diesel consumption.

**Process Optimization:**

- Utilized auto-sensing pneumatic pressure control on glue spreaders to prevent fluctuations, minimize material loss, and increase the service life of machines.
- Adopted laser-guided lights at panel assembly tables to ensure accurate dimensions, thereby reducing wear and tear on edge trimming machines.
- Redesigned buildings to maximize natural light utilization, thereby minimizing electricity usage during the daytime.
- Implemented heat exchangers to enhance the output of refiner and press machines, optimizing energy usage and reducing greenhouse gas emissions.

**Alternate energy integration:**

- Introduced Electric Vehicles (EVs) for logistical purposes, further reducing carbon footprint.
- Adopted electric forklifts to replace diesel forklifts, promoting less emission-intensive logistics operations.
- Installed solar panels and concentrated solar thermal (CST) technologies to heat water and thermic fluids, integrating them with existing boilers and heating systems. This initiative aims to harness renewable energy sources for operational needs.
- Introduction of 4 Electric Vehicles (EVs) for logistics purposes.

**Facility upgradation:**

- Our Head Office (HO) is certified as Platinum LEED, underscoring our commitment to regulating the energy footprint of our buildings. In alignment with this commitment, we prioritize leasing buildings that are also LEED certified. This proactive approach not only reinforces our dedication to but also ensures that our operational spaces adhere to high standards of environmental performance and energy efficiency.
- We recognize that energy efficiency alone is insufficient to achieve the goal of reducing greenhouse gas (GHG) emissions. Therefore, we adopt additional initiatives aimed at reducing our reliance on fossil fuels. This includes transitioning to cleaner fuels and implementing captive solar power plants. We have also installed rooftop solar photovoltaic panels across all our facilities in India. These panels are utilized for power generation, thereby decreasing dependency on grid electricity and other non-renewable energy sources. These efforts underscore our commitment to by integrating renewable energy solutions and minimizing our carbon footprint across our operations.

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

<b>Parameter</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	55.88	41.93
E-waste (B)	0.70	0.60
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	14.99	0.00
Battery waste (E)	2.27	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	18.32	23.48
Glue sludge	4.12	11.25
ACC sludge	0.00	2.00
Oily cotton waste	0.00	0.05
Used oil	0.00	8.07
ETP sludge	14.20	2.00
Contaminated bags	0.00	0.11
Others (Please specify the waste type)	0.00	0.00
Other Non-hazardous waste generated (H) Please specify, if any.	98,318.54*	93,996.90
Paper waste	552.38	1,230.70
Metal scrap	222.95	502.89
Waste wood	97,443.15	91,952.38
Rubber scrap	3.39	2.53
Wooden pallet	92.33	308.40

Parameter	FY 2023-24	FY 2022-23
Others (Please specify the waste type)	4.34	0.00
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>98,410.70 **</b>	<b>94,062.91</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.26 MT/₹ Lac	0.26 MT/₹ Lac
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	5.86 MT/\$ Lac	5.86 MT/\$ Lac
Waste intensity in terms of physical output (Total waste generated / Total production output in MT)	0.20 MT /1 MT	0.22 MT /1 MT
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
(i) Recycled	885.15	41.93
(ii) Re-used	97,224.69	91,952.38
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>98,109.84</b>	<b>91,994.31</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	4.12	1,230.70
(ii) Landfilling	281.76	Nil
(iii) Other disposal operations	Nil	837.90
<b>Total</b>	<b>285.88</b>	<b>2,068.60</b>

\* Comprises majorly of wooden waste that is reused in plant operations/\*\*Increase in number as compared to last FY due to expansion of operations and increase in production.

**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

**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.**

The Company has implemented a comprehensive waste management system aimed at reducing, reusing, and recycling the generated waste. Hazardous waste is disposed of through government-authorized vendors, while non-hazardous waste is managed by authorized local collectors. Innovative methods are continuously evaluated to optimize the reuse of generated waste, such as using modern technology to join waste wood veneers for reuse as raw materials in our decorative division.

The Company has also adopted a zero-landfill policy for chemicals like Urea-Formaldehyde, ensuring complete chemical usage. As a leader in the timber-based industry, there exists challenges with chemicals such as Formaldehydes and phenols. The Company aims to minimize negative impact on the environment and community by reducing and controlling formaldehyde emissions from plywood and High-Pressure Laminate (HPL) through improved glue formulations.

The Company has developed CARB Resin that maintains the mechanical properties of CARB products while complying with formaldehyde emission standards (JIS A 1460).

Looking ahead, the Company remains proactive in exploring alternatives to these chemicals as part of our commitment towards environmental stewardship, leveraging ongoing research and technological advancements.

**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:**

None of the Company operations or offices are located near ecologically sensitive areas. However, approximately 98% of the raw materials come from agroforestry sources, emphasizing the importance of effective plantation management. The Company has been actively supporting plantation activities by offering subsidized saplings of plant varieties like eucalyptus to farmers near the manufacturing facilities.

Additionally, large-scale plantations of fast-growing and short-rotation plant species are undertaken around its manufacturing facilities, especially in Punjab and Tamil Nadu. These efforts not only secure a sustainable raw material supply but also provide financial support to local farmers.

. Various soil conservation initiatives are also implemented, including –

- Training programs for farmers on soil health management
- Afforestation in vacant areas around our manufacturing facilities and peripheries
- Distribution of plant saplings to the employees, encouraging them to plant in their communities

These measures reflect our proactive approach to balancing business interests with environmental responsibilities, promoting sustainable practices within our value chain and surrounding communities.

Sr. no.	Location of operations/ officess	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.
Not Applicable as all clearances are maintained and in place			

**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
No EIA has been performed in the last fiscal year.					

**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:**

Sr. 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
The Company is compliant with all applicable Indian laws and regulations and have zero incidents related to the same in FY 2023-24				

### 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:** Karnal, Kandla and Sharon Ply

(ii) **Nature of operations:** Manufacturing and Trading of Plywood

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
i. Surface water	Nil	Nil
ii. Groundwater	4,22,601.35	3,84,018.01
iii. Third party water	22,816	26,275.00
iv. Seawater / desalinated water	Nil	Nil
v. Others (Bottled water)	Nil	Nil
Total volume of water withdrawal (in kilolitres)	4,45,417.35*	4,10,293.01
Total volume of water consumption (in kilolitres)	4,45,417.35	4,10,293.01
Water intensity per rupee of turnover (Water consumed / turnover)	1.18 KL/₹ Lac	1.13 KL/₹ Lac
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		

Parameter	FY 2023-24	FY 2022-23
(i) Into Surface water	Not Applicable. We have successfully implemented a Zero Liquid Discharge across all our facilities in India. The wastewater produced during operational processes undergoes treatment in on-site Effluent Treatment Plants (ETPs) at each facility. After treatment, this wastewater is recycled and reused within the system for various purposes such as filling ponds for log storage, irrigation for gardening, flushing toilets, fire water storage, and facility cleaning. This closed-loop system ensures efficient water management and minimizes environmental impact.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

\* Increase in number as compared to last FY due to expansion of operations and increase in production.

**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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO <sub>2</sub> equivalent	CPIL is yet to develop the Scope 3 GHG emission inventory.	
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent		

**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

**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	Outcome of the initiative
1.	Installation of Fire Hydrant System	The company installed a fire hydrant system in of its facilities to enhance fire safety measures.	The new fire hydrant system has improved the emergency response capability, reduced the risk of fire-related incidents, and ensured compliance with safety regulations.
2.	Purchase of 3 nos Electric Forklift	The company replaced three diesel forklifts with electric ones in of its facilities to reduce emissions and improve energy efficiency.	The switch to electric forklifts has resulted in a reduction of the carbon footprint and decreased operating costs due to lower fuel expenses.
3.	Engaged with BIF to conduct an energy portfolio analysis	This engagement is aimed at identifying opportunities for cost savings and efficiency improvements.	A successful completion of this engagement will help the company to save energy and increase efficiency in its facilities.

S. No	Initiative undertaken	Details of the initiative	Outcome of the initiative
4.	Replacement of ageing machines at the facilities	<ul style="list-style-type: none"> <li>- Old kiln chambers replaced with new automatic energy efficient kiln chambers at board and door frame section.</li> <li>- New 15DL hot press replacing old ones for plywood manufacturing operations.</li> <li>- Old air-conditioners replaced with new 5-star inverter air-conditioners.</li> <li>- Old and less efficient diesel generator sets have been replaced by new ones.</li> </ul>	This helped the company in achieving resource efficiency and reduce the overall energy consumption.
5.	Combining different smaller machines into fewer larger and efficient machines	<ul style="list-style-type: none"> <li>- 100VTA thermic fluid heated energy plant replacing several smaller ones.</li> <li>- Dryers consolidated to larger sizes combining several smaller ones.</li> <li>- Air compressor consolidated to a single unit replacing scattered smaller ones.</li> </ul>	This helped the company in lowering its energy consumption and simultaneously reducing the carbon footprint.
6.	Automation and modification of machines	<ul style="list-style-type: none"> <li>- Automation of panel edge trimming-cum-preservative coating machine.</li> <li>- Automation of veneer feeding and receiving.</li> <li>- In Dryer high capacity (7.5 HP) blower motors replaced with efficient (5 HP) motor.</li> <li>- Rail lines as well as assembly conveyor lines introduced to reduce the operation of forklifts and enhance throughput.</li> <li>- Started use of alternate plant waste (leaves) to replace timber in energy plant boiler.</li> </ul>	By bringing automation and modifications in machines, the company has able to reduce its energy consumption and achieve energy efficiency.
7.	Increasing renewable sources of energy	Increased the use of power generated through solar power plants across the company's facilities.	Increased usage of solar power has substantially reduced dependence on fossil fuels and emission of carbon dioxide.
8.	Reusing of water	STP water being directed for washroom flushing and for other such purposes.	Reusing of STP water has able the company to reduce its dependency on ground water.
9.	Procuring advanced indigenous technologies	<ul style="list-style-type: none"> <li>- Extensive use of QR code for laminated boards to counter duplicity of Company's product.</li> <li>- New and improvised veneer peeling machines installed to improve both quality and output of veneer.</li> <li>- Installation of plywood polishing machines.</li> </ul>	By obtaining advanced technologies, the company has able to improve the process and resource efficiency also improved the product quality.
10.	Technology customization	<ul style="list-style-type: none"> <li>- AC machines with R22 refrigerant have been replaced by AC machines with R410A.</li> <li>- Replacing conventional ceiling fans (70-75 watts) with new technology BLDC ceiling fans (35 watts).</li> <li>- Cooling system installed at the new resin kettle to maintain the resin temperature during peak summer.</li> <li>- 11 TR chiller plant installed to improve the quality of resin-treated Kraft paper during peak summer.</li> <li>- Heat exchanger installed to improve refiner and press output in winters.</li> <li>- Interconnecting of energy plant flue gas chimneys.</li> </ul>	The company was able to achieve better utilization of resources through its improved processes.

S. No	Initiative undertaken	Details of the initiative	Outcome of the initiative
11.	Controlling air pollution	To control air pollution, the company fixed individual bad filter with common stack, multi cyclone bag filter with common stack and common bag filter.	This helped the company in maintaining the air pollution level.

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

We have established a robust Risk Management Policy that serves as both a business continuity and disaster management plan. The primary objective of this policy is to mitigate the adverse effects of risks on our business objectives. Recently updated to align with amendments in Listing Regulations, the policy covers various critical areas including strategic/business, information technology, financial, cyber security, and operational risks.

Responsibility for implementing and monitoring the Risk Management Policy lies with the Risk Management Committee. This committee ensures that key risks are identified, assessed, and systematically addressed through ongoing mitigation strategies. The Board and Audit Committee are regularly briefed on the outcomes of risk assessments and the procedures in place to minimize these risks. The Audit Committee specifically oversees financial risks and controls.

**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.**

CPIL is a timber-based company, sourcing approximately 98% of its wood-based raw materials from sustainable agro-forests and plantations that are assessed to have minimal environmental impact. The company has started procuring timber veneer from Gabon, specifically from FSC-certified forests that house "Okoume" trees. These trees, part of short-rotation plantation forests in Gabon, allow for safe and sustainable timber harvesting without resource depletion. These forests are meticulously managed with attention to soil health, weed control, and pest control, ensuring both environmental sustainability and high-quality raw materials that support the Company's economic sustainability.

For wood sourced from local Indian farmers, the Company's proactively educates its vendors and farmers on sustainable plantation practices, considering the impact of modern agriculture on soil health and water tables. Additionally, the company has begun transition to EVs for its logistics and transport assets, introducing electric vehicles for transportation and electric forklifts in its warehouses. The Company has not observed any significant adverse environmental impacts from its activities across the value chain. Looking ahead, the company aims to extend these sustainability expectations to its franchisees as well.

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

Though we currently do not have any environmental assessment for our value chain partners but we are planning to developing a process to assess our suppliers on ESG parameters.

**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.**

CPIL has affiliations with 9 industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	MCC Chamber of Commerce and Industry	National
2	Bharat Chamber of Commerce	National
3	Indian Chamber of Commerce	National
4	Federation of Indian Chambers of Commerce and Industry	National
5	Indian Plywood Industries Research & Training Institute	National
6	The Bengal Chamber of Commerce and Industry	State
7	Federation of Indian Plywood and Panel Industry	National
8	Association of Indian Panel board Manufacturer	National
9	Indian Laminate Manufacturers Association	National



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

Name of authority	Brief of the case	Corrective action taken
The Company has not engaged in any anti-competitive conduct during the reporting year.		

**Leadership Indicators:**

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

Sr. 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
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CPIL engages with industry associations to enhance the industry and public welfare. We engage in these forums on a wide range of stakeholder concerns and policy matters, aiming to influence the development of comprehensive regulations that benefit the entire industry and the public. CPIL's aim is to be a part of the larger policy-development process and not focus only on one subject area.

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.**

**Essential Indicators:**

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

Name and Brief Details of the Project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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Not Applicable

The Company's average CSR obligation in the three immediately preceding financial years remained below ₹10 Crore.

Hence, it is not mandated to undertake impact assessment, through an independent agency, if a Company's CSR projects have an outlay of ₹1 Crore or more. While impact assessment is not mandatory for CPIL's projects, the company acknowledges the importance of evaluating the social impact of its initiatives and internally assesses the effectiveness of its CSR programs. This includes assessment of the extent to which the CSR programs positively impact the targeted beneficiaries and their alignment to the Company's social responsibility goals to contribute to the well-being of the community they serve.

**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 Projects Affected Families (PAFs)	Percentage of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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Not Applicable

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

CPIL actively engages with local communities through Corporate Social Responsibility (CSR) programs designed to uplift marginalized and vulnerable stakeholders. A dedicated CSR committee oversees the identification and implementation of these programs at the grassroots level. Implementing agencies maintain regular communication with local communities to identify and address their needs through CSR activities. The CSR committee conducts continuous engagement with communities via surveys and focus group discussions to understand their needs and ensure CSR activities effectively address them. This ongoing communication enables CPIL to ensure that any concerns or community grievances are effectively addressed.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	3.8%	9%*
Directly sourced from within India	82%	74%

\*The above percentage includes raw material categories chemicals and timber procured by CPIL 's corporate office, Chennai and Karnal facility only. Other CPIL facilities are currently in the process of tracking direct procurement from MSMEs/ small producers.

**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 2023-24	FY 2022-23
Rural	30%	28%
Semi-urban	Nil	Nil
Urban	18%	19%
Metropolitan	51%	53%*

\* FY 2022-23 also included CFS in its boundary, which is classified as Metropolitan.

**Leadership Indicators:**

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

Not Applicable

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

Sl. No.	State	Aspirational District	Amount spent (IN ₹)
None			

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

While the Company mechanisms in place to procure its raw material requirements from suppliers comprising marginalised/vulnerable groups like those from poor economic backgrounds, it is yet to develop a preferential procurement policy for the same

**b. From which marginalized /vulnerable groups do you procure?**

CPIL implements agroforestry initiatives in the vicinity of its manufacturing facilities, particularly in Punjab and Tamil Nadu. This strategy involves encouraging local farmers to cultivate eucalyptus and other fast growing tree species around their fields, as well as promoting large-scale plantations of these species. Through this approach, CPIL procures approximately 98% of its timber requirements from local small farmers.

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

Currently, CPIL procures approximately 98% of its timber requirements from local farmers through agroforestry. The Company is in the process of setting up a mechanism to quantify procurement from such diverse suppliers.

**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:**

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

**6. Details of beneficiaries of CSR Projects:**

<b>Sr. no</b>	<b>CSR Project</b>	<b>No. of persons benefitted from CSR Projects</b>	<b>% of beneficiaries from vulnerable and marginalized groups</b>
<b>VATAVARAN SANRAKSHAN</b>			
<b>(Animal welfare, Conservation of Flora and Fauna, Environmental sustainability)</b>			
1	Tree Plantation (20,69,446 saplings distributed to farmers)	8,468	100%
<b>GYANODAY</b>			
<b>(Education and Livelihood Enhancement Projects)</b>			
1	Udayan Care	10	100%
2	Morning Glory School: Education to mentally challenged and autistic children	90	100%
3	Shree Burrabazar Kumarsabha Pustakalya	458	100%
4	Tagore Foundation School Kolkata	182	100%
5	Help Us Help Them: Free residential learning Centre	1,000	100%
6	Debanjan Sen Foundation	23	100%
7	Parly Nowapara Niranjaan Namghar: Free coaching Centre for females at Cent Ply	40	100%
8	Century Ply Vocational Training Centre	190	100%
9	Sewing School (Palasbari Paridhan kendra & Manpur)	40	100%
10	Vanvasi Kalyan Ashram, Odisha	339	100%
11	Friends of Tribals Society	7,189	100%
12	Gaudiya Mission	1,200	100%
13	Future Hope India	4,072	100%
14	Kurpai Unnayani Society	500	100%
15	Swadeshi Research Institute	200	100%
16	Allsport Foundation	560	100%
17	Gram Bharati Vidya Peeth Society	800	100%
18	Pariwar Milan	150	100%
19	International Divya Parivar Society	300	100%
20	Garden Reach Institute for the Rehabilitation and Research	395	100%
21	Hare Krishna Movement Vrindavan	10,000	100%
<b>SWASTHYA AUR SWACHHATA</b>			
<b>(Healthcare)</b>			
1	Can Kids-Cancer Patients	741	100%
2	Shree Ram Seva Samity Trust	100	100%
3	Institute of Cerebral Palsy	130	100%
4	Nagrik Swasthya Sangh: Free eye treatment	2,160	100%
5	Shree Manav Seva Trust	80	100%
6	Manav Seva Trust	3,000	100%
7	Purvanchal Kalyan Ashram	400	100%
8	Vivekananda Yoga Anusandhana Samsthana	500	100%
9	Dr Bholanath Chakravarty Memorial Trust	95,000	100%
10	Shree Vishudanand hospital: Patients for outdoor service	8,400	100%
11	Vision Mission Foundation: Screening & awareness of Diabetes, Hypertension and Obesity	5,056	100%
12	Bhukailash Welfare Centre: Emergency hospital camp at Ganga Sagar	30,000	100%
13	Mosquito net distribution	150	100%
14	Free Medical camp at Century Ply Vocational Training Centre	100	100%
15	Cuddles Foundation: Distribution of Nutrition supplements and food	394	100%
16	Manovikas Kendra Rehabilitation and Research Institute	500	100%

Sr. no	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
<b>SAMAJIK KALYAN (Reducing inequalities faced by socially and economically backward groups)</b>			
1	Armed Forces Flag Day Fund Kendriya Sainik Board	9	100%

**Note** – The above table consists of number of persons benefitted from CSR projects and excludes animal welfare and broader community welfare CSR activities. The Company contributes significantly to several organisations like Calcutta Pinjrapole Society (providing shelter to cows), Central Kolkata Prerna Foundation (maintains burning ghats), Sri Mahaveer Jain Pashu Seva Kendra (for animal welfare),etc.

## **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.**

At CPIL, to achieve business growth and long-term sustainability, consumer satisfaction is one of the important indicators and through its efforts and commitment, we have always been at the forefront to provide all consumers the level of satisfaction that they expect from us. Since our primary business is of B2B business, therefore on a regular basis we interact and communicate with our architects and the empanelled dealers to find out about any issues they may have with the quality of the products or the terms of the agreement. We also have a process in place to get the feedback from our end-consumers regarding the quality of the products through company’s B2B partners. CPIL also utilizes social media platforms and tools like email to collect customers feedback and complaints directly. To record and document all the customer complaints and provide suitable remedies, we have put in place a formal grievance redressal procedure. CPIL through different architects and empanelled dealers receives consumers’ feedback and complaints on issues related to product quality. The complaint received are handled by the marketing and sales team but in case a further escalation is required then the zonal in-charge designated for each product line (Laminates, Plywood, Particle board, MDF, decorative veneer, New Age Products) is contacted.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	CPIL primarily conducts business with other businesses as a B2B venture and through different dealers the company sells its products to civil contractors and architects and to other industries where our product is transformed into finished goods. The buyer has access to all the information that is being readily available by the CPIL regarding the products. Since NAP (New Age goods) is a unique product variation, 100% of all products carry information on the product itself.
Safe and responsible usage	
Recycling and/or safe disposal	

CPIL as a company complies with all applicable requirements regarding product labelling and information display. In addition, the company offers product-specific safety guidelines and the necessary information as well. To allow consumers to confirm the authenticity of the goods, CPIL started providing barcode on its products. A significant portion of the CPIL's products is Greenguard certified, certifying that the products have a lower level of air emissions during the product’s usage life as compared to a conventional product. The following are a few more notable certificates:

- Laminates: BIS, FSC, Greenguard, GreePro, Indian Green Building Council (IGBC), ISO 9001: 2015, ISO 14001:2015, ISO 45001:2018
- Plywood: BIS, FSC, GreenPro, E0/E1 grade, Indian Green Building Council (IGBC), ISO 9001: 2015, ISO 14001:2015, ISO 45001:2018
- MDF: BIS, CARB Certification Grade, CPIL also offers E0, E1 & E2 grade products with low lifetime air emission capabilities

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy (IT)	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security (IT)	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Others	2914	144	-	3,002	61	-

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

	Number	Reasons for recall
Voluntary recalls	-	None
Forced recalls	-	None

**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, CPIL has an IT policy which includes mechanisms to identify and mitigate cyber risks and privacy breaches. The policy is essential for protecting business processes from potential security breaches and preventing any misuse of customer data and confidential information. CPIL has been ensuring the commitment by following a structured process which is enabled by the guidelines under the policy. Since the policy discussed is an internal policy for the company, therefore it is not available in the public domain.

**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.**

Not Applicable, as no complaints relating to the above-mentioned areas were received in the FY 2023-24.

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches**

Nil

**b. Percentage of data breaches involving personally identifiable information of customers**

Nil

**c. Impact, if any, of the data breaches**

Nil

**Leadership Indicators:**

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

Annual report: <https://www.centuryply.com/annual-report/annual-report>

Company website: Catalogue: <https://www.centuryply.com/catalogues>

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

The company at the time of purchase, provides the consumers with the necessary information, regarding safe and responsible usage of products. Since NAP (New Age goods) is a unique product variation, information about the product is included with 100% of all the goods. CPIL as a company complies with all the applicable requirements regarding product labelling and information display. In addition, we offer product-specific safety guidelines and the necessary information. Since the majority of our products are utilized as intermediate products which is being used to produce a finished goods for the usage of end-consumers, therefore, we do not actively include end users in any kind of product sensitization about safe and responsible usage. CPIL's architects and empanelled dealers take that responsibility.



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

We consistently engage with our customers via social media and news outlets, ensuring that all important updates are communicated through press conferences and social media channels.

**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)**

At CPIL, there is a process in place to communicate to our B2B partners regarding the product-related details and information during purchase. Since we do not directly deal with end-consumers as the product produced by CPIL is being used as an intermediate and we do not directly engage with the customers. Based on the above information, this question regarding the display of product information is not relevant for the company. However, to be well aligned with the changing needs of the consumers, we ensure constant communication with the dealers, retailers as well as architects and builders through our well-established marketing and sales teams for all product lines of CPIL.