

Registered Office / Urse Plant
Finolex Industries Limited
Gat No. 399, Village Urse, Tal.-Maval,
Dist. Pune 410 506, Maharashtra, India
CIN L40108PN1981PLC024153

Tel +91 2114 237251 / 237253
Toll Free 1800 200 3466
Fax +91 2114 237252
Email investors@finolexind.com
Web finolexpipes.com

FINOLEX
PIPES & FITTINGS

27th August 2024

National Stock Exchange of India Limited
Manager – Listing Department
5, Exchange Plaza
Bandra-Kurla Complex
Bandra (East), Mumbai 400 051
Scrip Code: FINPIPE

BSE Limited
Manager – Listing Department
Registered Office: Floor 25
P.J.Towers
Dalal Street
Mumbai 400 001
Scrip Code: 500940

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Ref: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir / Madam,

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with the relevant SEBI Circular(s) as issued from time to time, we are submitting herewith Business Responsibility and Sustainability Report for the Financial Year 2023-24 which forms an integral part of the 43rd (Forty-Third) Annual Report of the Company.

The same is also available on the Company's website of the Company at <https://www.finolexpipes.com/>

You are requested to take the above on your records.

Thanking you,

Yours sincerely,
For **Finolex Industries Limited**

Dakshinamurthy Iyer
Company Secretary & Head Legal
M. No.: A13004

Corporate Office

Finolex Industries Limited
IndiQube 'The Kode' - 11th Floor,
S. No. 134, Hissa No. 1/38,
Baner Pashan Link Road,
Pune - 411045,
Maharashtra, India

Tel +91 20 27408200
Fax +91 20 27489000
Email care@finolexpipes.com
Web finolexpipes.com



Business Responsibility & Sustainability Report (BRSR) 2023-24

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L40108PN1981PLC024153
2. Name of the Listed Entity	Finolex Industries Limited
3. Year of incorporation	1981
4. Registered office address	Gat No.399, Village Urse, Taluka Maval, District Pune, Maharashtra, India - 410506
5. Corporate address	IndiQube - The Kode, 11th Floor, Baner-Pashan Link Road, Baner Gaon, Pune, Haveli, Maharashtra, India - 411045
6. E-mail	investors@finolexind.com
7. Telephone	020-27408200
8. Website	www.finolexpipes.com
9. Financial year for which reporting is being done	2023-2024
10. Name of the Stock Exchange(s) where shares are listed	BSE and National Stock Exchange of India Limited
11. Paid-up Capital	Rs 124.10 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report-	Mr. Dakshinamurthy Iyer Tel: 020 - 27408200 Email: investors@finolexind.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).	This Report is prepared on a Standalone basis
14. Name of assurance provider	Not Applicable for the Financial Year ended on March 31, 2024
15. Type of assurance obtained	Not Applicable for the Financial Year ended on March 31, 2024

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	PVC Pipes & Fittings	97%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	PVC Pipes & Fittings	22209	97%

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	04	08	12
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	-

Remarks: The Company serves PAN INDIA (every state) except Mizoram, Manipur & Sikkim.

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

NIL

c. A brief on types of customers

Finolex Industries Limited is one of the most trusted brands in Pipes & Fittings. We are one of the leading producer of PVC resin, making it the largest backward integrated pipes company in India. We offer wide range of PVC pipes and fittings suitable for applications in agriculture, plumbing and sanitation. Our customers are Farmers, Plumbers, Plumbing Contractors and Builders.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	1,313	1,270	96.72	43	3.27
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1313	1,270	96.72	43	3.27
WORKERS						
4.	Permanent (F)	197	197	100	-	-
5.	Other than Permanent (G)	2,892	2,784	96.26	108	3.73
6.	Total workers (F + G)	3,089	2,981	96.50	108	3.49

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	2	2	100.00	-	-
6.	Total differently abled workers (F + G)	2	2	100.00	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30
Key Managerial Personnel*	1	-	-

*(Excluding Key Managerial Personnel covered under Board of Directors)

22. Turnover rate for permanent employees and workers

	FY 23-24 (Turnover rate in current FY) %			FY 22-23 (Turnover rate in previous FY) %			FY 21-22 (Turnover rate in the year prior to the previous FY) %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.81	16.67	16.8	19.2	20.78	19.25	11.5	31.58	12.15
Permanent Workers	3	-	3	4.38	-	4.38	2.4	-	2.4

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Finolex Plasson Industries Private Limited	Associate	46.35	No
2	Pawas Port Limited	Associate	49.99	No

VI. CSR Details

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

(ii) Turnover (In Crores) : 4,274.10

(iii) Net Worth (In Crores) : 5,537.84

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 web-link for grievance redress policy)	Number of complaints filed during the year (CY)	Number of complaints pending resolution at close of the year (CY)	Remarks (CY)	Number of complaints filed during the year (PY)	Number of complaints pending resolution at close of the year (PY)	Remarks (PY)
Communities	Yes https://www.finolexpipes.com/investors/policies-code-of-conduct/	-	-	-	-	-	-
Investors (other than shareholders)	Yes https://www.finolexpipes.com/investors-investors-relations-centre/	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes then provide web-link for grievance redress policy)	Number of complaints filed during the year (CY)	Number of complaints pending resolution at close of the year (CY)	Remarks (CY)	Number of complaints filed during the year (PY)	Number of complaints pending resolution at close of the year (PY)	Remarks (PY)
Shareholders	Yes https://www.finolexpipes.com/investors/investors-relations-centre/	140	-	-	68	-	-
Employees and workers	Yes https://www.finolexpipes.com/sustainability/	-	-	-	-	-	-
Customers	Yes https://www.finolexpipes.com/sustainability/	1,811	-	-	1,553	-	-
Value Chain partners	Yes https://www.finolexpipes.com/sustainability/	-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Human Rights	R	Risk: <ul style="list-style-type: none"> Responsibility to identify and manage human rights risks in its operation and supply chain and mitigate from adverse risks and consequential damages. 	<ul style="list-style-type: none"> The Company has always been committed to foster a culture of caring and trust. This is embedded in human rights policy and detailed process set along with due diligence procedures to evaluate human rights risks at all levels of operations. Environment Health and Safety (EHS) training, Prevention of Sexual Harassment (POSH), code of conduct related to human rights are covered under employee Induction. 	Negative: <ul style="list-style-type: none"> Any violation can lead to severe reputational, regulatory and damage to the organization.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Talent Management	R/O	<p>Risk:</p> <ul style="list-style-type: none"> • Failure to attract and retain talent by management to support business objectives. • Lack of highly skilled and well-trained employees to contribute to business performance. <p>Opportunity:</p> <ul style="list-style-type: none"> • Continued investment in these areas will benefit our employees and positively impact business and our stakeholders. 	<ul style="list-style-type: none"> • The Company continues to assess and develop our employees' capabilities across levels and geographies. The company invested in talent by providing them learning opportunities, access to mentoring / coaching, business projects and continue to mobilize them into critical roles. • The company invested in functional training programmes for management, employees & workers to build a future ready and resilient organization. 	<p>Negative:</p> <ul style="list-style-type: none"> • High training and recruitment costs <p>Positive:</p> <ul style="list-style-type: none"> • Enhanced innovation and productivity, Increased employee engagement and retention, leading to a more skilled workforce.
3	Occupational Health and Safety	R	<p>Risk:</p> <ul style="list-style-type: none"> • Inherently associated with business activities and processes. Occupational Health & Safety has an impact on employee well being and productivity impacting business of the Company. • Non- compliance with safety measures by employees. 	<ul style="list-style-type: none"> • Implementation and strict adherence of robust OHS management system and process safety management to address the risks. • The Company has in place proactive measures like HIRA, safety walks, Job Safety Analysis (JSA), Hazard and Operability study (HAZOP), Risk and Consequences Analysis, and Safety Audits. The Company complies with all applicable Health and Safety regulations. 	<p>Negative:</p> <ul style="list-style-type: none"> • Accidents can put life / property in danger and impact overall productivity and result in financial loss to the Company.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Resource Management	R	<p>Risk:</p> <ul style="list-style-type: none"> Water availability in extreme weather conditions may lead to downtime and reduced productivity. 	<ul style="list-style-type: none"> Rain water harvesting by using ground water recharge and surface reservoirs is being practiced. Possibility of recycling of treated effluent to 100%. 	<p>Negative:</p> <p>Business disruption due to:</p> <ul style="list-style-type: none"> Water shortage. High water Cost. Reputational implications.
	Resource Management	O	<p>Opportunity:</p> <ul style="list-style-type: none"> Water conservation measures can help in cost savings by reduction in water consumption and associated costs such as water and waste water treatment. 		<p>Positive</p> <ul style="list-style-type: none"> Achieving long term cost benefits and improved water footprint.
	Resource Management (Energy)	R / O	<p>Risk:</p> <ul style="list-style-type: none"> Risks and mitigation associated with energy management are covered under climate change. <p>Opportunity:</p> <ul style="list-style-type: none"> Improved operational efficiency. 	<ul style="list-style-type: none"> Undertaken measures to conserve energy at Company's facilities by using energy-efficient measures and implementing energy saving SOPs and practices to ensure optimal energy consumption at our plants. Conduct internal energy audits periodically to monitor process gaps and ensure continuous improvement. 	<p>Negative:</p> <ul style="list-style-type: none"> Potential for increased compliance and environment costs. <p>Positive:</p> <ul style="list-style-type: none"> Reduced energy costs, improved profit margins, and enhanced competitiveness. Reduced carbon footprint, and potential for government incentives. Avoidance of penalties and ensured operational continuity.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Operating and Financial Performance	R/O	<p>Risks:</p> <ul style="list-style-type: none"> Loss of investor's and stakeholder's trust due to non-compliance. Loss of brand value and reputation. <p>Opportunity:</p> <ul style="list-style-type: none"> Positive returns for stakeholders and investors. Business growth due to robust and consistent economic performance. 	<ul style="list-style-type: none"> FIL has robust corporate governance practices, stringent policies and procedures and a comprehensive financial management and business continuity plan to ensure consistent economic performance. 	<p>Negative:</p> <ul style="list-style-type: none"> Decreased revenue due to loss of stakeholder trust. Increased cost to Company due to regulatory non-compliance. <p>Positive:</p> <ul style="list-style-type: none"> Increased revenues as a result of prudent financial growth.
6	Corporate Governance	R	<p>Risk:</p> <ul style="list-style-type: none"> Strong corporate governance is core to achieve the Company's objectives and any risks or non-compliance can undermine stakeholder's trust, damage reputation and disrupt business. 	<ul style="list-style-type: none"> The Company has put in place strong corporate governance framework as per regulatory guidelines. It has in place a fair, transparent & accountable Corporate Governance structure across its hierarchy to safeguard the interests of all stakeholders. There is an effective mechanism, supported by strong policies to supervise the Executive Management and oversee the critical functions of the Company. 	<p>Negative:</p> <ul style="list-style-type: none"> Poor corporate governance or unethical practices may lead to loss of confidence of stakeholders including investors and customers.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Climate Change	R	<p>Risk:</p> <ul style="list-style-type: none"> Changes in climate related regulations and policies. Climate-related events such as extreme weather conditions, natural disasters, or disruptions in raw material availability can affect our supply chain. Reputational risks for companies that are perceived to have a negative environmental impact. 	<ul style="list-style-type: none"> Mitigation measures to reduce greenhouse gas emissions (such as engaging in long term renewable PPAs, installation of roof top solar systems etc.),improve energy efficiency. Monitoring and reporting on climate performance, including setting targets and tracking progress towards emissions reductions and other climate-related goals. 	<p>Negative:</p> <ul style="list-style-type: none"> Climate-related risks can have financial implications including increased costs of energy, raw materials, and compliance with environmental regulations. <p>Positive:</p> <ul style="list-style-type: none"> Initiatives taken around climate change has a positive implication towards business.
8	Data privacy and security	R	<p>Risk:</p> <ul style="list-style-type: none"> Loss of the Company's and stakeholders' sensitive information due to theft or system breakdown. 	<ul style="list-style-type: none"> Strengthening the cybersecurity and information security measures by aligning with global frameworks and best practices. 	<p>Negative:</p> <ul style="list-style-type: none"> Loss of sensitive data can result in regulatory non compliance and penalties.
9	Quality management and Product stewardship	O	<p>Opportunity:</p> <ul style="list-style-type: none"> Emphasizing product quality allows the Company to differentiate its brand in the market. Delivering high quality products enhances customer satisfaction and builds trust. 		<p>Positive:</p> <ul style="list-style-type: none"> Differentiation with competitors and increased customer trust leads to higher sales volumes, revenue growth and increase in brand reputation.
10	Ecosystem and biodiversity	R	<p>Risk:</p> <ul style="list-style-type: none"> Impact of operations on the biodiversity in the vicinity of FIL's manufacturing plants. 	<ul style="list-style-type: none"> Conducting biodiversity studies to measure Biodiversity index and develop plans as per outcome of the study. 	<p>Negative:</p> <ul style="list-style-type: none"> Long term risk of ecosystem degradation and Biodiversity leading to reputational risk.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Environment Management	R	<p>Risks:</p> <ul style="list-style-type: none"> • Changing regulatory scenarios can lead to non-compliance • Adverse impacts on the environment from production sites. 	<ul style="list-style-type: none"> • Implementation of robust Environmental management system, ESG policy, SHE policy to address the risks. 	<p>Negative:</p> <ul style="list-style-type: none"> • Financial risks associated with compliance and regulations leading to reputational risks.
12	Sustainable supply chain	R/O	<p>Risk:</p> <ul style="list-style-type: none"> • Inefficiencies in the sustainable supply chain and high dependency on limited suppliers/ vendors can cause supply chain disruptions in case of adverse macro-economic scenarios. <p>Opportunity:</p> <ul style="list-style-type: none"> • Maintaining strong and long-standing relationship with suppliers/ vendors through effective relationship management and drive responsible procurement/ sourcing practices. 	<ul style="list-style-type: none"> • Regular supplier interactions while adding value to its business relationships. These suppliers are selected based on social, ethical and environment norms. Also, supplier Code of Conduct (COC) covers EHS parameters to be adhered to. • Engaging in awareness, communication, and interaction sessions with suppliers will result in positive relationship building and it will help to build responsible and sustainable operations in supply chain. 	<p>Negative:</p> <ul style="list-style-type: none"> • Supply chain disruptions can lead to disturbed production schedules and delayed deliveries. <p>Positive:</p> <ul style="list-style-type: none"> • Opportunity to have a strong and compliant supply chain system which ensures low risk on environmental and social parameters.
13	Community Development	O	<p>Opportunity:</p> <ul style="list-style-type: none"> • Need Assessment done prior to project execution helps us develop strong community relations and ensure social consent to operate. 		<p>Positive:</p> <ul style="list-style-type: none"> • The benefits CSR endeavours bring to the community generates goodwill and enhances the Company's reputation.
14	Risk management	O	<p>Opportunity:</p> <ul style="list-style-type: none"> • The Company is better placed to identify and mitigate risks and leverage upcoming opportunities. 	<ul style="list-style-type: none"> • Risk Management Policy, RMC and Internal Audits conducted. 	<p>Positive:</p> <ul style="list-style-type: none"> • Avoiding loss of revenue by preventing adverse impacts of unprecedented risks.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.finolexpipes.com/esg/ https://www.finolexpipes.com/investors/policies-code-of-conduct/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All plants of the Company are certified for Quality Management Systems as per ISO-9001:2015. Ratnagiri plant is certified for Integrated Management System (Quality Management System, Environment Management System & Occupational Health and Safety Management System) as per ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. Ratnagiri plant is also certified with Responsible Care (RC) logo. Our products pipes and fittings conforms to relevant Bureau of Indian Standards and ASTM standards as applicable								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>ENVIRONMENT</p> <p>Reduce Carbon Footprint</p> <ul style="list-style-type: none"> • 100% electric powered forklifts by 2030 at all the plants • Implement Responsible care programme at all Plants by 2025 <p>Biodiversity</p> <ul style="list-style-type: none"> • Conduct Biodiversity study in Ratnagiri Plant by 2025 • Plantation of 1,00,000* trees by 2025 with regular monitoring of the survival rate of the saplings <p><i>(*increase plantation from present 62,000 to 1,00,000 nos).</i></p> <ul style="list-style-type: none"> • Public commitments to no deforestation and publicly available biodiversity policy <p>Renewable Energy</p> <ul style="list-style-type: none"> • At least 15% of Power Consumed to come from Renewable Sources <p>ESG Policy</p> <ul style="list-style-type: none"> • Establishing ESG policy framework and monitoring mechanism by 2023 • Implementation of an Organization-wide ESG policy by 2023 • >95% coverage of ESG awareness/training sessions for eligible employees across the organization by 2023 <p>Attract & Nurture Talent</p> <ul style="list-style-type: none"> • Maintain employee turnover rate consistently under 15% <p>Ensure Data Privacy & Security</p> <ul style="list-style-type: none"> • ISO 27001:2013 certification for information security Management System 								

- 100% of employees to be trained on information security by 2023

Code of Conduct (CoC)

- >95% compliance with Employee CoC through written / digital acknowledgement and regular training of eligible employees by 2023
- >95% Compliance of the Third-party CoC through written/ digital acknowledgment and regular training of eligible third party personnel by 2025

6. Performance of the entity against the specific commitments, goals and targets of environment.

along-with reasons in case the same are not met.

- 70% of diesel forklifts were replaced with Electric forklifts.
- 3.2 % share of renewable energy (from 0% in FY 2022-23 to 2023-24)
- Responsible Care Certificate received for Ratnagiri PVC & pipes plant. Implementation initiated at other plants with formation of team.
- Biodiversity study for Ratnagiri plant – Initial assessment work completed in 2023-24.
- Plantation increased from present 62,000 to 80,000 nos. (all sites).
- Biodiversity Policy under review.
- ESG policy hosted on website
- Deforestation policy hosted on website

Apart from the above the Company undertook following environmental & employees well-being initiatives in FY 2023-24:

- Implemented several energy conservation initiatives resulting in energy savings of more than 20,000 tCO₂e.
- Commissioned 0.5 MW solar roof top system at Badhalwadi plant, Maharashtra.
- More than 2,60,000 m³ effluent recycled.
- 3,15,473 m³ Rain water harvested
- Employee turnover rate FY 2023-24 was 16.8%
- The trainings related to EHS, POSH, Code of Conduct (CoC) are completed for all the existing employees. 953 Employees covered in EHS TRAINING (63%), 1,277 employees covered in POSH training (84%).
- Mandatory online course on Information Security Awareness assigned to all the employees on Learning Management System (LMS). Total 81% employee have already completed the Information Security Awareness course.
- Mandatory online course on CoC assigned to all the employees on LMS. Total 85% employee have already completed the CoC course.
- The Company is in process of implementation of ISO 27001:2022 with certification & targeted to be completed by December, 2024

Governance, leadership and oversight

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

In an era of increasing focus on sustainability, responsible business practices, and stakeholder engagement, Environmental, Social, and Governance (ESG) governance has emerged as a crucial aspect of corporate management. ESG governance encompasses the systems and processes through which organizations integrate environmental, social, and governance considerations into their decision-making, operations, and risk management frameworks. For us at FIL, sustainability has been our very essence over the years. Anything we do, has to be done well. Every action takes into account the larger picture, at present, and into the future. Like the farmers we work for have taught us, the seeds of big ideas we plant today, will only bear fruit in the future. And we have the patience and the will to wait. This applies to every aspect of our business: our products, processes, profits, and plants. It also extends to our 'parivaar'- our family of employees, farmers, dealers, homeowners, plumbers, and the communities we work with. In every step we take, we keep them and the environment in mind. We invest in them, in their future, and in our collective future.

We have embarked on our ESG journey to grow holistically as an organization and create value for all our stakeholders. We took our first step in this direction in FY 2021-22 by gaining the 'Responsible Care' accreditation from the Indian Chemical Council. Through this, we strive to drive continuous improvement in safe chemicals management and achieve excellence in environmental, health, safety, and security performance. It is our constant endeavour to deliver products and services of the highest quality to our customers while ensuring minimal harm to the environment and society. In FY 2021-22, we started our ESG journey, and set specific goals on all the three pillars of the ESG i.e., Environment, Social and Governance. These goals include reduction of carbon footprint, benchmarking by assessment of biodiversity, tree plantation, adoption of policies on ESG and Code of Conduct and also on IT security. As a result, in FY 2023-24, we have replaced 70% of diesel driven forklifts (from 33% in FY 2022-23) with electric forklifts, reduced more than 20,000.00 tCO₂e (from 8500 tCO₂e in FY 2022-23) through various energy conservation drives, recycled more than 2,60,000 m³ of treated effluent back to process, harvested more than 3,15,000.00 m³ rain water, increased the share of renewable energy from 0% in FY 2022-23 to 3.2% in FY 2023-24 and adopted our ESG policy.

Over these last four decades, we feel we are just getting started, and the hardest work still lies ahead of us, and that is what fills us with purpose and excitement for the future. The legacy we have built so far has brought together a large, thriving family. It is a legacy that unites. It is a legacy that makes the future bright and filled with possibilities. We all know that the climate change is the biggest business challenge in coming years since we are experiencing an unprecedented scale of the extreme weather events such as heat waves, floods, cyclones. To ensure the positive environmental footprint, we are focusing on enhanced use of renewable energy resources as well as the reduction of specific energy consumption. It is our collective responsibility to take care of mother earth and use natural resources efficiently at each of our manufacturing facilities.

Ajit Venkataraman

Managing Director

DIN: 07289950

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- | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | At the highest level, the Board of Directors of the Company, led by Mr.Ajit Venkataraman, Managing Director and Mr. Saumya Chakrabarti, Director - Technical have the primary role to protect and assess the policy(ies) performance of Business Responsibility. |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | The Company's Risk Management Committee reviews the Company's sustainability targets and performance on a regular basis. |
-

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																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	7	The Board members and Key Managerial Personnel of the Company are familiarized with updates relating to regulatory updates, risk management, health, safety & environment, business performance, operations, HR and CSR initiatives at the quarterly Board/ Committee Meetings. The Executive Directors participated in ESG Materiality Assessment Survey.	100

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	11	The KMPs participated in ESG Materiality Assessment Survey and workshop and were also familiarized on the principle of Environment, Social and Governance released by SEBI/MCA. In addition, KMPs attended training and awareness programmes covering topics on Code of Conduct, Prevention of Sexual Harrasment (POSH), IT Security etc.	100
Employees other than BoD and KMPs	5	POSH, Code of Conduct, Information Security, Induction on Employee Benefits/regulations, Environment, Health & Safety (EHS)	85
Workers	5	POSH, Code of Conduct, Information Security, Induction on Employee Benefits/regulations, Environment, Health & Safety (EHS)	99

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

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine Settlement Compounding fee					Refer to the Company's website for all disclosures made under Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 at https://www.finolexpipes.com/investors/compliance-report/

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment 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.

Case Details

Name of the regulatory/ enforcement agencies/ judicial institutions

Refer to Question 2 above

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

Yes. The Company has zero tolerance towards all forms of bribery and the Company sensitizes this aspect in our dealings with the various entities that it comes in contact with and remain committed to its Core Values (Customer Centricity, Ethics, Transparency, Teamwork and Ownership) in all situations. In particular, the Company prohibits offering, promising, giving or authorizing others to give anything, either directly or indirectly, to any person or entity for the purpose of influencing the recipient under any circumstances. FIL employees, its third parties and suppliers are required to mandatorily comply with the requirements of the Company's Anti-Bribery and Anti-Corruption Policy ("ABAC Policy"). The mechanism and procedure to deal with the complaints are mentioned at ABAC policy is available at web link <https://www.finolexpipes.com/esg/>.

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

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 23-24 (Current Financial Year)		FY 22-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

NA

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

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Number of days accounts payables	30	27

9. Open-ness of business

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

Parameter	Metrics	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
*Concentration of Purchases	Purchases from trading houses as % of total purchases	59.29	68.01
	Number of trading houses where purchases are made from	33	25
	Purchases from top 10 trading houses as % of total purchases from trading houses	80.63	89.20
Concentration of Sales	Sales to dealers / distributors as % of total sales	99.48	98.60
	Number of dealers / distributors to whom sales are made	751	777
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	18.79	17.86

Parameter	Metrics	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	Sales (Sales to related parties / Total Sales)	NIL	NIL
	Loans and Advance (loans and Advances given to related parties/ Total Loans and advances	NIL	NIL
	**Investments (Investments in related parties / Total Investments made)	NIL	NIL

* For Purchases calculation, we have considered direct material plus energy consumed for resin production.

** Remarks: Investment in Pawas Port Ltd. Rs. 0.05 Cr, Finolex Plasson Industries Pvt. Ltd. Rs. 7.50 Cr as at March 31, 2024 and March 31, 2023 respectively.

Leadership Indicators

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

The Company has carried out extensive awareness programs throughout the financial year to demonstrate a proactive approach to upholding legal principles. All our value chain partners have been educated and engaged through these initiatives regarding our products' specifications, usage and applications. Also, the program highlights and emphasizes on the organization's Awards & recognitions, exhibiting its commitment to excellence and industry leadership. Partners can gain a clear understanding of the products' intended uses and potential applications. By directing these mindfulness programs, Finolex Businesses reiterated its commitment to transparency, accountability, responsibility, and adherence to legitimate standards. We have a competent technical team to provide the partners in the value chain with training and a presentation.

The Company has launched Plumber Loyalty Programme in selected cities in India. Plumber loyalty program is a rewards program that recognizes and compensates plumbers for their steadfast commitment to the Company's brand/business. The program is designed to incentivize plumbers to continue working with the Company and to encourage them to recommend the Company's product to end customers & fellow plumbers.

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
*4,391	Company overview, usage of products in plumbing segment, relevant areas for product availability	68

* Value chain partners (viz. plumbers, retailers, Key Influencers, etc.) are covered for the above awareness programmes.

In case of suppliers, the Company ensures that they adhere to the Supplier Code of Conduct (COC) which covers environment, health, safety and human rights parameters and must sign the COC as part of the on-boarding process.

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. The Company has processes in place to avoid / manage conflict of interest involving members of the Board. The Company's Code of conduct for Board of Directors and senior management specifically covers the topic of Conflict of Interest. The code of conduct can be accessed at <https://www.finolexpipes.com/esg/>

In order to avoid/manage conflicts of interest, the Company obtains a mandatory declaration and affirmation from Board members and senior management to that effect, which is signed by the Managing Director, and part of the Company's Annual Report. No instance of corruption and conflict of interest has been identified during the year under review. The declaration ensures that the members of the Board and senior management are in compliance with the Company's code of conduct Guidelines.

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**

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	9	7	Replacement of machinery with high energy efficiency, thereby reducing the energy demand and consumption. Apart from that expenditure was incurred for the treatment of waste water, installation of solar panels, infrastructure improvement and other HSEF related areas.

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

Yes

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

Around 90% of the direct purchases are sourced sustainably, through reputed suppliers. These reputed suppliers are selected based on social, ethical and environment norms. Also, supplier Code of Conduct (COC) covers EHS parameters to be adhered to and supply chain partners must sign the COC as a part of the contract documents. The PVC production of the Company is mainly captively consumed.

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

The Company continuously exercises and practices the recycling and reusing of waste as per the regulatory norms. The plastic wastes are recycled as per the regulatory and standard norms and plastic waste is channelized to recyclers. E-waste is sent to authorized dismantlers / recyclers for recycling and Hazardous waste is sent to approved CHWTSDF (Common Hazardous Waste Treatment Storage and Disposal Facility).

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

Yes, EPR is applicable to us as Brand Owner and it is in line with Pollution Control Boards requirement.

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
22209	Pipes and fittings	97	Cradle to grave	No	No
20131	PVC Resin	3	Cradle to grave	No	No

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

Name of Product / Service	Description of the risk / concern	Action Taken
No significant social or environmental concerns or risks were identified.		

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

Indicate input material	Recycled or re-used input material to total material %	
	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Recycle in house crushed material	4.3	2.8

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 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste		-			-	
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
PVC Resin	29% Packaging

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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,270	1,270	100	1,270	100	-	-	1,270	100	-	-
Female	43	43	100	43	100	43	100	-	-	-	-
Total	1,313	1,313	100	1,313	100	43	3.27	1,270	96.72	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	197	197	100	197	100	-	-	197	100	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total											
*Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*other than permanent workers insurance and benefits are covered by their respective facility provider

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

	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.08%	0.07%

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

Benefits	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others – please specify						

*Remarks: The Company is maintaining gratuity trust. The employees & workers who falls within the ESI limit are 100% covered, i.e wherever ESI is applicable (whose gross salary is less than ₹ 21,000/-) 100% employees & workers are covered under the ESI scheme. In addition where the employees & workers are above the ESI limit they are covered under WC (Workmen Compensation) Policy.

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

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

Yes, the Company has adopted Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder. The Equal Opportunity Policy is available on the website of the Company and can be accessed at <https://www.finolexpipes.com/sustainability/>

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	100	100
Female	100	100	100	100
Total	100	100	100	100

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 where workers or their representatives can raise their grievances in areas like wages, discrimination, child labour, human rights related issues etc.</p> <ol style="list-style-type: none"> 1. Any workman desirous to redress the grievance arising out of employment or relating to unfair treatment or wrongful exaction on the part of a superior shall either himself or through a trade union of which he is a member, submit a complaint to the Manager or any Officer appointed by the Manager in this behalf. 2. The Manager or any such officer shall cause to be investigated the complaint at such times and places as <ol style="list-style-type: none"> i. The workman and any other workman of his choice, or ii. Where the complaint is made through a trade union of the workmen of the establishment, a member of such union shall have the right to be present at such investigation. Where the complainant alleges unfair treatment or wrongful exaction on the part of a superior, a copy of the order finally made by the Manager shall be shared to the complainant if he asks for. In other cases the decision of the investigation officer and the action, if any, taken thereon by the Manager shall be intimated to the complainant. provided that complaints relating to assault or abuse by any person holding a supervisory position or refusal of an application for urgent leave shall be inquired into as early as possible by the Manager or such other officer or officers as workmen may appoint. The decision of the Manager upon any question arising out of, in connection with, or incidental to these Standing Orders shall be inquired into as early as possible by the Manager or such other officer or officers as workmen may appoint. <p>Further Our “Dial HR - Happy to Listen” initiative serves as a dedicated platform for employees to share their feedback, concerns, and suggestions in a confidential and supportive manner. This program reflects our emphasis on open communication and ensuring that employee voices are heard and valued.</p>
Other than Permanent Workers	<p>Yes. The Company has grievance redressal mechanism in place wherein employee can raise their grievances with respective HR department. The HR department shall take appropriate action and resolve the grievance within a reasonable time.</p> <p>Further Our “Dial HR - Happy to Listen” initiative serves as a dedicated platform for employees to share their feedback, concerns, and suggestions in a confidential and supportive manner. This program reflects our emphasis on open communication and ensuring that employee voices are heard and valued.</p>

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

Category	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
Total Permanent Workers						
- Male	197	197	100	203	203	100
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 23-24 Current Financial Year					FY 22-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,270	973	76.61	1,206	94.96	1,229	1,229	100	1,110	90.32
Female	43	33	76.74	43	100	41	41	100	36	87.80
Total	1,313	1,006	76.61	1,249	95.12	1,270	1,270	100	1,145	90.15
*Workers										
Male	2,981	2,981	100	2,981	100	3,043	3,043	100	3,043	100
Female	108	108	100	108	100	18	18	100	18	100
Total	3,089	3,089	100	3,089	100	3,061	3,061	100	3,061	100

*Note: In this FY 23-24 BRSR reporting, we have considered permanent & other than permanent workers, for FY 22-23 report, data for only permanent worker was provided. Further we ensure that training to other than permanent workers on Health and safety measures and Skill upgradation is provided by their respective facility provider.

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

Category	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,270	1,086	85.51	1,229	1,006	81.85
Female	43	35	81.39	41	29	70.73
Total	1,313	1,121	85.37	1,270	1,035	81.49
*Workers						
Male	197	197	100	203	203	100
Female	-	-	-	-	-	-
Total	197	197	100	203	203	100

*Note: Performance and career development review of other than permanent workers/employees is taken care by their respective facility provider.

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?**

Yes. The Company strives to ensure that it provides a safe and efficient workplace, well-being and safety by providing the highest safety standards. The Company has in place Safety Health and Environment (SHE) policy to ensure a safe and healthy working environment across all plants and offices with required safety protocols.

As part of Company's Integrated Management system, FIL is certified with ISO 9001 - Quality, ISO 14001 - Environment and ISO 45001 - Occupational Health and Safety. FIL is involved in different activities to ensure the safety of employees from hazards, work-related injuries, recordable work related injuries, and ill health. Several initiatives have been taken up like organizing national safety week, national fire services week, workplace inspections and audits, first aid training, and mock drills to improve the overall working and operation of the Company. All the employees and other non-executive staff actively in such activities/initiatives.

The Company successfully implemented Process Safety management System (PSM). FIL's PSM system consists of 11 elements and 27 procedures. PSM elements guides on risk assessment and hazard control, standardized way of operation and maintenance (SOP/SMP), mechanical integrity and reliability of equipment and system. Safe work practices cover material handling, road transportation of material, lifting of equipment and standardization of PPE. All incidents including near misses are reported, investigated, and analysed for corrective actions.

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

Pre-start up Safety Review (PSSR) is followed prior to start up to ensure that all safety systems are in place. Considering complexity of process and known hazards, the Company follows below methodologies to address the risks:

- 1 Hazard and Operability (HAZOP) Study** - Hazard & Operability study (HAZOP) is a systematic way to identify possible SHE hazards in the system and suggest recommendations. It is a process of examining Piping and Instrumentation Diagram (P&IDs) by applying guide words and parameters to all pipes and vessels in the process. This explicitly identifies the hazards, the potential failures, and the potential causes of failure and the recommended actions to address the issues.
- 2 Failure Modes and Effects Analysis (FMEA)** - FMEA study is conducted for critical equipment and processes. The Company uses it to design a process, review and improve a process which further acts as an efficient process control. Its' step-by-step approach identifies each failure mode, with the analysis, then estimating the effects of failure and devising ways of controlling the process so that failure can be prevented.
- 3 Fault Tree Analysis (FTA)** - This analysis method is mainly used in Safety engineering and reliability engineering to understand how systems can fail and to identify the best ways to reduce the risk or to determine event rates of an accident or a particular system failure. This helps the Company in highlighting the critical components related to system failure and to prioritize the action items in order to solve the problems.
- 4 What-if method** - It is done for critical equipment where failure is possible by different modes and failure can cause a hazardous situation.
- 5 Job Safety Analysis (JSA)/ Task Risk analysis** - JSA is conducted for any jobs involving high risk & critical job.
- 6 Reporting of unsafe condition** - Any worker / employee from any department can report unsafe condition from the work premises related to safe operation of the process.
- 7 Other Measures** such as Safety Walk, Safety Audit and Safety Report are carried to identify work-related hazards and assess risks.

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

Yes. The Company ensures that it continuously reviews and improves health and safety performances. All activities relating to monitoring, emergency handling, and team review are supervised and directed by the Director-Technical cum Occupier. The safety committee consists of members from both executive and workers category which addresses the safety concerns to ensure highest safety at office and plant

locations. Self-spot audit reporting system has been developed to assess the work at plant & reporting unsafe act and conditions by workers. To further improve awareness on HSE, the Company had organized various programmes such as National Safety Week, Fire Service Week and World Environment Week. These programmes covered imparting training on work place safety, fire prevention and control, conducting quiz and poster competitions and safeguarding health of the workers by taking safety & environment oath.

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

Yes. Employees and workers have access to non-occupational medical and healthcare services. Medical centers and first aid facilities are available for both employees and workers. They are covered under the Group Medclaim and Group Accident policy.

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

Safety Incident/Number	Category*	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total injuries recordable	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Health and safety are of prime importance to all FIL's operations and the Company is committed to achieving the comprehensive well-being of all the employee and their environment. FIL's aim and focus are to strive towards efficient workplace well-being and safety by providing the highest safety standards. Following are some of the measures and practices that are being followed by the Company in order to ensure a Safe and Healthy workplace for its employees & workers:

1. The Company is in alignment with Integrated Management system, and is certified with ISO 9001 - Quality, ISO 14001 - Environment and ISO 45001 - Occupational Health and Safety. Our management's goal is to prevent all SHE incidences, nearmiss event injuries and occupational illnesses within its operations and to ensure the reliability of plant and equipment.
2. Safety and health are the core value of our organisation and several initiatives have been taken up like organising National Safety week, National Fire Services week, Environment Week Workplace Inspections & Audits, First Aid training, and Mock Drills periodically to improve the overall working and operations of the Company.
3. Implementation of risk assessment measures by organising safety walks and evaluating existing and new process facilities of the operating plant having a potential of SHE hazards. This helps to identify and evaluate potential risk, unsafe conditions, and use of various techniques for risk assessment and recommendations like Hazard Operability Study (HAZOP), Job Safety Analysis (JSA), etc. .
4. To ensure that the SHE policies are implemented effectively, the company designed Standard Operating Procedure (SOP) to be followed for safe and efficient working conditions. This written SOP contains Standards Maintenance Procedure (SMP) which further helps to establish and obtain quality work and in turn enhances reliability. This also helps to additionally train and develop employees and contractors for required competence.
5. The Company has implemented periodic evaluation of value chain partners – i.e. contractors and make them aware of the basic SHE requirements and compliances thereof. The Company conducts Pre-Startup SHE Reviews (PSSR) before the initial start-up of new facilities or restart of modified facilities in order to know the risk associated.

6. Periodic inspection of mechanical, critical systems, devices and pressure vessels at plant locations is carried out along with a continuous review of its operation and maintenance.
7. The Company has established safe handling and storing unit in Company's premises for the safe transport (inward and outward) of chemicals and materials.

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

	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (through Internal and External Safety Audit, insurance agencies).
Working Conditions	100% (through Internal and External Safety Audit).

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

All the risks or concerns identified in ISO 45001 through HIRA have been addressed. Corrective actions have been taken post participation and consultation of managerial and non-managerial employees and workers. Effectiveness of the corrective actions have also been monitored.

Leadership Indicators

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

Yes. The Company extends life insurance coverage for work related death of its employees and workers benefits are extended as per applicable Labour laws such as Employee State Insurance Act, 1948, Employee Provident Funds and Miscellaneous Provisions Act, 1952, Workmen's Compensation Act, 1923 and Group Personal Accident benefits (policies are in place).

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

The Company follows a detailed compliance procedure to ensure all statutory clearance and compliances are met by its value chain partners. Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the Purchase Order / contract agreement with the value chain partners. The Company ensures that all the relevant clauses dealing with statutory compliance are validated and honoured by its value chain partners.

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 are 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 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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 (Critical talent is retained on consultancy or retainer-ship model).

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	58
Working Conditions	58

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. The value chain partners were assessed for health, safety practices and working conditions and no significant risks or concerns were identified based on receipt of their responses.

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.

Our stakeholder identification and prioritization process are based on the principles of inclusivity, materiality, and responsiveness. The nature of our engagement with stakeholders depends on the stakeholder category, their expectations from us, and the criticality of the relationship. The key stakeholders inter-alia include our dealers, retailers, customers, shareholders / investors, employees, suppliers, community, media and regulators. We continuously engage with them through various online and offline modes such as surveys, conferences, investor meets, regular interaction, workshops, impact assessments, etc. The Company strives to proactively address every stakeholder requirements through various initiatives, policies and programs.

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

Stakeholder Group	Whether identified as vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annual / Half yearly / Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Dealers/ Retailers/ Customer	No	<ul style="list-style-type: none"> Dealers/ Retailers Meet Trainings Field meetings Telephonic conversations/Call Centre Help desk Email interaction 	Regularly on a need basis	<ul style="list-style-type: none"> Easy Access to products and services Reliable supply of best-in-class products and services
Investor/ Shareholder	No	<ul style="list-style-type: none"> Investor Presentation/ Analyst meet Annual General Meetings Media releases Financial results declaration Annual Reports, Sustainability Reports, websites 	Quarterly / Annually	<ul style="list-style-type: none"> Information on Company's financial and non-financial performance Transparent disclosures good governance practices
Community	Yes (Some of the Company's CSR Project / activities Beneficiaries)	<ul style="list-style-type: none"> CSR partnership with Mukul Madhav Foundation Contribution towards various causes like education, healthcare, rural development, environment initiatives 	<ul style="list-style-type: none"> Social Contribution /CSR activities Community Impact assessment surveys Complaint and grievance mechanism 	<ul style="list-style-type: none"> Proactive Involvement Community Development
Employees	No	<ul style="list-style-type: none"> Employee engagement programs Internal publications and circulars Feedback and surveys Performance updates Learning and development programmes. 	<ul style="list-style-type: none"> Daily (Department wise internal interaction) L&D programmes, Feedback, and survey conducted periodically Half yearly /annually 	<ul style="list-style-type: none"> Health and Safety Opportunities for personal and professional growth Learning and development Work-life balance and career progression Transparency and involvement in Company's strategies

Stakeholder Group	Whether identified as vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annual / Half yearly / Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	<ul style="list-style-type: none"> • Meetings • Conferences and workshops • Communication via telephone, email, etc. 	<ul style="list-style-type: none"> • Regularly on a need basis 	<ul style="list-style-type: none"> • Long term relationship • Quick response to queries • Services support and timely deliveries
Media	No	<ul style="list-style-type: none"> • Written Communications • Interviews and Forums Meetings • Publications & Announcements 	<ul style="list-style-type: none"> • Frequency of engagement is on a need basis 	<ul style="list-style-type: none"> • Credible information on progress to stakeholders
Regulators	No	<ul style="list-style-type: none"> • Meetings • Representation through trade bodies Workshops • Written communication 	<ul style="list-style-type: none"> • Frequency of engagement is on a need basis 	<ul style="list-style-type: none"> • Compliance with rules and regulations • Timely reporting through various compliance-based forums

Leadership Indicator

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

The Company has set up various Board committees which are responsible for evaluating and overseeing the Company's strategy on its Environmental, Social and Governance (ESG) journey, in making the Company more resilient, sustainable, and nurturing organization. These committees are ESG Committee, Risk Management Committee, Stakeholder's Relationship Committee, Corporate Social Responsibility Committee and Safety Committee. Quarterly performance update and reviews were conducted by the respective committees on these topics and consolidated performance report and outcome were presented to the Board in their quarterly meetings. As per their respective terms of reference, various Committees (statutory as well as internal) meet at regular intervals to assess and review the performance of the Company in various areas.

The Company carries out frequent interactions with varied group of stakeholders. Functional teams periodically interacts with diverse stakeholders who then communicate their concerns and feedback on economic, environmental and social topics/issues to the Board members.

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, various functions of the Company systematically engage the stakeholders, as stated in the stakeholder section of essential indicator 2 in this principle. Our sustainability model is centered around creating value for stakeholders by identifying the material topics of the Company through consultation. In order to align long-term thinking and goal orientation, Environmental, Social, Governance (ESG) related key performance indicators (KPIs) have been identified for the inclusion of ESG metrics in the measurement of senior management's performance-linked compensation.

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

The Company have always nurtured a core philosophy of social responsibility born from the belief that every person has the power to change the world and has a right to live with dignity. Together with our partner, Mukul Madhav Foundation, the Company have been actively engaging and working with vulnerable and marginalised communities to empower them to rise above their limitations, by focusing on areas of education, healthcare, social welfare, skill development, etc., Detailed CSR activities are given in Corporate Social Responsibility Report forming part of Annual report.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (B)	% (D / C)
Employees						
Permanent	1,313	1,108	84.38	1,270	358	28.18
Other permanent than	-	-	-	-	-	-
Total Employees	1,313	1,108	84.38	1,270	358	28.18
*Workers						
Permanent	197	195	98.98	203	203	100
Other than permanent	2,892	2,892	100	2,858	2,858	100
Total Workers	3,089	3,087	99.93	3,061	3,061	100

* Note: In this FY 23-24 BRSR reporting, we have considered permanent & other than permanent workers, for FY 22-23 report, data for only permanent worker was provided. Further we ensure that training to other than permanent workers on human right issues and policies is provided by their respective facility provider.

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

Category	FY 23-24 Current Financial Year					FY 22-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1,270	0	0	1,270	100	1,229	144	11.71	1,085	88.28
Female	43	0	0	43	100	41	16	39.02	30	73.17
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	197	0	0	197	100	203	0	0	203	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	2,784	2,673	96.01	111	3.98	2,840	2,718	95.7	122	4.3
Female	108	106	98.14	2	1.8	18	16	88.8	2	11.11

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

(In Crores)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	4.29	3	0.39
Key Managerial Personnel*	1	1.24	0	0
Employees other than BoD and KMP	1,266	0.08	43	0.08
Workers	197	0.07	0	0

*(Excluding Key Managerial Personnel covered under Board of Directors)

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

	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Gross wages paid to females as % of total wages	3.91%	2.94%

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, Human Right & Whistle Blower Policy are in place. We have a focal point responsible for addressing any human rights issues that may arise from our operations. The HR head of the respective location / office/plant is responsible for addressing the same. Further Our "Dial HR - Happy to Listen" initiative serves as a dedicated platform for employees to share their feedback, concerns, and suggestions in a confidential and supportive manner. This program reflects our emphasis on open communication and ensuring that employee voices are heard and valued.

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

The Company has a framework that focuses on good governance, our commitment to abiding by law, ensuring timely payment of employee salaries, and providing equal opportunities for all. The Company has provided various platforms to facilitate employees to express their concerns e.g. Ethics helpline, HR Connect, Dial HR, etc. Any grievances are routed to the Human Resource function and in certain cases to the Ethics Committee. Necessary actions are taken in line with underlying policies and regulations applicable to the workplace and the closure is intimated to the aggrieved person. Further, at the factory locations, system of open house forum is organized, periodically for grievance resolution.

In addition, the Code of Conduct for Employees, POSH, and the Whistle Blower Policy allows all our employees to report any kind of suspected or actual misconduct in the organization in an anonymous manner including grievances.

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

	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company has equal opportunity policy statement in place. The Company has Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or non-compliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the employee's Code of Conduct requires employees to behave responsibly in their action and conduct. Further, the Company has constituted Internal Complaint Committee (ICC) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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

Yes. The Company's suppliers are required to adhere to the Supplier Code of Conduct and the same is incorporated in the contracts (Purchase Order / Agreement) which entails requirement to abide by various human rights practices.

10. Assessments for the year:

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

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

There were no significant human rights related risks / concerns identified by Company during FY 23-24.

Leadership Indicators

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

No complaint was received in FY23-24 for human rights violation.

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

NIL. The Company is committed to safeguard and respect human rights in every stage of the value chain. The goal is to identify any human rights violations occurring anywhere in the value chain as early as possible and to mitigate identified risks responsibly. Maintaining sustainable supply chain is one of FIL's guiding principles.

The Company suppliers adheres to FIL's Code of Conduct which affirms the fundamental human rights of the suppliers' employees and human rights in the workplace. Further the Company undertook an Internal Self-Assessment Questionnaire (SAQ) of value chain partners (i.e. supplier, dealers / distributors etc.) covering confirmation in adherence to human rights principles in their respective offices/premises.

The Code of Conduct guidelines forms an integral element of all employment contracts. Every employee is responsible for respecting human rights. The Company does not tolerate discrimination, sexual harassment or any other form of personal attack on individuals or groups. In addition, the principles of equal opportunity and equal treatment apply without restriction.

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

Yes, majority of the Company's premises are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	58
Discrimination at workplace	58
Child Labour	58
Forced Labour/Involuntary Labour	58
Wages	58
Others – please specify	58

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

There were no significant human rights related risks / concerns identified by Company during the FY 23-24.

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 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) - GJ	26,037.00	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	26,037.00	-
From non-renewable sources		
Total electricity consumption (D)	2,55,097.65	2,40,526.68
Total fuel consumption (E)	40,64,980.73	41,80,503.29
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	43,20,078.38	44,21,029.97
Total energy consumed (A+B+C+D+E+F)	43,46,115.38	44,21,029.97
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0001006	0.0001005
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/INR) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0020354	0.0020330
Energy intensity in terms of physical output	8.0024	8.274
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No.

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.**

We are not officially tagged as Designated Consumer (DC). However, FIL's Resin manufacturing plant at Ratnagiri has completed the initial assessment for tagging as a Designated Consumers (DC) through a third party appointed by Bureau of Energy Efficiency (BEE) and Targets are being set by BEE for the same and yet to be released.

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

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	16,12,672	15,26,289
(ii) Groundwater	21,866	23480
(iii) Third party water	1,11,933.30	1,07,139.70
(iv) Seawater / desalinated water	16,01,510	17,82,478
(v) Others	5,75,440	4,16,028
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	39,23,421.30	38,55,414.70
Total volume of water consumption (in kilolitres)	21,80,721.30	21,70,912.70
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000505	0.0000493
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/INR) (Total water consumption / Revenue from operations adjusted for PPP)	0.001021	0.000998
Water intensity in terms of physical output (KL / MTs)	4.015	4.063
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No.

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

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
(iii) To Seawater		
- No treatment	7,56,222	12,22,452
- 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: Full fledged Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) is available	5,01,194.00	5,03,772.00
Total water discharged (in kilolitres)	12,57,416	17,26,224

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.

No, however, the Company have full-fledged effluent treatment plant and we recycle 50% of treated effluent back to process or as cooling tower make up, while rest is used for watering the green belt

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

Parameter	Please specify unit	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
NOx	ppm	19.5	17.4
SOx	ppm	35.7	31.1
Particulate matter (PM)	mg/Nm ³	7.5	6
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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) & its intensity, in the following format:

Parameter	Unit	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	TCO ₂ e	3,81,866.39	3,97,746.00
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	TCO ₂ e	52,281.50	54,840.30
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (tCO₂e/ INR)	TCO ₂ e / rupee of turnover	0.00001005	0.00001029
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / rupee of turnover	0.0002033	0.0002081
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / rupee of turnover	0.7993	0.8470
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	TCO ₂ e / MTs of Pipes and fittings Manufacturing	-	-

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.

Yes, as detailed below

Project No	Project Description	Unit	Energy Saving in GJ	Reduction of CO ₂ in Mt
1	Optimization of Fire Water Jockey Pump operation in ETF	KWH	120.2	11.8
2	P-1301 pump impeller trimming	KWH	350.4	34.4
3	Energy Savings through provision of daylight harvesting at VCM Maintenance shed	KWH	7.1	0.7
4	Heat Integration in PVC plant using Reactor temp ramping, centrifuge temp rise and change in operation philosophy of frequent start/stop	MT	29,728.0	2,853.9
5	Excess Air from O&U to CPP, reducing compressor venting	KWH	2,645.6	260.0
6	Operational optimization of SR-1 pumps	KWH	1,048.2	103.0
7	Transition of CPP MCT from sea water to raw water	KWH	2,718.4	267.1
8	CPP Auxiliary Power reduction by - Single MCT pump operation - Single BFW pump operation - Destaging of CEP Pump Optimization of excess air in CPP Boiler saving Coal and fan power consumption	MWH	68,785.7	6,759.6
9	Replacement of Conventional lights by LED lamps	KWH	830.6	81.6
10	RO effluent drriage to sea by gravity instead of pump	KWH	858.4	84.4

Project No	Project Description	Unit	Energy Saving in GJ	Reduction of CO2 in Mt
11	Installation of solar heater at PVC & CPP canteen inside the plant	KWH	239.9	24.1
12	Air dryer regenerator heater element operational optimization	KWH	540.8	53.1
13	Optimization of cooling tower fan (KM-8112) in ETF	KWH	143.0	14.2
14	Surge setting optimization of K9301 H compressor stopping compressor venting	KWH	2,734.9	272.5
Total			1,10,751	10,820

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

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3,393	1,092.87
E-waste (B)	2.518	5.58
Bio-medical waste (C)	0.038	0.013
Construction and demolition waste (D)	-	-
Battery waste (E)	4.69	2.3
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1331	243.97
Other Non-hazardous waste generated (H). Please specify, if any.	6,435.48	7,579.75
(Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	11,166.6	8,923.8
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000026	0.00000020
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000005	0.0000004
Waste intensity in terms of physical output	0.020561	0.016702
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,434.758	1,137.585
(ii) Re-used	6,435.977	7,675.85
(iii) Other recovery operations	1122	-
Total	10,992.735	8,813.435
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) *Incineration	16.323	13.363
(ii) Landfilling	157.54	97
(iii) Other disposal operations	-	-
Total	173.863	110.363

*Note: Biomedical waste considered in incineration

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.**

FIL believes in enhancing the circularity of its system. All our plants maintain emissions and waste within the permissible limits. The Company segregates various categories of waste and store them appropriately at designated waste storage areas across the plants. Canteen waste is converted into manure through an organic waste processor unit. Garden waste is crushed and used along with canteen waste or used for mulching. The rest of the waste is disposed of through third-party vendors. Hazardous waste, used oil, lead acid batteries, and E-waste are disposed of through State Pollution Control Board authorized parties. Biomedical waste is disposed of through a common biomedical waste treatment and disposal facility.

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

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

- 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
Not Applicable					

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

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

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**

Not applicable as FIL's plants are not located in water stressed areas as per CGWA (Central Ground Water Authority) list of water stressed area 2023.

- (ii) Nature of operations**

Not applicable as FIL's plants are not located in water stressed areas as per CGWA (Central Ground Water Authority) list of water stressed area 2023.

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

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	7,56,222	12,22,452
- 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: Full fledged Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) is available	5,01,194	5,03,772
Total water discharged (in kilolitres)	12,57,416	17,26,224

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 independent assessment/ evaluation/assurance has been carried out by an external agency

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

Parameter	Unit	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	21,058.75533	10,636.23053
Total Scope 3 emissions per rupee of turnover	tCO ₂ e / rupee of turnover	0.0000005	0.0000002
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e / MTs of Pipes and fittings Manufacturing	-	-

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.

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

The Company's plants / sites are not located in any of the ecologically sensitive areas.

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Effluent recycling	Full-fledged effluent treatment facility upto DM plant is available	260000 m ³ recycled in FY 2023-24
2	Rain water harvesting	Large reservoirs act as catchment area	Around 315,000 m ³ rain water harvested
3	Energy conservation schemes	Please refer to Principle 6 Essential Indicator Q. No. 6	Energy saving of 110751 GJ contributing to reduction of 10,820 MT CO ₂ e
4	Use of Battery operated Forklift to avoid diesel emission	The Company switched to use of battery operated forklifts and discontinued the use of diesel operated forklifts.	Minimize the carbon emission
5	Solar panel installed over roof	514 kW solar power panel installed over roof of the company shed	Reduced the carbon foot print
6	Deployed all battery operated Material Handling equipment	1 Forklift 2 Stackers and 4 Battery operated pallet trucks	Eliminated diesel operated material handling equipment.

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

The Company has a Business Continuity framework in place, for inter-alia, identification, monitoring, reporting, responding and managing all risks, including business disruption risk in order to protect the interests of the Company's stakeholders, customers and employees at large. The Company continues to invest in talent, systems and processes to further strengthen the control, compliance, risk management and governance standards. The Company's IT Continuity Policy guarantees uninterrupted delivery of IT services and is designed to meet the objective of securing continuity of essential IT processes; training IT personnel to efficiently handle disaster recovery situations and keeping all stakeholders informed about the organization's capability to sustain IT operations during a disaster. Our business continuity and contingency plans, along with incident response procedures, are periodically tested to strengthen the resilience of our digital infrastructure.

The Risk Management Committee oversees the Business Continuity framework and Disaster Management plan to ensure that appropriate methodology, processes and systems are in place to monitor and evaluate such risks associated with the business of the Company.

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.

In Company's internal assessment, there is no significant adverse impact to the environment arising from the Value chain.

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

~58% of Value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Company's value chain comprises partners both upstream and downstream of our business. Our upstream value chain partners primarily consist of our suppliers, while our downstream value chain partners is dealers, distributors and customers.

The Company undertook an Internal Self-Assessment Questionnaire (SAQ) of value chain partners (i.e. suppliers, dealers / distributors etc.) covering various aspects such as environmental, social and governance.

The Company's majority suppliers are globally reputed suppliers who follows best ESG practices. These reputed suppliers are selected based on social, ethical and environment norms and hence Company consider their sustainability / ESG reports and practices followed.

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.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Centre for Chemical Process Safety (CCPs)	International
2	Chemicals & Petrochemicals Manufacturers' Association	National
3	All India Plastic Mfg. Association (AIPMA)	National
4	The Organization of Plastics Processors of India (OPPI)	National
5	Alkali Manufacturers Association of India (AMAI)	National
6	Indo-German Chamber of Commerce	National
7	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
8	Indian Chemical Council (ICC)	National
9	Indian Vinyl Council (IVC)	National
10	Maharashtra Economic Development Council (MEDC)	State

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

Name of Authority	Brief of the case	Corrective actions taken
	Not Applicable	

Leadership Indicator

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

The Company is a member of various national and state industry confederations / chambers / associations where it actively participates through senior leadership. It provide their expertise and business acumen during public policy consultations. The Company is committed to engage in the public policy advocacy process in a responsible and ethical manner.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company have nurtured a core philosophy of social responsibility born from the belief that every person has the power to change the world. Together with our partner, Mukul Madhav Foundation, the Company has been actively working with communities around our plants/location in the areas of education, healthcare, social welfare, skill development and lots more, genuinely impacting the communities to eliminate poverty and hunger, reducing inequalities and social injustice, increasing the supply of clean water and sanitation, and promoting gender equality, among others.

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

	FY 23-24 (%) (Current Financial Year)	FY 22-23 (%) (Previous Financial Year)
Directly sourced from MSMEs/ producers small	12.28	13.74
Directly from within India	40.71	31.99

*For Purchases/input material sourced calculation, we have considered direct material plus energy consumed for resin production.

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 23-24 (%) (Current Financial Year)	FY 22-23 (%) (Previous Financial Year)
Rural	2	9
Semi-urban	25	5
Urban	9	23
Metropolitan	64	63

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
No negative social impact identified	Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Bihar	Muzaffarpur	80,00,000
2	Gujarat	Dahod	5,41,980
3	Jammu & Kashmir	Baramula	12,93,672
4	Maharashtra	Gadchiroli	15,00,000
5	Maharashtra	Osmanabad	14,00,000
6	Uttar Pradesh	Chitrakoot	30,00,000

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

No such preferential procurement policy exists as of now

- B. From which marginalized /vulnerable groups do you procure?

NIL. Considering the nature of the Company's business activity, the Company procures the raw material from best available sources.

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

NIL

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

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

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
		NIL

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promoting Health care Including preventive Health <ul style="list-style-type: none"> • Supported Thallesemia Patients • Organized Blood Donation Camp • Supported with Dialysis and Cataract Surgery • Provided support with spectacles at Eye Camp 	54,794	100

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
2.	Promotion of Education <ul style="list-style-type: none"> • Provided education scholarship to students • Support to college students for plumbing courses • Supported schools with CCTV camera, Bench, Lab/hall Infrastructure etc. • Provided support with grocery bags 	63,149	100
3.	Skill Development <ul style="list-style-type: none"> • Provided support to Radiology technician • Provided support to NCC camp with grocery 	1,377	100
4.	Supporting people with determination <ul style="list-style-type: none"> • Provided access of Special Education with quality to underprivileged children with hearing impairment • Provided support to Samudayik Vivah Sohala with cup-boards • Provided support with RO purifier and Water cooler in Village • Conducted Mission Cerebral Palsy (CP) camp 	4,757	100
5.	Promoting gender equality, empowering women and measures taken for reducing inequalities faced by socially and economically backward groups <ul style="list-style-type: none"> • Establishing Milk Dairy • Preventing Child abuse and Trafficking • Creating alternative livelihood opportunities for youth & women from most Vulnerable families • Provided support with canteen material & CCTV 	20,512	100
6.	Ensuring environmental sustainability, ecological balance, protection of flora etc. <ul style="list-style-type: none"> • Tanker supply in summer season • Tree Plantation • Provided water tank support • Undertook beach cleaning initiatives 	12,250	100
7.	Animal Welfare <ul style="list-style-type: none"> • Provided Infrastructure support for Cow shed • Supported to Gaushala with Grocery • Provided financial support for Buffalo and Sewing machine Purchase 	-	-
8.	Protection of national heritage, art and culture including restoration of buildings and sites of historical importance etc. <ul style="list-style-type: none"> • Provided Raincoat support to Devasthan • Supply of water bottles at Palkhi event 	1,300	100
9.	Measures for the benefit of armed forces veterans, war widows and their dependents <ul style="list-style-type: none"> • Provided IT infrastructure (Computer) support to Police station 	25	100

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
10.	Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports <ul style="list-style-type: none"> · Provided financial assistance to sports participants · Built a state-of-the-art sports facility in collaboration with Maandeshi Foundation 	50,002	100
11.	Rural development projects/Agriculture and Rural Development <ul style="list-style-type: none"> · Distributed seeds to farmers · Provided Computer support to Digital Sewa Kendra · Provided training to women farmers for their livelihood 	5,821	100
12.	Disaster management, including relief, rehabilitation and reconstruction activities <ul style="list-style-type: none"> · Provided Raincoat support to Personnel · Provided support with snacks, cold drinks etc. to railway accident victims 	4,840	100

* Note- The number of beneficiaries are part of the society and communities surrounded in the area in which the CSR activities were carried out. The number of beneficiaries covers direct beneficiaries like hospitals, colleges, schools, villages, institutions and also its end beneficiaries.

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.

The Company has provided various channels for its consumers to raise complaints and feedback if any. All the customers including the end user customers can reach out to the Company via emails and toll free numbers provided on Company's website. Additionally our dealers have access to the Customer Relationship Management to raise and track any complaints.

Further the company annually obtains feedback from its customers with respect to quality of products, supplies, assessment of redressal procedure etc. The insights obtained from these feedback mechanism are given due consideration while formulating our strategic business priorities.

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

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

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

	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

During the financial year 2023-24, no such instances of product recalls on account of safety issues were reported. FIL constantly endeavours to deliver products and services of the highest quality to our customers while ensuring minimal harm to the environment and society. The Company is committed to creating a better today and growing with changing times to create a stronger tomorrow.

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

YES - <https://www.finolexpipes.com/tnc/>

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 since no incident was reported in FY 2023-24.

7. Provide the following information relating to data breaches**a. Number of instances of data breaches**

No incident was reported in FY 23-24. The Company has adopted the "Privacy by Default" principles in its approach to data privacy i.e. privacy of data and information is upheld first by default. Further it has implemented robust data security measures and protocols to safeguard the confidentiality, integrity, and availability of sensitive information.

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).**

All product & services related information can be accessed at Company Website - www.finolexpipes.com/ product. As a standard practice we also circulate catalogues with dealers, customers covering product specifications and usage.

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

The company has taken multiple steps proactively to inform and educate the consumers about safe and responsible usage of products viz product labelling, organizing awareness programmes and informative reminders. We demonstrated a proactive approach by conducting comprehensive awareness programmes. These initiatives have aimed to educate and engage all value chain partners on a wide range of our products, specifications, safe and responsible use of its products. This enables value chain partners to have a clear understanding of the products, their intended usage, and potential applications. Further the Company while selling the product circulates catalogue to its dealers/customers covering its product specification and usage.

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

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

Yes, products of the Company adhere to all relevant laws and applicable regulations including product labelling as per the legal requirements, It provides all the necessary information on its products labels, packaging and documentation. This includes details product specifications, usage instructions, safety precautions and any other information mandated by regulatory authorities. All the products are focused primarily on customer delight. In this regard, FIL have identified customer relationship management among its high-priority material topics. FIL continuously seek input from its customers through a robust feedback mechanism. Knowing the pulse of the customers propels the Company's innovation, thus enabling it to retain its market pole positions. The insights obtained from these feedback mechanisms are given due consideration while showcasing our strategic business priorities, thus bridging the perceived gap. Our robust customer relationship management enables us to constantly provide customer delight by providing best quality products, thus making Finolex synonymous with durable pipes and products, augmenting their user experience.