

FIL/SEC/SEs/2023-24/051

5th August, 2023

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 2022-23

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 (“BRSR”) for the financial year 2022-23 which forms an integral part of the Annual Report of the Company for the financial year 2022-23.

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**

Ashutosh Kulkarni
Company Secretary & Compliance Officer
M. No.: A18549

Annexure-4 to the Directors' Report

Business Responsibility and Sustainability Report (BRSR) 2022-23

[Pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations")]

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

Sr. No.	Particulars	Details
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 MH 410506
5.	Corporate address	D-1/10, M.I.D.C, Chinchwad, Pune – 411 019
6.	E-mail	investors@finolexind.com
7.	Telephone	020-27408200/27408572 02114 237251 / 237253
8.	Website	www.finolexpipes.com
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 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. Ashutosh Kulkarni Tel: 020-27408200/27408572 Email: abk1@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

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity*
1.	Manufacturing	Pipes & Fittings	94%

* Turnover excludes inter-segment revenue

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Pipes and Fittings	222	94%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	04	09	13
International	-	-	-

17. Markets served by the entity:**a. Number of locations**

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

Note - * The Company serves its customers pan India across all states except Manipur, Mizoram & 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 (Finolex / FIL/ the Company) is one of India's most trusted brands in pipes and fittings and a leading producer of PVC resin, making it the largest backward integrated pipes company in India. We offer a wide range of PVC pipes and fittings suitable for applications in agriculture, plumbing and sanitation. Our main customers are Farmers, Plumbers, Plumbing Contractors, and Builders.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Male		Female		
		Total (A)	No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	1,270	1,229	96.77%	41	3.23%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total employees (D + E)	1,270	1,229	96.77%	41	3.23%
WORKERS						
4.	Permanent (F)	203	203	100%	Nil	Nil
5.	Other than Permanent (G)	2,858	2,840	99.37%	18	0.63%
6.	Total workers (F + G)	3,061	3,043	99.41%	18	0.59%

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	No. and percentage of Females		
	Total (A)	No. (B)	%(B / A)
Board of Directors	10	3	30%
Key Management Personnel*	3	Nil	Nil
Senior Management Personnel	8	2	25%

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

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.20%	20.78%	19.25%	11.50%	31.58%	12.15%	6.59%	15.79%	6.90%
Permanent Workers	4.38%	Nil	4.38%	2.40%	Nil	2.40%	1.45%	Nil	1.45%

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

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

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

(i) **Turnover:** ₹4,397.05 crore

(ii) **Net worth:** ₹4,824.90 crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 22-23			FY 21-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.finolexpipes.com/investors/regulation-46/	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes https://www.finolexpipes.com/investors/investors-relations-centre/ https://www.finolexpipes.com/investors/regulation-46/	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes https://www.finolexpipes.com/investors/investors-relations-centre/	68	Nil	-	42	Nil	-
Employees and workers	Yes https://www.finolexpipes.com/sustainability/esg/	Nil	Nil	-	Nil	Nil	-
Customers	Yes https://www.finolexpipes.com/sustainability/esg/	1,553	Nil	-	600	Nil	-
Value Chain Partners	Yes https://www.finolexpipes.com/sustainability/esg/	Nil	Nil	-	Nil	Nil	-
Other (please specify)	-	Nil	Nil	-	Nil	Nil	-

Note: The policies guide the Company's conduct with all its stakeholders including grievance mechanism and the said policies are available on the Company website.

24. 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	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.
2	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.
		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> <ul style="list-style-type: none"> Business disruption due. <ul style="list-style-type: none"> to water shortage. High water Cost. Reputational implications.
	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"> Undertakes 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>Positive:</p> <ul style="list-style-type: none"> Improved productivity, resulting in improvement in overall business efficiency. Lowering of utility bills and operating costs. Improved energy index and lowering Carbon footprint.

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)
3	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 from 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 companies due to regulatory non-compliance. <p>Positive:</p> <ul style="list-style-type: none"> Increased revenues as a result of prudent financial growth.
4	Market Presence	R	<p>Risks:</p> <ul style="list-style-type: none"> New players entering the market in addition to other organised players looking to increase market share with a rise in opportunities poses a risk to the predicted margins and market share. Counterfeit products in the market pose a risk to the Company's Brand recall. 	<ul style="list-style-type: none"> Focus on the plumbing and sanitation business through credit to dealers, addition of new SKUs, and entering new markets. Maintain the highest product quality standards. Increase our network of dealers and deepen our relationship with them. Improved logistics networks to increase our reach. Frequent checks in market place backed by legal intervention help the brand in curtailing the threat from the spurious brands. Frequent awareness programmes on usage of original Company's products for the plumbers & end decision makers. 	<p>Negative:</p> <ul style="list-style-type: none"> Financial loss/ decreased sales and profitability due to decreased customer base. Increased cost of production, sales and marketing.

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	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 lead to loss of confidence of stakeholders including investors and customers.
6	Human Rights	R	<p>Risk:</p> <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. 	<p>Negative:</p> <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)
7	Talent Management	R/O	<p>Risk:</p> <ul style="list-style-type: none"> Failure to attract and retain talent by appropriate competency 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>Positive:</p> <ul style="list-style-type: none"> Retention of talent, improves efficiency and productivity in achieving strategic goals and enhancing business performance.
8	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 plants 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.
9	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"> Bolstering 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.

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)
10	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.
11	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.
12	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 to regulations leading to reputational risks.
13	Customer relationship management	R/O	<p>Risk:</p> <ul style="list-style-type: none"> Poor quality of services and products can lead to loss of customers. <p>Opportunity:</p> <ul style="list-style-type: none"> Ensuring strong and constant communication with customers can lead to greater customer satisfaction and retention. 	<ul style="list-style-type: none"> Multiple channels to interface with our customers for constant feedback. Continuous evaluation and improvement undertaken. 	<p>Negative:</p> <ul style="list-style-type: none"> Loss of market share due to failing in serving the customer needs and service. <p>Positive:</p> <ul style="list-style-type: none"> Enhance customer satisfaction and retention can lead to increase in the revenue.
14	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. 	<ul style="list-style-type: none"> Regular supplier interactions while adding value to its business relationships. 	<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.

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)
			Opportunity: <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"> 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. 	Negative: <ul style="list-style-type: none"> Supply chain disruptions can lead to disturbed production schedules and delayed deliveries.
15	Community Development	O	Opportunity: <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. 	-	Positive: <ul style="list-style-type: none"> The benefits CSR endeavours bring to the community generates goodwill and enhances the Company's reputation.
16	Risk management	O	Opportunity: <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. 	Positive: <ul style="list-style-type: none"> Avoiding loss of revenue by preventing adverse impacts of unprecedented risks.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Principle 1

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

Principle 2

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

Principle 3

Businesses should respect and promote the well-being of all employees, including those in their value chains.

Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders.

Principle 5

Businesses should respect and promote human rights.

Principle 6

Businesses should respect and make efforts to protect and restore the environment.

Principle 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Principle 8

Businesses should promote inclusive growth and equitable development.

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner.

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.finolexpipes.com/sustainability/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, Fair trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>All plants of the Company are certified for Quality Management Systems as per ISO-9001:2015.</p> <p>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.</p>								
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 (*increase plantation from present 62,000 to 100,000 nos.) • Public commitments to no deforestation and publicly available biodiversity policy <p>ESG Policy</p> <ul style="list-style-type: none"> • Publicly available ESG policy by 2022 • 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% 								

ENSURE DATA PRIVACY & SECURITY

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

The Company is committed towards ESG norms and protection of environment.

- 33% of diesel forklifts were replaced with Electric forklifts.
- Responsible Care Certificate received for Ratnagiri PVC & pipes plant. Implementation initiated at other plants with formation of team.
- Biodiversity study for Ratnagiri plant - Scope finalized. Actual study to begin from FY 2023-24.
- Tree plantation plan is prepared for next two years and the same will be implemented from FY 2023-24.
- Biodiversity Policy under review.

Apart from the above the Company undertook following environmental & employees well-being initiatives in FY 2022-23:

- Implemented several energy conservation initiatives resulting in energy savings more than 8500 tCO₂e.
- Commissioned 1 MW solar roof top system at Masar plant, Gujarat.
- More than 2,60,000 m³ effluent recycled.
- Establishing an ESG policy framework, monitoring mechanism and implementation of an organization-wide ESG policy & hosted on the website of the Company.
- Provided training towards ESG awareness (covering topics such as EHS, CoC, POSH, Skill development) to approx. 75% employees.
- Training on information security is provided to all the new joiners during induction.
- Training on Code of Conduct (CoC) session is done for all the new joiners starting from January, 2023.
- Mandatory e-Learning course being introduced for all the employees in FY 2023-24, covering topics such as ESG, Information security and Code of Conduct.

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. Whether it is our products, processes, profits, plants, or our parivaar – our family of employees, farmers, dealers, homeowners, plumbers, and the communities we work with or the environment, our every step keeps them all 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 endeavor 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 ESG 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 2022-23, we have replaced 33% of diesel driven forklifts, through various energy conservation drives, were able to reduce more than 8500 tCO₂e, recycled more than 2,60,000 m³ of treated effluent back to process, commissioned 1 MW solar power plant at one facility situated at Masar, Gujarat and adopted our ESG policy.

Over these last 41 years, 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 the mother earth and use natural resources efficiently at each of our manufacturing facilities.

Anil V. Whabi

Managing Director

DIN: 00142052

-
- | | |
|---|---|
| 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. Anil Whabi, Managing Director and Mr. Saumya Chakrabarti, Director - Technical have the primary role to protect and assess the Business Responsibility (BR) performance of the Company. Internal ESG Committee headed by Managing Director and Director - Technical is constituted which comprised of departmental representatives. |
|---|---|
-

<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>Yes – Risk Management Committee (RMC) which comprises of - Mrs. Kanchan U. Chitale (Chairperson of the Committee) Ms. Bhumika L. Batra Mr. Prakash P. Chhabria Mr. Saurabh S. Dhanorkar Dr. Deepak R. Parikh Mr. Pradeep R. Rathi Mr. Anami N. Roy Mr. Anil V. Whabi The targets and performance of BRSR activities are reviewed by the RMC on half yearly basis. RMC of the Board also assesses the risks pertaining to ESG and certain principles of BRSR.</p>
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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	Committee of the Board									Half yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Half yearly								

<p>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.</p>	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	5	The Directors of the Company are familiarized on the Company's core values, code of conduct, business performance, operations, compliances, risk management, health, safety, and environment performance, HR and CSR initiatives at regular intervals during the quarterly Board / Committee Meetings. Further the Board is also familiarized on the principles of Environment, Social and Governance released by SEBI/MCA. The Executive Directors participated in ESG Materiality Assessment Survey.	100%
Key Managerial Personnel	7	The KMPs participated in ESG Materiality Assessment Survey and workshop and were also familiarized on the principles of Environment, Social and Governance released by SEBI/MCA. In addition, KMPs attended training and awareness programmes covering topics on Code of Conduct, EHS, product information, induction on employee benefits/regulations.	100%
Employees other than BoD and KMPs	261	Business ethics and values, code of conduct, POSH, employee benefits, EHS, compliance, skill development.	75%
Workers	Multiple	POSH, EHS, Code of Conduct Product Training, Compliance.	75%

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

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

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable	Not Applicable

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

Yes. The Company has zero tolerance towards all forms of bribery and we especially sensitize 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 fully comply with the requirements of this policy. Compliance with the provisions of Anti-Bribery and Anti-Corruption policy ("ABAC Policy") are mandatory. The mechanism and the procedure to deal with the complaints are mentioned at ABAC policy available at web link <https://www.finolexpipes.com/sustainability/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

There have been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery / corruption against any Directors/ KMPs/ employees/ workers that have been brought to the company's attention.

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

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

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

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

Nil

Leadership Indicator

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

Throughout the current financial year, the Company has shown a proactive commitment by conducting extensive awareness programmes. These initiatives aim to educate and engage its value chain partners on various aspects including the product range, specifications, product usage, and effective selling techniques. It conducts awareness programmes to showcase its quality, products & safety, awards & recognitions, demonstrating its commitment to excellence and industry leadership.

In a collaborative effort with the Indian Plumbing Association, the Company has established a cutting-edge Plumbing Lab in Pune. This facility serves as an invaluable resource for the plumbing community, with a

particular focus on students. The lab aims to enhance understanding and appreciation for the fundamental science behind plumbing, highlighting the pivotal role that high-quality pipes and fittings, manufactured by the Company, play in establishing reliable and efficient plumbing systems. Through this initiative, the Company is actively contributing to the advancement and knowledge-sharing within the plumbing industry.

FIL is fully committed to promoting gender equality in the plumbing segment. We empower girls by providing opportunities, mentorship, and resources. FIL joined hands with ITI, Aundh, Pune to conduct a 2-year training programmes in plumbing for 30 female students this year. Our initiative aims to expand across states, breaking stereotypes and fostering an inclusive environment. By advocating for diversity and supporting aspiring female plumbers, FIL is driving meaningful change in the industry.

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
1,654*	Company overview, product training pertaining to plumbing segment, usage of product, quality, safety, environment, operation and maintenance.	67.75%

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

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 a part of the contract documents.

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 have 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/sustainability/esg/>

In order to avoid/manage conflicts of interest, the Company obtains a mandatory declaration from the members of its Board and senior management and an affirmation to that effect is signed by the Managing Director, which is part of the Annual Report of the Company every year. It is thus communicated to all stakeholders by the Managing Director, through the 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 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, respectively.

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	7%	6%	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. The Company has procedures in place for sustainable sourcing.

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. The Company is in process of getting Extended Producer Responsibility (EPR) registration. The Company adheres to the Plastic Waste Management Rules as applicable and amended from time to time. This initiative will reflect the Company’s commitment to take responsibility for the entire life cycle of packaging products, encompassing their disposal and recycling processes.

Leadership Indicator

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?

As per ISO 14001:2015, life cycle perspective is carried out for all our products. A life cycle perspective includes consideration of an environmental aspects of an organization’s activities, products, and services that it can control or influence. Stages in a life cycle include acquisition of raw materials, design, production, transportation/delivery, use, end of life treatment, and final disposal.

Apart from the above, FIL’s Suspension PVC grade FS-6701 products are certified by NSF/ANSI 14 and suitable for food contact and drinking water applications. As per customer requirement, the products (SPVC & EPVC) are tested & REACH Compliant (Registration, Evaluation, Authorization and Restriction of Chemicals).

NIC Code	Name of Product / Service	% of total Turnover contribute	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
222	Pipes and fittings	94%	Cradle to grave	No	No
201	PVC	6%	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).

Not applicable for FIL’s resin production. For pipes plants, consolidated figures of crush material used against the products are as mentioned below:

Indicate input material	Recycled or reused input material to total material	
	FY 2022-23	FY 2021-22
Recycle in house crushed material	2.8%	2.5%

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:

Not applicable as the Company does not have any specific consumer product except pipes and fittings and there is no product reclamation at the end of the product life. However, the waste material generated at the operations and project sites are reused, recycled and disposed as per the applicable regulatory requirements. (Please refer Sr. No. 8 under Principle 6 (Essential indicators))

	FY 2022-23 (MT)			FY 2021-22 (MT)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-Waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other Waste	Nil	Nil	Nil	Nil	Nil	Nil

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	34% packaging (FY 2022-23)

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

Essential Indicator

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

Category	% of employees covered by										
	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities		
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	1,229	1,229	100%	1,229	100%	NA	NA	1,229	100%	Nil	Nil
Female	41	41	100%	41	100%	41	100%	NA	NA	Nil	Nil
Total	1,270	1,270	100%	1,270	100%	41	3.23%	1,229	96.77%	Nil	Nil
OTHER THAN PERMANENT EMPLOYEES											
Male						Nil					
Female						Nil					
Total						Nil					

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

Category	% of workers covered by										
	Health Insurance			Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
	Total Number (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	203	203	100%	203	100%	NA	NA	203	100%	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	Nil	Nil
Total	203	203	100%	203	100%	Nil	Nil	203	100%	Nil	Nil
OTHER THAN PERMANENT WORKERS											
Male	2,840										
Female	18										
Total	2,858										

Refer Note below *

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

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

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

* 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/esg/>

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%	Nil	Nil
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</p> <p>The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers 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 complaint 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. <p>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.</p> <p>The decision of the Manager upon any question arising out of, in connection with, or incidental to these Standing Orders shall be subject to an appeal to the Occupier/Managing Director of the Company.</p>
Other than Permanent Workers	
Permanent Employees	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.
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
TOTAL PERMANENT EMPLOYEES						
- Male	Nil	Nil	-	Nil	Nil	-
- Female	Nil	Nil	-	Nil	Nil	-
TOTAL PERMANENT WORKERS	203	203	100%	205	205	100%
- Male	203	203	100%	205	205	100%
- Female	Nil	Nil	-	Nil	Nil	-

8. Details of training given to employees and workers

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety measures		On Skill up gradation		Total (D)	On Health and Safety measures		On Skill up gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	1,229	1,229	100%	1,110	90.32%	1,135	1,135	100%	462	40.7%
Female	41	41	100%	35	85.4%	36	36	100%	12	33.33%
Total	1,270	1,270	100%	1,145	90.1%	1,171	1,171	100%	474	40.5%
WORKERS										
Male	203	203	100%	203	100%	205	205	100%	205	100%
Female	Nil	Nil	-	Nil	-	Nil	Nil	-	Nil	-
Total	203	203	100%	203	100%	205	205	100%	205	100%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	1,229	1,006	82%	1,135	1,014	89%
Female	41	29	71%	36	30	83%
Total	1,270	1,035	82%	1,171	1,044	89%
WORKERS						
Male	203	203	100%	205	205	100%
Female	Nil	Nil	0%	Nil	Nil	0%
Total	203	203	100%	205	205	100%

10. Health and safety management system:

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

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?

The Company has in place process such as Hazard Identification And Risk Assessment (HIRA) to identify all work related hazards and then for identified hazards, control measures are established to mitigate the potential risk.

For all routine and non-routine activities Permit To Work (PTW) system is followed to ensure all potential hazards are addressed prior to commencement of work. For non-routine activities, in addition to PTW, Job Safety Analysis (JSA) is followed to identify potential hazards and then PTW system is followed before the commencement of work.

For effective implementation of control measures Tool Box Talks (TBT) is conducted before commencement of work to communicate available control measures to the workforce which ensures that all safety protocols are followed.

After any shutdown or any major modifications 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 the 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 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 group mediclaim and group accident policy.

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

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) [(No. of lost time injuries in FY * 1,000,000) /Total hours worked by all staff in same FY]	Employees	Nil	Nil
	Workers	Nil	0.13
Total recordable work-related injuries (Total number of employees / Workers affected by work-related injuries or ill health)	Employees	Nil	Nil
	Workers	Nil	1
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy 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, near miss 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 will help 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-Start-up 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:

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

The Company encourages its employees and workers to proactively submit safety observations and report unsafe acts and conditions at workplace as a preventive action.

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 safety audit, external safety audit, insurance agencies).
Working Conditions	100% (through Internal safety audit 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 Indicator

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

(A) Employees (Y/N): Y

(B) Workers (Y/N): Y

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 both sides.

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

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

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

Yes (Critical talent is retained on consultancy or retainership 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	69%
Working conditions	69%

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

1. Describe the process 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 customers, shareholders / investors, employees, suppliers, community, media and regulators. We continuously engage with them through various online and offline modes such as surveys, conferences, one to one meetings, email/telephonic communication, town halls, and others. Simultaneously, we ensure that their suggestions and comments are addressed and incorporated appropriately.

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 (Yes / No)	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
Customers	No	<ul style="list-style-type: none"> • Emails • Digital & Physical meetings 	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/ Shareholders	No	<ul style="list-style-type: none"> • Investor Presentation/ Analyst meet • Annual General Meetings • Media releases • Financial results declaration (quarterly) • Annual Reports, Sustainability Reports, websites and others 	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 • Compliant and grievance mechanism 	<ul style="list-style-type: none"> • Proactive Involvement • Community Development
Employees	No	<ul style="list-style-type: none"> • Employee engagement programmes • Town halls • 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 (Yes / No)	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"> Quarterly/ Half yearly/ Annually Need basis for forums & meetings 	<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"> Quarterly / Half Yearly / Annually 	<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 committees on economic, environmental and social topics. These committees are 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, the various Committees (statutory as well as internal) meet periodically to review the performance of the Company in various areas. The Company carries out frequent interactions with varied group of stakeholders. Individual functional team periodically interacts with our diverse stakeholders and the functional heads communicate their concerns and feedback on economic, environmental, and social topics 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. The Company’s Materiality Assessment was conducted in consultation with its key identified stakeholder groups. It regularly interacts with relevant stakeholders and incorporate their inputs while framing and designing its environment and social topics. For instance while determining the material topics for framing the Company’s overall ESG policy, the Company reached out to various stakeholders including investors community, value chain partners, customers, employees, financial institutions etc. and based on the inputs provided by these stakeholders, Company’s ESG policy was framed.

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

The Company regularly engages with the marginalized stakeholder groups through its CSR partner Mukul Madhav Foundation. Detailed CSR activities are given in Corporate Social Responsibility Report forming part of Annual report.

PRINCIPLE 5 Businesses should respect and promote human rights

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	1,270	358	28.18%	1,171	364	31.08%
Other than permanent	Nil	Nil	0%	Nil	Nil	0%
Total Employees	1,270	358	28.18%	1,171	364	31.08%
WORKERS *						
Permanent	203			205		
Other than permanent	2,858	Refer note below*		2,651	Refer note below*	
Total Workers	3061			2,856		

Note: * Awareness sessions were conducted for the workers to make them efficient and proficient in their work including human right related matters

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	1,229	144	11.71%	1,085	88.28%	1,135	152	13.39%	983	86.61%
Female	41	16	39.02%	30	73.17%	36	13	36.11%	23	63.89%
Other than Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
WORKERS										
Permanent										
Male	203	Nil	Nil	203	100%	205	202	98.53%	3	1.46%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent										
Male	2,840	2,718	95.70%	122	4.30%	2,633	2,542	96.54%	91	3.46%
Female	18	16	88.89%	2	11.11%	18	16	88.89%	2	11.11%

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

(₹ in crore)

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	7	1.95	3	0.33
Key Managerial Personnel *	3	1.13	Nil	Nil
Employees other than BoD and KMP	1,233	0.08	36	0.06
Workers	203	0.07	Nil	Nil

*(Excluding Key managerial Personnel already covered under Board of Directors)

Note: Median remuneration/ salary/ wages of respective category given on an annual basis

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

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.

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

The Company is committed in respecting the human rights of its workforce, communities and those affected by its operations, wherever it does its business, including its business partners and contractors. Appropriate systems and mechanisms with time bound process for redressal, such as Grievance Management System, Safety Committees, Internal Complaints Committee etc. are in place to allow for resolution of the issues raised under Human Rights policy.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labor	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. 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 formed Committee at plant level for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take appropriate actions. Further 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.

8. 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) which entails requirement to abide by various human rights practices.

9. Assessments of 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%

Note: The Company undertook internal assessment through its EHS, HR and IR function.

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

There were no significant human rights related risks / concerns identified by Company during the FY 22-23

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

No complaint was received in FY22-23 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 on following of 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. Most 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	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	69%
Wages	
Other - please specify	

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

Not applicable since no significant risks were identified in the assessments.

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

Essential Indicator

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

Parameter (*GJ , ** GJ / MT)	FY 2022-22	FY 2021-22
Total electricity consumption (A) *	2,94,887	233,233
Total fuel consumption (B) *	4,180,503	3,771,955
Energy consumption through other sources (C) *	Nil	Nil
Total energy consumption (A+B+C)	4,475,390	4,005,188
Revenue Energy Intensity(Total energy consumption-GJ/ turnover in rupees)	0.00010	0.00009
Energy intensity (optional) – the relevant metric may be selected by the entity**	8.3763	8.9997

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

The Company is currently not identified as a designated consumer. However, FIL's Resin manufacturing plant at Ratnagiri has completed the initial assessment to be identified as a Designated Consumers (DC) and Targets are being set by Bureau of Energy Efficiency (BEE) for the same.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,526,289	1,366,886
(ii) Groundwater	23,480	28,674
(iii) Third party water	107,140	83,150
(iv) Seawater / desalinated water	1,782,478	1,694,518
(v) Others	416,028	728,073
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,855,415	3,901,301
Total volume of water consumption (in kilolitres)	2,170,913	2,429,672
Water intensity per rupee of turnover (Water consumed / turnover)	0.00005	0.00005
Water intensity (optional) – the relevant metric may be selected by the entity (KL/MT)	4.1	5.5

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

The Company have full-fledged effluent treatment 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.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Nox	ppm	17.4	20.8
Sox	ppm	31.1	28.5
Particulate matter (PM)	mg/Nm ³	6	7
Persistent organic pollutants (POP)	--	Nil	Nil
Volatile organic compounds (VOC)	--	Nil	Nil
Hazardous air pollutants (HAP)	--	Nil	Nil
Others – Carbon Monoxide	--	Nil	Nil
Others – (Hydrocarbon as NHMC)	-	Nil	Nil

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,97,746	3,57,962
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	67,235	53,555
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT/Rs.	0.000011	0.0000089
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	MT/MT of products	0.870272392	0.92468249

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

Yes, the company has strong focus on energy conservation, through which GHG emissions are reduced. Below is the list of few such initiatives undertaken by your Company during the last year. Through such energy saving schemes more than 8,500 MT CO₂e was reduced.

The Company has implemented various measures at each stage to minimize air pollution at our plant sites. Some of these measures are as follows:

- 1) LPG optimization
- 2) Heat integration
- 3) Power saving by fin fan cooler stoppage during winter and replacing low efficiency pumps by higher efficiency pumps
- 4) Recycling jumbo bag to reduce consumption of new jumbo bag consumption
- 5) Auxiliary power reduction by optimising boiler operation
- 6) Replacement of conventional lights by LED lamps
- 7) Solar heater in guest house
- 8) Installation of solar roof top system at Masar plant
- 9) Installation of VFDs to optimize the cooling towers and chilling plants
- 10) Thermal insulation for chillers
- 11) Motion sensors and daylight capture etc
- 12) Tree plantation

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,092.87	456.76
E-waste (B)	5.58	4.87
Bio-medical waste (C)	0.013	0.026
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	2.3	3.81
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any.(G)	243.97	256.03
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	7,579.75	6,812.88
Total (A+B + C + D + E + F + G + H)	8,924.49	7,534.38

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

Category of waste	FY 2022-23	FY 2021-22
(i) Recycled in-house generation	1,135	492
(ii) Re-used	7,577	6,519
(iii) Other recovery operations	-	-
Total	8,712	7,011

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

Category of waste: Example : Ash, Concentrated Spent Wash, Bio Gas, Sludge (Manure)		
(i) Incineration	13	12
(ii) Landfilling	97	97
(iii) Other disposal operations		
Total	110	109

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

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

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.

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

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

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

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

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and 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 INDICATOR

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

In Gigajoule (GJ)

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	294,887	233,233
Total fuel consumption (B)	4,180,503	3,771,955
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4,475,390	4,005,188
From non-renewable sources		
Total electricity consumption (D)	294,887	233,233
Total fuel consumption (E)	4,180,503	3,771,955
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	4,475,390	4,005,188

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. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Parameter		
(iii) To Seawater		
- No treatment	12,22,452	10,18,703
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	5,16,889	4,65,580
Total water discharged (in kilolitres)	17,39,341	14,84,283

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. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)

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 2022.

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others (Effluent Recycled)	Nil	Nil
Total volume of water withdrawal (in kilolitres)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the Entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)	Nil	Nil
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil

Parameter	FY 2022-23	FY 2021-22
(ii) Into Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment–please specify level of treatment	Nil	Nil
(v) Others (on land for irrigation)	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 3 emissions per rupee of turnover		Nil	Nil
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Nil	Nil

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. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

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

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

Sr. No.	Initiative undertaken	Details of the Initiative (Web link, if any may be provided along-with summary)	Outcome of the Initiative
1	Fuel optimisation	LPG optimization in VCM (Vinyl Chloride Monomer) plant resulted in saving of 60 MT of LPG, equivalent to energy saving of 7,32,669 KWH.	Equivalent energy saving of 7,32,669 KWH/annum.
2	Heat integration	Heat integration in VCM and PVC plants to realize total energy savings of 4405 MT steam, equivalent to energy saving of 41,39,280 KWH.	Resulted in saving of 4405 MT steam equivalent to 41,39,280 KWH/annum.
3	Optimisation	Power savings by fin fan cooler stoppage during winter in VCM and PVC plants and by replacing low efficiency cooling water pumps with higher efficiency pumps in ETF/VCM plant, resulted in energy saving of 2,27,344 KWH.	Energy saving of 2,27,344 KWH/annum.

Sr. No.	Initiative undertaken	Details of the Initiative (Web link, if any may be provided along-with summary)	Outcome of the Initiative
4	Auxiliary power reduction in CPP by optimizing boiler operation	Auxiliary power reduction in captive power plant by optimizing boiler operation which resulted in energy saving of 16,17,333 KWH.	Energy saving of 16,17,333 KWH/annum.
5	Use of natural light	Use of transparent sheets in air compressor shed and gravity flow in reverse osmosis plant resulted in power saving of 55,420 KWH.	Energy saving of 55,420 KWH/annum.
6	Replacement of conventional fixtures by LED	Replacement of conventional lights by LED lamps resulted in power saving of 1,05,556 KWH.	Energy saving of 1,05,556 KWH/annum.
7	Tree plantation	Green belt of 65,000 trees has resulted in reduction of 1,430 MT of CO ₂ per annum.	Carbon sequestration of 1,430 MT of CO ₂ e.
8	Solar heaters	Solar heaters were installed in the guest house which resulted in power saving of 39,222 KWH.	Energy saving of 39,222 KWH/annum.
9	Recycling of jumbo bags	Recycling of jumbo bag in PVC bagging, reduced consumption of new bags, and resulted in reduction of carbon footprint by 481 MT of CO ₂ emissions.	Reduction in carbon footprint by 481 MT CO ₂ e.
10	Use of electric forklift	Use of electric forklift in place of diesel forklift to reduce the carbon footprint by 5.4 MT of CO ₂ emissions.	Resulted in reduction of 5.4 MT CO ₂ e.
11	VFD installation	VFD (Variable-frequency Drive) of 22 KWH installed for the cooling tower pump resulting in energy saving of 1,04,040 KWH / annum and for 130 TR Chiller and 50 HP chilled water feed pump to save 2,24,640 KWH/ annum.	Energy saving of 1,04,040 and 2,24,640 KWH/annum.
12	Others	Cooling tower installed and piping modified in plant, which resulted in saving of 2,700 KWH / annum.	Energy saving of 2,700 KWH/annum.
13	Thermal insulation	Thermal jacket installed along with jacket in 5 extruder machines, to achieve the saving of 316.8 KWH / annum and 1,86,300 KWH/annum, respectively	Energy saving of 316.8 and 1,86,300 KWH/annum respectively.
14	Day light harvesting	Day light harvesting system installed to save 518.4 KWH / annum.	Energy saving of 518.4 KWH/annum.
15	Motion sensors	Motion sensor lights installed in washrooms to save 691.2KWH/Annum.	Energy saving of 691.2 KWH/annum.
16	Solar street lights	Solar streetlights were installed for the yard boundary and pipe bay area to save 4,680 KWH/annum.	Energy saving of 4,680 KWH/annum.
17	Solar rooftop system	Rooftop solar panels were installed to reduce energy consumption by 14,40,000 KWH/annum.	Energy saving of 14,40,000 KWH/annum.
18	Vacuum automation	Vacuum tank automation (Close loop system) installed for controlling the speed of the vacuum pump through VFD and digital vacuum pressure controller resulted in saving of 38,016 KWH/Annum	Energy saving of 38,016 KWH/Annum
19	Pulverizer	By installation of pulverizer in ratnagiri pipe plant, total 945 MT plastic was recycled and processed, resulted in reduction of 1,607 MT CO ₂ emission.	Reduction in 1607 MT CO ₂ e.

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

Yes. The Company has a robust business continuity and disaster management plan as a part of its risk management framework. The purpose of this plan is to ensure business continuity in the event of an emergency. All the properties of the Company are insured against natural risks, like fire, flood, earthquakes, etc.

Fire-fighting systems are installed at all the manufacturing locations. Other apparatus like extinguishers filled with chemical, Foam etc. have been placed at fire sensitive locations and regular fire safety drills are carried out. Training and awareness sessions are conducted for the employees and emergency handling teams to prepare them for actual emergency situations.

First aid training is provided to watch and ward staff and safety personnel. The risk assessment and mitigating actions plans are reviewed periodically to ensure necessary actions are in place to mitigate the risks. The Company has business continuity plan put in places in the critical part of its operations to ensure the operations runs smoothly. Professional consultants are engaged in risk assessment / periodic audit / review and suggest risks improvement measures from time to time.

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

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

9. Percentage 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. Further the remaining 22% suppliers were assessed through SAQ. For downstream value chain partners, the company undertook SAQ of approx. 80% dealers.

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: 14**
b. List the top 14 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	Chemical Petrochemical Mfg. Association (CPMA)	National
2	All India Plastic Mfg. Association (AIPMA)	National
3	Organization for Plastic of India (OPPI)	National
4	Confederation of Indian Industry (CII)	National
5	Indo-German Chamber of Commerce	National
6	Federation of Indian Chambers and Commerce & Industry (FICCI)	National
7	Centre for Chemical Process Safety (CCPs)	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:

There is no action taken or underway against the Company on any issues related to anti-competitive conduct.

Name of authority	Brief of the case	Corrective action 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 Crore)
Not applicable						

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

The Company has a defined a process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed. Further the Company has partnered with Mukul Madhav Foundation to fulfil its CSR commitment and who has been actively supporting the Company in its community development activities. Robust mechanisms are put in place to resolve the queries and redress grievances of the community and the CSR projects / programmes / activities by reaching dedicated contact page on the Company's website, email ID etc.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	11%	7.7%
Sourced directly from within the district and neighbouring districts	4.5%	3.4%

Leadership Indicator

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 crore)
1.	Maharashtra	Gadhchiroli	1.42
2.	Maharashtra	Osmanabad	0.14
3.	Rajasthan	Jaisalmer	0.01
4.	Jammu & Kashmir	Kupwara	0.04
5.	Bihar	Gaya	0.12
6.	Bihar	Muzaffarpur	0.28
7.	Uttar Pradesh	Vrindavan	0.05

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.

- (a) From which marginalized /vulnerable groups do you procure?

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

- (b) 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:

The Company has not derived/shared any benefits from the intellectual properties owned or acquired, 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(s)	No. of persons benefitted from CSR Project	% of beneficiaries from vulnerable and marginal groups
1	Agriculture and Rural Development	16,656	100%
	<ul style="list-style-type: none"> i. Infrastructure support i.e. Solar Street light provided to Tribal people. ii. Conducted village adoption programme (Toilet Blocks, Water Projects, Skill Development opportunities, public benches and seat arrangement). iii. Seed support provided to widow farmers. iv. Provided farming training to women. v. Infrastructure support viz. building toilets for households 		
2	Promotion of Education	11,600	100%
	<ul style="list-style-type: none"> i. Supported schools with water filter, IT equipments like projector & laptop. ii. Provided education scholarship to students. iii. Supported Leprosy community, Tribal girls students, with fees iv. Distributed uniform bags. v. Provided sanitation and other facilities at various schools. 		
3	Ensuring Environment Sustainability	7,475	100%
	<ul style="list-style-type: none"> i. Tree plantation. ii. Desilting and water bed deepening initiatives undertook to resolve the drinking water issues. iii. Supported farmers with percolation of water tank. iv. Undertook beach & river cleaning initiatives etc. 		
4	Eradicating Extreme Hunger and Poverty	6,964	100%
	<ul style="list-style-type: none"> i. Supported with monthly grocery to students and senior citizens. ii. Provided hot meals to Children & people living on streets. iii. Distributed food articles to poor, needy & street people. 		
5	Promoting Gender Equality and Empowering Women	19,004	100%
	<ul style="list-style-type: none"> i. Supported with sports equipments, grocery kits, sponsoring cultural programme to orphanage girls, tribal families, devotees, women etc. ii. Setting up of the Small-Scale Dairy Product manufacturing unit for Women Micro Entrepreneurs and Dairy Farmers iii. Supported with stationary materials and fruit drinks for slum children 		
6	Promoting Preventive Healthcare	24,092	100%
	<ul style="list-style-type: none"> i. Supported senior citizens with cataract surgery ii. Supported Palliative care for cancer patients iii. Supported Thalassaemia Patients with blood transfusion and tests iv. Supported mother and child with health and nutrition projects v. Conducted school health camp etc. 		

S. No.	CSR Project(s)	No. of persons benefitted from CSR Project	% of beneficiaries from vulnerable and marginal groups
7	Natural Calamities i. Supported with ration kits for Assam flood victims. ii. Supported affected people in Sri Lanka with medicines	1,00,880	100%
8	Promoting Sports i. Supported sports person by providing training for formula 4 race ii. Supported badminton tournament and competition iii. Infrastructure support provided to college for Basket Ball court	157	100%
9	Promotion of Vocational Skills and Livelihood i. Enabled sustainable livelihood towards building a general well-being of tribal communities. ii. Undertook skill development project, plumber training, women skills development and livelihood for women and youth. iii. Provided start-up books to students.	3,727	100%
10	Support to Differently abled i. Provided vocational training and Entrepreneurship Development programme to visually impaired. ii. Provided financial support for CP Children's surgeries iii. Conducted assessment camps as a part of Cerebral Palsy Mission iv. Supported individuals with deaf blindness for their therapy v. Distribution of food to children on World Disabled Day.	4,282	100%
11	Armed Forces/Veterans Celebration of Rakhi festival with Jawan	600	100%
12	Safe Drinking Water & Sanitation i. Supplied water tankers in summer season ii. Provided infrastructure facilities viz. toilets to households & tribal iii. Built individual toilet blocks/smokeless chula/holiday homes iv. Built new toilet blocks for girl students	15,321	100%
13	Technology Incubators Start up supported through science and technology park which provided with High-Temperature Multi Jet Updraft Gasifier Unit	-	-
14	Animal Welfare i. Supported cows with vaccination from Lumpy Diseases ii. Built Bird cage for rescuing birds iii. Supported Gaushala with Kadba Kutti Machines	-	-

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 includes 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 showcasing 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 relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

During the financial year 2022-23, 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.

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 2022-23.

Leadership Indicator

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

Information on products and services of the entity can be accessed at Company's website- <https://www.finolexpipes.com/product/>. Additionally the company circulates catalogues with its dealers/customers covering its products specification and usage.

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

The company took multiple steps to inform & educate the consumers about safe and responsible usage of products via product labelling, organizing awareness programmes & informative reminders, details of which are mentioned below:

The Company sent two informative reminders through email and registered post to the resin consumers with respect to prohibition on supply of plastic raw material ("Raw Material") for production of banned single use plastic (SUP) items and producer engaged in the manufacture of plastic packaging not having valid registration.

The Company demonstrated a proactive approach in upholding legal principles 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 with 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.

Not Applicable

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

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 seeks annually/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 us Finolex synonymous with durable pipes and products, augmenting their user experience.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

No incident was reported in FY 22-23. 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

Annexure-5 to the Directors' Report

Annual Report on Corporate Social Responsibility ("CSR")

- 1 Brief outline of Company's CSR Policy
- The CSR Policy sets out our commitment and approach towards Corporate Social Responsibility of improving the quality of life of the communities we serve. Through the philosophy of Engage, Equip and Empower, which is interwoven in all the three thrust areas, i.e. Sustainable Livelihood, Community Development and Issues of National Importance, we strive to enhance education, to make need-based development interventions with community participation and address issues of National Importance like Disaster Management, Affirmative Action and Sanitation.

- 2 Composition of the CSR Committee

Sr. No.	Name of Director	Designation/ Nature of Directorship	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1.	Mrs. Ritu P. Chhabria	Chairperson	4	4
2.	Ms. Bhumika L. Batra	Member	4	4
3.	Mr. Prakash P. Chhabria	Member	4	4
4.	Mrs. Kanchan U. Chitale	Member	4	4
5.	Mr. Saurabh S. Dhanorkar	Member	4	4
6.	Mr. Sanjay S. Math #	Member	4	1
7.	Dr. Deepak R. Parikh	Member	4	4
8.	Mr. Pradeep R. Rathi	Member	4	4
9.	Mr. Anami N. Roy	Member	4	4
10.	Mr. Anil V. Whabi	Member	4	3

Mr. Sanjay S. Math, Managing Director was superannuated from the Company on close of business hours of May 31, 2022

- 3 Web-link where the following are disclosed on the website of the Company:
- | | |
|------------------------------------|---|
| Composition of CSR committee | https://www.finolexpipes.com/investors/corporate-governance/ |
| CSR Policy | https://www.finolexpipes.com/site/assets/files/12926/corporate_responsibility_policy.pdf |
| CSR projects approved by the Board | https://www.finolexpipes.com/investors/compliance-report/ |
- 4 The executive summary along with web-link(s) of impact assessment of CSR projects carried out in pursuance of sub-rule (3) of rule 8, if applicable.
- Not Applicable
- 5(a) Average net profit of the Company as per section 135(5) ₹777 Crore
- (b) Two percent of average net profit of the company as per section 135(5) ₹15.55 Crore
- (c) Surplus arising out of the CSR projects or programmes or activities of the previous financial years Nil
- (d) Amount required to be set off for the financial year, if any Nil
- (e) Total CSR obligation for the financial year [(b)+(c)-(d)] ₹15.55 Crore

6 (a) Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project)	₹21.22 Crore
(b) Amount spent in Administrative Overheads as per section 135(5)	₹0.90 Crore
(c) Amount spent on Impact Assessment, if applicable	Nil
(d) Total amount spent for the financial year [(a)+(b)+(c)]	₹22.12 Crore
(e) CSR amount spent or unspent for the financial year:	Nil

Total Amount Spent for the financial year (in ₹)	Amount Unspent (in ₹)				
	Total Amount transferred to Unspent CSR Account as per section 135(6)		Amount transferred to any fund specified under Schedule VII as per second proviso to section 135(5)		
	Amount	Date of transfer	Name of the Fund	Amount	Date of transfer
₹22.12 Crore	-	-	-	-	-

(f) Excess amount for set-off, if any

Sr. No.	Particular	Amount
i.	Two percent of average net profit of the company as per sub-section (5) of section 135	₹15.55 Crore
ii.	Total amount spent for the Financial Year	₹22.12 Crore
iii.	Excess amount spent for the Financial Year [(ii)-(i)]	₹6.57 Crore
iv.	Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any	Nil
v.	Amount available for set off in succeeding Financial Years [(iii)-(iv)]	₹6.57 Crore

7 Details of Unspent CSR amount for the preceding three financial years

Sr. No.	Preceding financial year(s)	Amount transferred to Unspent CSR Account under section 135(6) (in ₹)	Balance amount in Unspent CSR Account under section 135(6) (in ₹)	Amount spent in the financial year (in ₹)	Amount transferred to any fund specified under Schedule VII second proviso to section 135(5), if any		Amount remaining to be spent in succeeding financial years (in ₹)	Deficiency, (if any)
					Amount (in ₹)	Date of transfer		
1	FY-1 2021-22				Nil			
2	FY-2 2020-21				Nil			
3	FY-3 2019-20				Nil			

8 Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the financial year:

If Yes, enter the number of Capital assets created/ acquired

Not Applicable

Furnish the details relating to such asset(s) so created or acquired through Corporate Social Responsibility amount spent in the Financial Year:

Sr. No.	Short particulars of the property or asset(s) [including complete address and location of the property]	Pin code of the property or asset(s)	Date of creation	Amount of CSR amount spent	Details of entity/ Authority/ beneficiary of the registered owner		
					CSR Registration Number, if applicable	Name	Registered address
Not applicable							

- 9 Specify the reason(s), if the company has failed to spend two percent of the average net profit as per sub-section (5) of section 135 NA

For and on behalf of the Board of Directors

Ritu P. Chhabria

Non-Independent & Non-Executive Director

DIN : 00062144

Chairperson, CSR Committee

Date: May 22, 2023

Place: London

Anil V. Whabi

Managing Director

DIN : 00142052

Member, CSR Committee

Date: May 22, 2023

Place: Pune